

# **The Human Group**

**George C. Homans**

**With new**

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**introductions**

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**by**

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**A. Paul Hare**

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**and**

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**Richard Brian Polley**



# The Human Group Classics In Organization And Management Series

**Purnima Embranthiri**



### **The Human Group Classics In Organization And Management Series:**

*The Human Group* George Caspar Homans, 2017-09-29 George C Homans's classic volume *The Human Group* was among the first to study the small group as a microcosm of society. It introduced a method of analysis and a set of influential theories that cut across areas of specialization on the personality, community, and industry. The study of even the smallest groups is extremely complex with the simplest associations involving an abundance of actions, relationships, emotions, motives, ideas, and beliefs. Homans concentrates on certain activities and processes he observes in five carefully selected and differentiated case studies and from them draws common patterns and ideas that serve as the bases of testable propositions. He divides his cases into static and dynamic groups. In all five cases, Homans selects comparable phenomena for analysis with a contextually different emphasis and elaboration each time. His results demonstrate that different as these groups are, their behavior reveals fundamental similarities and social uniformities. A ground-breaking and authoritative work when it was first published in 1950, *The Human Group* continues to inform and invigorate the study of small groups in sociology, psychology, management, and organizations.

*The Human Group* George Caspar Homans, The study of even the smallest groups is extremely complex. Homans concentrates on certain activities and processes he observes in five carefully selected and differentiated case studies and from them draws common patterns and ideas that serve as the bases of testable propositions. In all five cases, Homans selects comparable phenomena for analysis with a contextually different emphasis and elaboration each time.

*Essentials of Social Psychology* Shubhra Mangal, Shashi Mangal, 2022-08-30 *Essentials of Social Psychology* An Indian Perspective offers a comprehensive introduction to social psychology with a focus on the cultural and social fabric of Indian society. Split into five sections, the book covers the nature, scope, history, and methods of social psychology, individual-level processes, interpersonal-level processes, social processes, group processes, and social issues. The authors, S. K. Mangal and Shubhra Mangal, address the latest research trends and offer a varied insight into a range of topics including social influence, social exchange processes, group dynamics, aggression, prejudice, and attitudes. The book also examines topical themes and includes two chapters on social issues facing contemporary Indian society. While highlighting significant Indian research contributions and including examples and case studies from an Indian context, this book goes on to examine the discipline in the context of the socio-psychological background of this subcontinent. Complex concepts are clearly explained, and the book aids student learning through useful pedagogical features such as assessment questions, case studies, chapter summaries, and boxed key points. Covering all the core topics within social psychology, this is an essential textbook for graduate or undergraduate courses in social psychology, social work, social neuroscience, community medicine, or public health. In addition, it is also a useful introduction for those taking the Psychology option for the Indian and Provincial Civil Services and other competitive examinations.

***The Human Group*** George Caspar Homans, 1992 The study of even the smallest groups is extremely complex. Homans concentrates on certain activities and processes he observes in five carefully selected and

differentiated case studies and from them draws common patterns and ideas that serve as the bases of testable propositions In all five cases Homans selects comparable phenomena for analysis with a contextually different emphasis and elaboration each time

**Motives and Goals in Groups** Alvin Zander, 2018-04-17 The qualities and effectiveness of working groups are determined by the goals of the group and the motives of its members In *Motives and Goals in Groups* Alvin Zander studies the effects of group goals and the reasons why particular group goals are chosen He examines the origins of such goals determines their value in terms of the work of the group and analyzes how goals are affected by members' aspirations to achieve success Zander assumes the idea that the motives of members are not merely dispositions to obtain personal satisfaction but are also inclinations to achieve group success Earlier studies defined and clarified concepts about group achievement They report on work in the laboratory using high school students as subjects In later investigations these concepts were tested in groups outside the laboratory classrooms executive boards industrial crews and business departments In the new introduction Zander brings his book up to date by analyzing members' motives and groups' goals from 1971 to the present day He examines how current findings amplify results reported in the original book Among the topics covered are measurability of a group's objective the degree of members' confidence in attaining the group's goal the importance of a group's purpose external pressures on a group's aspirations and the reaction of members to their group's performance *Motives and Goals in Groups* brings together earlier research for the first careful scientific study of goals in groups It is of continuing importance to psychologists educators social workers executives therapists and all others who work either in or with groups

**Managing Large Systems** Leonard R. Sayles, 2017-09-29 *Managing Large Systems* examines a range of human organizational and managerial challenges associated with large systems Special attention is given to the behavioral relationships among scientists and engineers business and technical managers sponsor organizations and their contractors business and government officials and line and functional managers The descriptions of problems of technical organization and performance motivation are based primarily on an extended field study of the National Aeronautics and Space Administration *Managing Large Systems* includes a description of the unique management system developed by NASA under the leadership of James Webb that many believe was responsible for their extraordinary technological achievements that culminated in the first moon landing Parallels are drawn to other large scale technology programs in aerospace and atomic energy The authors find traditional managerial principles regarding controls incentive systems and planning to be inadequate in the context of large systems They look to organizational clusters to manage future projects in advanced technological areas and in public sectors such as urban development massive medical programs and ecological improvements

**The Changing of Organizational Behavior Patterns** Paul R. Lawrence, 1991-01-01 Many companies today are either undergoing drastic organizational changes or are faced with the prospect of having to make these changes in the near future The need for change may arise from internal sources growth in the size of the company the problem of aging or more

frequently from external sources changes in the nature of markets in the technology of the industry or even cultural beliefs about the proper rewards of work and behavior for employers and employees This book is concerned with the process of change by which organizations achieve their purposes and meet the needs of their individual and group contributors Lawrence s study is centered on a medium sized supermarket chain in which several important management functions were being shifted from the home office to newly created store managers The origin and reasoning behind these organizational changes the methods of introducing them the process of shifting the roles of key individuals and the consequences of the changes are considered in detail The author s inquiry proceeds from four essential research questions What is the nature of the basic behavior patterns in this organization What are the key factors involved in changing those patterns Did significant measurement change occur If so how was it accomplished This volume first published in 1958 broke new ground in devising techniques to measure changes in behavior patterns of individuals in focusing attention on the behavior patterns of individuals at the management levels of an organization and in clarifying the stubborn facts of human behavior involved in changing administrative patterns The book will be of continuing interest to managers and administrators concerned with making key changes in customary supervisory practices and to sociologists for the way the book addresses the general issue of the conflicts between the shifting demands of large organizations and the integrity of the individual The new 1990 introduction by the author nicely illustrates his belief that the process of organizational change remains a central issue for American society

*The Limits of Organizational Change* Herbert Kaufman, 2017-07-12 The environment of modern organizations is so complex and volatile that we take for granted that organizational change is necessary for organizational survival Yet the literature on organizations has for years described manifold obstacles to such change First published in 1971 this book extracts from that literature and from experience a comprehensive yet concise overview of those barriers Because these elements of the analysis are as valid now as when they were originally written *The Limits of Organizational Change* is still widely read and cited nearly a quarter century later From the premises of this argument Kaufman drew a number of conclusions about organizational survival and extinction age and size centralization and decentralization and organizational evolution Subsequent research and reflection induced him to refine and modify some of those inferences The modifications are spelled out in a new preface that gives fresh relevance to his findings and his conjectures Yet *The Limits of Organizational Change* is not a ponderous labored work As one reviewer remarked it is a delightful set of essays a review of empirical research in a witty conversational style *The Rocky Mountain Social Science Journal* It is a book one can enjoy as well as profit from and will be a useful tool for managers organizational studies scholars and sociologists

**Organization Theory by Chester Barnard** Kazuhito Isomura, 2020-10-26 This book helps undergraduate and graduate students understand Chester Barnard s organization theory Barnard s book *The Functions of the Executive* is a classic that along with Herbert Simon s *Administrative Behavior* is often considered to be essential reading for management students However it is

well known to be difficult and abstract Offering a systematic overview this book provides an excellent introduction to Barnard's organization theory Chester Barnard's concept of formal organization is often cited as a definitive opus on the subject of organization However he provided other concepts of organization such as cooperative systems complex formal organizations and informal organizations In his second book *Organization and Management* he added two more concepts lateral organizations and status systems allowing researchers to gain a better understanding of how Barnard developed his organization theory after his first publication Barnard was a successful practitioner as well as a theorist and his organization theory is full of practical insights gained from managing various types of organizations including NGOs and NPOs This book discusses how Barnard's organization theory can be applied to business practices in the context of exploring a new style of management and provides suggestions for business people seeking innovations for their own organizations **Personnel**

**Bibliography Series** United States. Office of Personnel Management. Library, 1979 Personnel Bibliography Series  
United States Civil Service Commission. Library, 1960 **The Nonprofit Manager's Resource Directory** Ronald A. Landskroner, 2002-04-30 A newly revised and updated edition of the ultimate resource for nonprofit managers If you're a nonprofit manager you probably spend a good deal of your time tracking down hard to find answers to complicated questions The Nonprofit Manager's Resource Directory Second Edition provides instant answers to all your questions concerning nonprofit oriented product and service providers Internet sites funding sources publications support and advocacy groups and much more If you need help finding volunteers understanding new legislation or writing grant proposals help has arrived This new updated edition features expanded coverage of important issues and even more answers to all your nonprofit questions Revised to keep vital information up to the minute The Nonprofit Manager's Resource Directory Second Edition Contains more than 2 000 detailed listings of both nonprofit and for profit resources products and services Supplies complete details on everything from assistance and support groups to software vendors and Internet servers management consultants to list marketers Provides information on all kinds of free and low cost products available to nonprofits Features an entirely new section on international issues Plus 10 bonus sections available only on CD ROM The Nonprofit Manager's Resource Directory Second Edition has the information you need to keep your nonprofit alive and well in these challenging times Topics include Accountability and Ethics Assessment and Evaluation Financial Management General Management Governance Human Resource Management Information Technology International Third Sector Leadership Legal Issues Marketing and Communications Nonprofit Sector Overview Organizational Dynamics and Design Philanthropy Professional Development Resource Development Social Entrepreneurship Strategic Planning Volunteerism *Administrative Theories and Management Thought* R. K. Saprú, 2008 Strategic Management for Nonprofit Organizations Roger Courtney, 2002-09-11 The voluntary nonprofit sector is now involved in all aspects of people's lives The management of such organizations has never been of more interest than it is now and the sector as a whole is in a period of great change Well

meaning amateurs are being replaced by highly committed and professional leaders and one in every six employees in the service sector is now working in the voluntary sector In this shifting climate this enlightening book questions whether voluntary organizations should now be more business like Helpful features of the text include chapter introduction and summaries boxed features including examples of mission statements value statements and the strategy planning pyramid detailed case studies of nonprofit organizations covering strategic issues strategic planning processes and examples of the use of particular techniques review and discussion questions extensive bibliography Presenting a unique insight into the theory and practice of strategic management for voluntary nonprofit organizations this book will be of great interest to both practitioners and students of voluntary sector management

**Strategic Management for Voluntary Nonprofit Organizations** Roger Courtney,2002 This UK European text provides a much needed summation of strategic management issues in nonprofit organizations addressing both academic theory and current practice

**Behavioral Economics and Smart Decision-Making** Ankul Ahluwalia,2025-01-03 The illustrations in this book are created by Team Educoback Behavioral Economics and Smart Decision Making explores the modern approach to economics emphasizing the impact of psychology and human behavior We delve into various theories within this field including Prospect Theory measurement principles and heuristics and biases Our book also discusses how behavioral management modernizes traditional management practices Designed to enhance understanding this book is an essential resource for anyone interested in the intersection of economics and psychology

**General Management Series** ,1925 *Ergonomics and Human Factors* Purnima Embranthiri,2024-12-15 Ergonomics and Human Factors Enhancing Workplaces delves into the scientific discipline of ergonomics focusing on the interactions between humans and other system elements Our book provides a detailed examination of work organization goals related to ergonomics and the various factors affecting it across multiple fields Designed as an easy to use reference it is ideal for students and researchers interested in ergonomics and its measurement methods We emphasize the importance of ergonomics in the workplace and business management explaining how it can improve efficiency and well being This book offers valuable insights and practical knowledge for enhancing workplace environments

*Harvard Business School Core Collection* Baker Library,1999 [Concise Encyclopaedia of Participation and Co-Management](#) György Széll,2017-11-07 No detailed description available for Concise Encyclopaedia of Participation and Co Management

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