

Research on Managing Groups and Teams
Volume 14

Negotiation and Groups

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Editors



Negotiation And Groups Research On Managing Groups And Teams

**Friedemann W. Nerdinger, Gerhard
Blickle, Niclas Schaper**



Negotiation And Groups Research On Managing Groups And Teams:

Negotiation in Groups Jennifer Overbeck, Elizabeth A. Mannix, Margaret Ann Neale, 2011-06-09 Part of the Research on Managing Groups and Teams series this title examines the particular challenges opportunities and dynamics that confront groups engaged in negotiation It is of interest to readers and scholars from management psychology sociology communications law political science and public policy Managing Team Centricity in Modern Organizations Brian Murray, James H. Dulebohn, Dianna L. Stone, 2022-08-01 Managers are increasingly employing teams as a primary work unit in organizations but they are struggling with how to effectively lead the emerging team structures Intensifying the challenges that they are facing work restrictions due to the Covid 19 pandemic hastened the move to remote work flexible work arrangements and virtual teams The current volume of Research in Human Resource Management presents literature reviews conceptual development and original research evidence to inform the management of teams and spotlight new directions and approaches for team research in this evolving complex and dynamic environment This ten article volume includes an outstanding roster of established and emerging team scholars who define the future of team management research The volume is presented in four parts PART ONE introduces perspectives on the science of team research Joshua Strauss and James Grand present the systems thinking perspective as an alternative to more traditional IPO and multi level covariation models Patrick Rosopa introduces a machine learning approach to inductive team research for complex networks and dynamic variable relationships PART TWO includes three articles that address team performance Gabe Dickey and colleagues present a model of performance management leadership and engagement Akvile Mockeviciute and colleagues systematically review the feedback literature for teams and present a model of performance enhancement John Austin provides a qualitative study that steers transactive memory research in a new direction for teams accessing external expertise PART THREE offers two articles on individualized flexible work arrangements among team members and their effect on team outcomes Miriam Baumgartner and Martina Hartner Tiefertaler offer script development and a reflexivity process to address the negative impact of uncoordinated team member job crafting Chenwei Liao presents empirical evidence about the team efficacy and performance outcomes from servant leadership in managing the deals process for team members PART FOUR includes two articles that address the rising presence of virtual teams by looking at electronic communication and its implications for diverse team members Julio Canedo and colleagues review literature regarding diversity and virtual teams to inform the development of a model that links measures of diversity and the intervening experience of diversity types of electronic communication virtual team processes and team outcomes Bill Bommer and James Schmidtke present an empirical study addressing the question of whether team member behavior is different in virtual meetings than face to face and whether there is a gender implication for the change to videoconferencing The volume is designed primarily for scholars in the fields of human resource management organizational behavior and industrial

organizational psychology It also serves the needs of instructors and students in master s and doctoral courses in industrial organizational psychology human resource management or organizational behavior Each article is grounded in managerial context that will appeal to practitioners in the field Handbook of Organizational Behavior, Second Edition, Revised and Expanded Robert T. Golembiewski, 2000-10-24 Building upon the strengths of the first edition while continuing to extend the influence and reach of organizational behavior OB the Second Edition of this groundbreaking reference text analyzes OB from a business marketing perspective offering a thorough treatment of central soon to be central contiguous and emerging topics of OB to facilitate greater viability and demand of OB practice New edition incorporates more comparative perspectives throughout Contributing to the dynamic interdisciplinary state of OB theory and practice the Handbook of Organizational Behavior Second Edition comprehensively covers strategic and critical issues of the OB field with descriptive analyses and full documentation details the essential principles defining core OB such as organizational design structure culture leadership theory and risk taking advances solutions to setting operational definitions throughout the field comparatively discusses numerous situations and variables to provide clarity to mixed or inconclusive research findings utilizes cross cultural approaches to examine recent issues concerning race ethnicity and gender reevaluates value standards and paradigms of change in OB investigates cross national examples of OB development including case studies from the United States and India and much more Written by 45 worldwide specialists and containing over 3500 references tables drawings and equations the Handbook of Organizational Behavior Second Edition is a definitive reference for public administrators consultants organizational behavior specialists behavioral psychologists political scientists and sociologists as well as a necessary and worthwhile text for upper level undergraduate and graduate students taking organizational behavior courses in the departments of public administration psychology management education and sociology

Group Dynamics for Teams Daniel Levi, David A. Askay, 2020-08-11 Grounded in psychology research but with a practical focus on organizational behavior issues Group Dynamics for Teams helps readers understand and participate in teams more effectively in day to day work Best selling author Daniel Levi and new co author David A Askay thoroughly examine basic group dynamics concepts such as goals norms cooperation and communication as well as review the main challenges that teams face such as conflict decision making problem solving creativity and valuing diversity Throughout the book are discussions of the organizational context of teams including the impacts of organizational culture virtual teamwork rewarding teams and team building

National Culture and Groups Ya-Ru Chen, Elizabeth A. Mannix, Margaret Ann Neale, R. Wageman, 2006-07-04 Based on the premise that in an era of rapid globalization while there is a great deal of convergence on many aspects of group processes and interactions across national cultures it is the understanding and appreciation of the divergence among people of different national cultural backgrounds that make all the difference *Optimierung von Verhandlungsteams* Sina Barisch, 2011-03-23 Sina Barisch untersucht im Rahmen einer umfassenden Befragung unter

Verhandlungspraktikern die Wirkungsbeziehungen zwischen der hierarchischen Teamzusammensetzung und dem Verhandlungsergebnis Sie stellt ein Entscheidungsmodell vor das Verhandlungspraktikern bei der hierarchischen Besetzung von Verhandlungsteams als Entscheidungshilfe dient

Handbook of Organizational Behavior, Revised and Expanded Robert T. Golembiewski, 2000-10-24 Building upon the strengths of the first edition while continuing to extend the influence and reach of organizational behavior OB the Second Edition of this groundbreaking reference text analyzes OB from a business marketing perspective offering a thorough treatment of central soon to be central contiguous and emerging topics of OB to facilitate greater viability and demand of OB practice New edition incorporates more comparative perspectives throughout Contributing to the dynamic interdisciplinary state of OB theory and practice the Handbook of Organizational Behavior Second Edition comprehensively covers strategic and critical issues of the OB field with descriptive analyses and full documentation details the essential principles defining core OB such as organizational design structure culture leadership theory and risk taking advances solutions to setting operational definitions throughout the field comparatively discusses numerous situations and variables to provide clarity to mixed or inconclusive research findings utilizes cross cultural approaches to examine recent issues concerning race ethnicity and gender reevaluates value standards and paradigms of change in OB investigates cross national examples of OB development including case studies from the United States and India and much more Written by 45 worldwide specialists and containing over 3500 references tables drawings and equations the Handbook of Organizational Behavior Second Edition is a definitive reference for public administrators consultants organizational behavior specialists behavioral psychologists political scientists and sociologists as well as a necessary and worthwhile text for upper level undergraduate and graduate students taking organizational behavior courses in the departments of public administration psychology management education and sociology

Group Decision and Negotiation. A Socio-Technical Perspective Mareike Schoop, D. Marc Kilgour, 2017-07-24 This book constitutes the refereed proceedings of the 17th International Conference on Group Decision and Negotiation GDN 2017 held in Stuttgart Germany in August 2017 The field of Group Decision and Negotiation focuses on decision processes with at least two participants and a common goal but conflicting individual goals Research areas of Group Decision and Negotiation include electronic negotiations experiments the role of emotions in group decision and negotiations preference elicitation and decision support for group decisions and negotiations and conflict resolution principles The 14 full papers presented in this volume were carefully reviewed and selected from 87 submissions They were organized in topical sections named general topics in group decision and negotiation conflict resolution emotions in group decision and negotiation negotiation support systems and studies and preference modeling for group decision and negotiation The book also contains two invited talks in full paper length

Looking Back, Moving Forward Elizabeth A. Mannix, Margaret Ann Neale, 2012-10-05 This volume is composed of a series of invited chapters from authors who are central and prolific contributors to the areas of group and team based

research As such each chapter provides an excellent overview of the current state of the research and a perspective on where scholars should be focusing their future research *The Oxford Handbook of Diversity and Work* Quinetta M. Roberson, 2013-01-31 Greater workforce diversity and business trends make the management of such diversity an important challenge for organizational leaders The Oxford Handbook of Diversity and Work offers a comprehensive review of current theory and research and stimulates thoughtful and provocative conversation about future study of diversity in the workplace

Effektivität von Top Management Teams Stephan Bültel, 2009-06-30 Offene Diskussionen zwischen Vorstand und Aufsichtsrat sowie im Vorstand und im Aufsichtsrat gelten als ein Bestandteil guter Unternehmensführung Der Deutsche Corporate Governance Kodex sieht eine entsprechende Formulierung jedenfalls vor Kenner der Materie bezweifeln jedoch ob es sich hier um eine blinde Praxis handelt Ergebnisse der Mitbestimmungsforschung zeigen jedenfalls dass hier sehr stark in Berlin gedacht wird und offene Diskussionen allenfalls in den vorbereitenden Ausschüssen vor der offiziellen Aufsichtsratssitzung stattfinden Wieso soll es in Vorständen anders sein Stephan Bültel kümmert sich dankenswerterweise auch um derartige Fragen wobei er zugleich die Effektivität des Top Management Teams Vorstand in den Vordergrund rückt die entsprechenden Bedingungen für eine offene Diskussionskultur hinterfragt und die Maßnahmen ermitteln will um die Effektivität innerhalb des Vorstands einer Aktiengesellschaft zu steigern Insgesamt handelt es sich um eine hochaktuelle relevante Fragestellung mit einem äußerst schwierigen empirischen Zugang Insofern ist es verständlich dass die vorliegende Arbeit primär die theoretischen und die bereits vorliegenden empirischen Untersuchungen auswertet die insbesondere im angelsächsischen Raum inzwischen vorgenommen worden sind Stephan Bültel hat insgesamt eine sehr beachtenswerte Arbeit vorgelegt Ihre Stärke liegt zweifellos in den theoretisch abgeleiteten Handlungsbedingungen und Maßnahmen zur Förderung offener Diskussionen im Top Management Team Dabei erfolgte eine herausragende Analyse der angloamerikanischen Literatur und einschlägiger empirischer Untersuchungen zu angloamerikanischen Top Management Teams Insgesamt liegt eine sehr interessante Arbeit vor welcher eine breite Diskussion auch im deutschsprachigen Raum zu wünschen ist Prof Dr Dieter Wagner Vorwort *Culture and Group Processes* Masaki Yuki, Marilynn Brewer, 2013-10-16 Culture and groups are inherently inseparable Patterns of group behavior and underlying psychological processes are shaped within specific cultural contexts and cultures emerge in group based interactions Culture and Group Processes the inaugural volume of the Frontiers of Culture and Psychology series is the first edited book on this rapidly emerging topic *Negotiating Globally* Jeanne M. Brett, 2012-10-15 When it was first published in 2001 Negotiating Globally quickly became the basic reference for managers who needed to learn how to negotiate successfully across boundaries of national culture This thoroughly revised and expanded second edition preserves the structure of the acclaimed first edition and improves upon it making it even easier to learn how to navigate national culture when negotiating deals resolving disputes and making decisions in teams Rather than offering country specific protocol and customs Negotiating Globally provides a general framework to help negotiators

anticipate and manage cultural differences This new edition incorporates the lessons of the latest research with new emphasis on executing a negotiation strategy and negotiating conflict in multicultural teams The well received chapter on Government At and Around the Table has been expanded and updated with new examples that span the globe In this comprehensive resource Jeanne M Brett describes how to develop a negotiation planning document and shows how to execute the plan She provides a model that explains how the cultural environment affects negotiators interests priorities and strategies She provides benchmarks for distinguishing good deals from poor ones and good negotiators from poor ones The book explains how resolving disputes is different from making deals and how negotiation strategy can be used in multicultural teams Negotiating Globally challenges negotiators to expand their repertoire of strategies so that they will be able to close deals resolve disputes and get teams to make decisions

Negotiating Intercultural Relations

Troy McConachy, Perry R. Hinton, 2023-02-09 The goal of fostering positive intercultural relations has taken on increased importance in a wide range of societal educational and business contexts This has created growing demand for educational provision that raises awareness of the role of language culture and psychological dynamics in processes of communication and rapport management This volume inspired by Helen Spencer Oatey s multidisciplinary approach to intercultural research provides insights into the dynamic and negotiated nature of intercultural relations informed by current theory and research in linguistics psychology and intercultural education Written by an international group of prominent intercultural researchers chapters demonstrate that intercultural interaction is highly dependent on the contextual expectations that individuals bring to communication the social identities that are perceived to be relevant and how individuals position themselves and others as cultural beings They show how cultural norms and social identities are negotiated in the micro context of interpersonal interaction and in the macro sociocultural context The volume provides intercultural researchers and educators with multidisciplinary insights into how intercultural relationships are established maintained and threatened

Arbeits- und Organisationspsychologie Friedemann W. Nerdinger, Gerhard Blickle, Niclas Schaper, 2018-10-11 Dieses erfolgreiche Lehrbuch jetzt in bearbeiteter 4. Auflage bietet eine systematische und fundierte Einführung in die Arbeits- und Organisationspsychologie Wovon hängt es ab, ob jemand zufrieden mit seiner Arbeit ist? Welche Prozesse finden bei Fusionen und Unternehmensnahmen statt? Wie funktioniert Personalentwicklung? Und was ist organisationale Sozialisation? Ob für die Prüfung oder für die Praxis: hier werden alle Fragen verständlich und ausführlich beantwortet

Handbook of Principles of Organizational Behavior Edwin Locke, 2011-07-15 There is a strong movement today in management to encourage management practices based on research evidence In the first volume of this handbook I asked experts in 39 areas of management to identify a central principle that summarized and integrated the core findings from their specialty area and then to explain this principle and give real business examples of the principle in action I asked them to write in non technical terms e g without a lot of statistics and almost all did so The previous handbook proved to be quite popular so I was asked to

edit a second edition This new edition has been expanded to 33 topics and there are some new authors for the previously included topics The new edition also includes updated case examples updated references and practical exercises at the end of each chapter It also includes a preface on evidence based management The principles for the first edition were intended to be relatively timeless so it is no surprise that most of the principles are the same though some chapter titles include more than one principle This book could serve as a textbook in advanced undergraduate and in MBA courses It could also be of use to practicing managers and not just those in Human Resource departments Every practicing manager may not want to read the whole book but I am willing to guarantee that every one will find at least one or more chapters that will be practically useful In this time of economic crisis the need for effective management practices is more acute than ever **Project**

Management Workbook and PMP / CAPM Exam Study Guide Harold Kerzner, Frank P. Saladis, 2017-04-12 Sharpen your project management skills and prepare for the latest PMP CAPM exam The Project Management Workbook and PMP CAPM Exam Study Guide is a two in one resource for mastering the Project Management Body of Knowledge PMBOK As the companion to Project Management A Systems Approach to Planning Scheduling and Controlling this book provides the opportunity to strengthen your understanding of project management in real world application with questions problems and cases designed to enhance your critical thinking skills Functioning as a stand alone study guide to the Project Management Professional PMP Certification Exam this book helps you develop the critical skills of a successful project manager with questions that show you what to expect on exam day Interesting enjoyable and thought provoking this workbook and study guide helps you dig into the PMBOK and gain the professional insights that come only from applying what you ve learned Reading the PMBOK doesn t fully prepare you to pass the PMP exam let alone function as a project manager in the real world Understanding how to apply the various methodologies is vital to your success and this book gives you a wealth of guided practice to hone your skills in advance Practice applying project management concepts Test your grasp of the PMBOK methodology Preview the PMP with simulated exam questions Enhance your critical thinking and project management skills The project manager s role is broad in scope and detailed in function Don t try to memorize the PMBOK internalize it this approach gives you a ready body of knowledge available for recall as needed and helps you become a more efficient more effective project manager Instinctive knowledge comes from copious practice and the Project Management Workbook and PMP CAPM Exam Study Guide is your ideal resource for developing your skills PMI PMBOK CAPM PMP and Project Management Professional are registered marks of the Project Management Institute Inc **Exit-Management in Private**

Equity Birte Sewing, 2008-10-08 Private Equity PE hat in den letzten Jahren erheblich an Bedeutung gewonnen und sich auch in der Öffentlichkeit zu einem viel diskutierten Phänomen entwickelt Die Investitionen der PE Gesellschaften folgen der Logik einer Partnerschaft auf Zeit bei der der Ausstieg d.h. die Desinvestition bereits zu Beginn feststeht Neben dem optimalen Exit Zeitpunkt stellt sich für die PE Gesellschaften in diesem Zusammenhang die Frage nach dem besten Exit Kanal z.B.

Der Übergang vom Verkauf an einen strategischen Investor Entsprechend dem wachsenden Einfluss auf die Wirtschaft hat sich Private Equity zu einem begehrten Untersuchungsobjekt entwickelt Wissenschaftliche Arbeiten konzentrieren sich allerdings zumeist auf kleine und mittelgroße Gesellschaften und schließen die großen Buyout Gesellschaften aus Arbeiten zum Thema Exit grenzen sich weitestgehend auf die Analyse der unmittelbaren Exit Entscheidung selbst und vernachlässigen eine systematische Betrachtung des Gesamtprozesses der Investition mit Blick auf den Ausstieg In ihrer Arbeit nimmt Birte Sewing diese Forschungslücke auf Sie widmet sich dem Exit Management großer Buyout Gesellschaften Es wird untersucht ob und wiefern Buyout Gesellschaften versuchen durch eine frühzeitige Planung und eine proaktive Vorbereitung bereits von Beginn an den Grundstein zum Erfolg der Direktinvestition zu legen Der verwendete Forschungsansatz der Grounded Theory ermöglicht es das bisher wenig erschlossene Untersuchungsfeld detailliert zu analysieren und die zugrunde liegenden Prozesse und ihre Abhängigkeiten tiefergehend zu verstehen Frau Sewing gelingt es dabei mit der Untersuchung von sehr großen PE Gesellschaften in ein Gebiet vorzustoßen das wissenschaftlichen Analysen aufgrund der großen Verslossenheit der Branche bisher nicht oder nur sehr eingeschränkt zugänglich war

The Wiley Blackwell Handbook of the Psychology of Team Working and Collaborative Processes Eduardo Salas, Ramon Rico, Jonathan Passmore, 2020-04-06 A state of the art psychological perspective on team working and collaborative organizational processes This handbook makes a unique contribution to organizational psychology and HRM by providing comprehensive international coverage of the contemporary field of team working and collaborative organizational processes It provides critical reviews of key topics related to teams including design diversity leadership trust processes and performance measurement drawing on the work of leading thinkers including Linda Argote Neal Ashkanasy Robert Kraut Floor Rink and Daan van Knippenberg Negotiation: Closing Deals, Settling Disputes, and Making Team Decisions David S. Hames, 2011-09-21 Combines in a single volume pertinent readings comprehensive cases role playing exercises and questionnaires so that students examine the theory and the practice of negotiation from a varied set of learning tools

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