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of
ORGANIZATIONS

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and what can be done about it

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The Neurotic Behavior Of Organizations

**Manfred F. R. Kets de Vries, Danny
Miller**



The Neurotic Behavior Of Organizations:

The Neurotic Behavior of Organizations Uri Merry, George Isaac Brown, 1987 *The Neurotic Organization* Manfred F. R. Kets de Vries, Danny Miller, 1990-06-01 In this pathbreaking work the authors detail different organizational neuroses and show how these neuroses affect planning decision making and organizational cultures Complete with numerous case histories the authors uncover the underlying causes behind problematic organizational behavior and the often unconventional measures needed to restore the neurotic organization to health *The Neurotic Behavior of Organizations* Uri Merry, George Brown, 1987 *Organizational Behaviour in a Global Context* Albert J. Mills, Jean C. Helm Mills, John Bratton, Carolyn Forshaw, 2006-01-01 At last there is a lucid well written OB book which covers key issues required in OB teaching but which has a mind of its own Students and faculty will recognize this is more than standard fare Bill Cooke Manchester Business School *The Psychodynamics of Work and Organizations* William M. Czander, 1993-07-15 An individual's working life undergoes the same intrapsychic conflicts as other aspects of experience Yet as a subject of psychoanalytic inquiry the world of work has largely been ignored In this innovative book William M Czander demonstrates that applying depth psychology to the organization and its employees provides a deeper understanding of the American workplace than traditional industrial psychology has offered Using a psychoanalytic framework Czander examines such issues as interactions between employees and management the conscious and unconscious forces that bind fellow employees together and the role of autonomy in people's lives Most important he details a means of intervention in the form of organizational consultation based on this more profound conceptualization of the dynamics of the workplace The first section of the book presents theoretical background and the second applies theory to specific cases Czander presents three major theories of psychoanalysis as they relate to work and the organization Freudian and classical psychoanalytic theory object relations theory and self psychology theory He explores how a psychoanalyst thinks about work and how work and the organization interact with the employees unconscious motivations and ideation He then applies these theories to actual case studies of organizational consultations The consultation process is explained including how a particular diagnosis and rationale for intervention is obtained Czander concludes with a discussion of the practice of psychoanalytic consulting and its utility and relevance to the world of contemporary organizations Providing illuminating discussion on myriad issues related to the psychology of the workplace this book is an ideal resource for a variety of mental health professionals psychoanalysts especially interested in organizational consulting organizational psychologists desiring a new perspective on their work and clinicians from different disciplines whose clients are struggling with issues surrounding their work environments It serves as an advanced text for courses in industrial organization clinical and social work and business management

Organizational Transformation Amir Levy, 1986-09-05 Organizational Transformation is the first book to analyze how organizations make it through difficult periods Based on case studies drawn from a variety of industries such as mental

hospitals schools manufacturing companies and the American Wildlife Society this book offers practical advice on development strategies for managers and organization consultants The book is divided into four sections the first of which describes in detail the different approaches that have been developed to transform organizations The second section describes and compares some of the basic strategies used in transforming organizations The third provides the reader with a variety of theories and research on the topic and the final section conceptualizes and integrates these theories

Encyclopaedic Dictionary of Organization Behaviour Rahul Arora,2000 Organizational Consulting Edwin C. Nevis,2013-04-15 In this classic text pioneering organizational consultant Edwin C Nevis presents an approach to organizational consulting which is grounded in Gestalt theory Nevis brings his well known insight conceptual clarity and decades of experience to bear on the entire spectrum of concerns facing organizational consultants in a wide variety of settings Beginning with the development of the Gestalt approach and the Cycle of Experience model Nevis traces the implications of Gestalt theory for such areas as organizational assessment modes of influence in organizations dealing with resistance developing relationships working at the boundary and the matter of the consultant's presence The conceptual framework provided in this groundbreaking work gives organizational consultants a powerful tool for understanding and influencing the behavior of organizations and at the same time invites them to actively partake in the ongoing development of their unique individual styles

Inside Organizations David Coghlan,2016-08-08 Moving away from the common traditional focus on studying organizations from a distance this highly engaging book introduces the idea of studying them from the inside Inside Organizations Exploring Organizational Experiences guides placement students and any student undertaking part time work in an organization through insider inquiry helping them to develop key reflexive and critical thinking skills for their future careers It encourages you to pay attention to what goes on in organizations to question what you experience and ultimately to make sense of how organizations function helping you to develop key reflexive and critical thinking skills for your future careers This book is ideal for students on programmes with a placement or internship element such as business and management nursing and health and education and is especially useful to those doing reflective journals and essays

Organization Behavior Dr. Govinda Gowda , Lt. Dr.Deepa Dharshini G P & Ms. Reshma B,2025-11-01 This book on Organization Behavior is designed for M Com First Semester students affiliated with Bengaluru City University It provides a comprehensive understanding of how individuals and groups interact within an organizational setting The text explores key concepts such as perception motivation leadership communication group dynamics and organizational culture Emphasis is placed on linking theory with practical business applications helping students analyze real world organizational challenges and human behavior at work The book encourages critical thinking and ethical decision making while fostering managerial and interpersonal skills essential for modern workplaces With clear explanations contemporary examples and conceptual clarity this volume serves as both a learning guide and a practical reference for

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