Political Skill At Work Impact On Work Effectiveness

Political Skill at Work-Gerald R. Ferris 2011-06-17 Why is political skill so important in business? In today's organizations, career success depends more on political skill—the ability to influence, motivate, and win support from others—than on almost any other characteristic. Political Skill at Work delivers the "how" to influence at work, not just the "what." The authors of this innovative study explore how people high in political skill are more successful at getting hired, building a reputation, and establishing leadership. From the worlds of business, politics, education, and sports, they offer compelling examples of political skill in action. And, for the first time, they provide ways to measure and enhance this powerful ability. Anyone interested in personal or professional development will find this book worthwhile.

Political Skill at Work-Gerald R. Ferris 2005 Political skill, the ability to influence and motivate others, is a powerful predictor of job success and this book shows you how to understand, evaluate and develop it.

Political Skill at Work-Gerald R. Ferris 2010-09-01 With examples of individuals using political skill to succeed in the corporate world, government, education and sports, the authors explore what political skill is (and isn't), why and how it works and how it can be measured and developed. They define four key dimensions of political skill: social astuteness, interpersonal influence, networking ability and apparent sincerity. Their 18-item Political Skill Inventory measures strength in these areas.

Political Skill at Work, Revised and Updated-Pamela L. Perrewé 2020-05-26 Revised and updated edition! Why is political skill so important in business? In today's organizations, career success depends more on political skill—the ability to influence, motivate, and win support from others—than on almost any other characteristic. Political Skill at Work delivers the "how" to influence at work, not just the "what." The authors of this innovative study explore how people high in political skill are more successful at getting hired, building a reputation, and establishing leadership. From the worlds of business, politics, education, and sports, they offer compelling examples of political skill in action. And, for the first time, they provide ways to measure and enhance this powerful ability. Anyone interested in personal or professional development will find this book worthwhile.

Politics in Organizations-Gerald R. Ferris 2012 This edited volume in the SIOP Frontiers series is one of the first to look at the psychological factors behind politics and power in organizations. Noted contributors from schools of management, psychology, sociology and political science look at the theory, research, methodology and ethical issues related to organizational politics and climates. The book is divided into three parts: Part 1 looks at the historical evolution of the field; Part 2 integrates organizational politics with important organizational behavior constructs and/or areas of inquiry, for example in the chapter by Lisa Leslie and Michele Gelfand which discusses the implications of cross-cultural politics on expatriates and within cross-national mergers; and Part 3 focuses on individual differences and organizational politics, focusing on the nature of political relationships.

Power, Politics, and Political Skill in Job Stress-Pamela L. Perrewe 2017-07-25 The objective of this series is to promote theory and research in the increasingly growing area of occupational stress, health and well being, and in the process, to bring together and showcase the work of the best researchers and theorists who contribute to this area. As you know, questions of work stress span many disciplines and many specialized journals. Our goal is to provide a multidisciplinary and international collection that gives a thorough and critical assessment of knowledge, and major gaps in knowledge, on occupational stress and well being. Research in Occupational Stress and Well Being is focused on power, politics and influence. It has been widely accepted that power, politics and influence are pervasive within most social entities, including work organizations. However, research on
the role of social influence in the stress process is still needed. This volume will focus on the connections between social influence processes, broadly defined (e.g., power, politics, political skill and influence), and employee stress, health, and well-being.

Leader Interpersonal and Influence Skills-Ronald E. Riggio 2013-12-04 This edited volume explores different models, conceptualizations, and measures of leader interpersonal and influence "soft skills" that are so necessary for effective leadership. These include the communication skills, persuasion skills, political savvy, and emotional abilities used by leaders to inspire, motivate, and move followers toward the accomplishment of goals. The book emanates from the two-day-long 21st Kravis-de Roulet leadership conference, which brought together top scholars working in this area. The intent of the conference and this edited volume is to increase understanding of the interpersonal and influence skills, or "soft skills," of the leader, to highlight state-of-the-art research on the topic, and to provide clear, research-based guidelines for the development of leader skills. Chapter authors are recognized experts in their respective areas, and each section of the book will be introduced by an editor-authored chapter reviewing the specific topic area in brief.

Political Skill in the Team Context-Elena Lvina 2011 This thesis examined the role of "soft skills", namely team political skill, in predicting team effectiveness. My primary goal was to extend the current paradigm of individual political skill (a work context understanding of others applied to influencing their actions to advance one's own or organizational agenda) by developing a model of political skill composition at the team level. Based on the results obtained from 189 student project teams and 28 business work teams I found team political skill operationalized as a group mean to be a strong predictor of team emergent states. The results also supported the need for additional methods of operationalizing team political skill, specifically dispersion and minimum score. To explain how and when the effects of team political skill on team effectiveness hold, I hypothesized and demonstrated the mediation effect of team emergent states, including group cohesiveness, team trust, and team conflict. I also identified perception of organizational politics and team task interdependence as important moderators of the team political skill and team emergent states relationship. Finally, I explored the impact of team political skill in comparison to the impact of the leader political skill and found that team political skill was an important predictor of team effectiveness beyond leader political skill. The findings provide important practical guidelines for organizations on employees' political skill composition in effective teams. The organizational implications extend to recruitment, training, development and team building.
敘事,並為啟蒙運動理念的熱情辯護,即知識和憐憫可以改善人類處境……已故TED明星漢斯.羅斯林的《真確》就是這樣的一本書。」──史蒂芬.平克,《衛報》書評 「精彩絕倫!一本充滿熱情關懷和豐富智識之作,更因為作者來不及親眼見證它的發光,顯得更加動人……

漢斯.羅斯林說故事的魅力,和詮釋數據的高超技巧在每一頁展露無遺。還有誰會選用『人均吉他數』作為人類進步的指標呢?──《金融時報》

在漢斯.羅斯林的手中,數據會唱歌,健康與經濟的趨勢變得栩栩如生,全球整體發展(包括有些出乎意料的好消息)變得清楚。」──TED 「和漢斯.羅斯林聊三分鐘,會改變你對世界的想法。」──《自然》(Nature)

作者簡介 漢斯.羅斯林 Hans Rosling 臨床醫師、數據學家、全球公衛教授及世界級公共教育家,曾擔任世界衛生組織(WHO)與聯合國兒童基金會(UNICEF)的顧問,共同創辦無國界醫生的瑞典分部,也是世界經濟論壇(WEF)全球議程網路的成員。2005年,漢斯和兒子奧拉與媳婦安娜共同創辦蓋普曼德基金會(Gapminder Foundation),以立基事實的認知,對抗廣泛的無知,協助人們了解這個世界。他經常獲邀至企業、國際機構與非政府組織講學,更史無前例十度登上TED大會,演講影片瀏覽數超過3,500萬次。漢斯的研究貢獻,使他獲得《時代》雜誌選為全球百大影響力人物,美國《外交政策》雜誌選為全球百大思想家,商業雜誌Fast Company選為年度百大創意人物。他自詡為認真的「可能性主義者」──既不抱持無端的希望,也不抱持無端的恐懼,持續抗拒過度誇大的世界觀。不是無可救藥的樂觀,而是對現實有清楚的認識,相信未來會持續進步。2017年因胰臟癌辭世,把人生的最後時光用在撰寫本書。

奧拉.羅斯林 Ola Rosling、安娜.羅朗德 Anna Rosling Rönnlund 奧拉和安娜是漢斯的兒子和媳婦,和他共同創辦蓋普曼德基金會。奧拉從2010年起擔任會長至今。安娜和奧拉開發的氣泡圖軟體Trendalyzer被Google買下之後,奧拉成為Google公共數據團隊的負責人,安娜則是團隊裡的用戶體驗資深設計師,兩人都靠開發成果贏得不少國際獎項。

譯者簡介 林力敏 專職譯者,輔仁大學翻譯所畢業,曾獲聯合報文學獎、梁實秋文學獎、林榮三文學獎等國內重要文學獎項,曾任聯合報〈繽紛版〉專欄作家。愛騎車兜風,持續探索各類新知、探究文學與人生。譯有《原力思辨》《人生問題的有益答案》《房間裡最有智慧的人》《康乃爾最經典的思考邏輯課》等。


Handbook of Organizational Politics-Eran Vigoda-Gadot 2016-03-25 The Handbook of Organizational Politics offers a broad perspective on the intriguing phenomena of power, influence and politics in the modern workplace; their meaning for individuals, groups and other organizational stakeholders; and their effect on organizational outcomes and performances. Comprising entirely of new chapters and insights, this second edition revisits the theory on organizational politics (OP) and examines its progress and changes in emphasis in recent years. This timely and informative book provides a comprehensive set of state-of-the-art studies on workplace politics based on experiences from around the world. The contributors highlight topics such as political skills, political will, politics and leadership, compensations, politics and performance, and politics and the learning climate. Students and scholars will benefit from the up-to-date collection of studies in the field of OP. This Handbook will also be of interest to practitioners and managers from public and private sectors looking for better explanations of internal processes in business.

The Oxford Handbook of Leadership and Organizations-David V. Day 2014 “The Oxford Handbook of Leadership and Organizations provides in-depth treatment on scholarly topics representing the discipline of leadership. The Handbook comprises a collection of comprehensive, state-of-the-science reviews and perspectives on the most pressing historical and contemporary leadership issues, with a particular focus on theory and research. It provides a broad picture of the leadership field, as well as detailed reviews and perspectives within the respective areas. The Handbook features the contributions of leading international scholars across forty chapters, which are organized into eight sections representing the history and background of leadership, research methods, leader-centric theories and approaches, follower-centric theories and approaches, dyadic and team-centric theories and approaches, emerging issues in organizational leadership, emerging contextual issues in leadership, and special issues in leadership. The knowledge compiled in this volume represents the state of the science with regard to leadership and organizations."--Publisher's website.

Organizational Behavior: Managing People and Organizations-Ricky W. Griffin 2016-01-14 Prepare to Think and Act like a manager with the powerful...
political-skill-at-work-impact-on-work-effectiveness

insights, solid concepts, and reader-friendly approach in ORGANIZATIONAL BEHAVIOR: MANAGING PEOPLE AND ORGANIZATIONS, 12th Edition. This text equips you with the skills and practical understanding to meet modern management challenges. You will delve into the fundamentals of employee behavior in today's organizations as the book balances classic management ideas with thorough coverage of the most recent organizational behavior developments and contemporary trends. Memorable examples from organizations and managers you will instantly recognize are woven throughout the book and work with new cases and boxed features that focus on pressing issues and reinforce the book's practical perspective. You'll also learn more about your strengths and areas where you need development through an array of self-assessment activities. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

Be the Boss Everyone Wants to Work For—William A. Gentry Ph.D. 2016-08-29 Flip Your Script! You've been promoted to leadership—congratulations! But it's nothing like your old job, is it? William Gentry says it's time to flip your script. We all have mental scripts that tell us how the world works. Your old script was all about “me”: standing out as an individual. But as a new leader, you need to flip your script from “me” to “we” and help the group you lead succeed. In this book, Gentry supports and coaches you to flip your script in six key areas. He offers actionable, practical, evidence-based advice and examples drawn from his research, his work with leaders, and his own failures and triumphs of becoming a new leader. Get started flipping your script and become the kind of boss everyone wants to work for.

The SAGE Handbook of Industrial, Work & Organizational Psychology—Deniz S Ones 2015-07-16 Annotation The second volume in the SAGE Handbook of Industrial, Organizational and Work Psychology looks in detail at how teams and individuals function and perform. It covers motivation and organizational socialisation as well as the latest research into diversity and organizational culture in the workplace. There are also sections on social networks and how job loss and the experience of unemployment can affect individuals and wider groups within organizations. Part One: Lenses Part Two: Social and Political Order Part Three: Legacies Part Four: Problems and Problematics.

The SAGE Handbook of Industrial, Work & Organizational Psychology, 3v—Deniz S Ones 2017-12-14 The second edition of this best-selling Handbook presents a fully updated and expanded overview of research, providing the latest perspectives on the analysis of theories, techniques, and methods used by industrial, work, and organizational psychologists. Building on the strengths of the first edition, key additions to this edition include in-depth historical chapter overviews of professional contexts across the globe, along with new chapters on strategic human resource management; corporate social responsibility; diversity, stress, emotions and mindfulness in the workplace; environmental sustainability at work; aging workforces, among many others. Providing a truly global approach and authoritative overview, this three-volume Handbook is an indispensable resource and essential reading for professionals, researchers and students in the field. Volume One: Personnel Psychology and Employee Performance Volume Two: Organizational Psychology Volume Three: Managerial Psychology and Organizational Approaches

Organizational Behavior: Science, The Real World, and You—Debra L. Nelson 2013-04-09 Help your students learn not only the concepts and theories that enhance the management of human behavior at work but also how to practice these skills with Nelson/Quick's ORGANIZATIONAL BEHAVIOR. The latest edition of this book clearly demonstrates how organizational behavior theories and research apply to companies today with engaging cases, meaningful exercises, and examples that include six new focus companies students will instantly recognize. The authors present foundational organizational behavior topics, such as motivation, leadership, teamwork, and communication. Students also examine emerging issues reshaping the field today, such as the theme of change. They study how change affects attitudes and behaviors in an organization as well as what new opportunities and experiences change presents. Students further explore growing themes of globalization, diversity, and ethics. The authors anchor the book's multifaceted approach in both classic research and leading-edge scholarship. Timely examples from all types of organizations throughout this edition
reflect today's most current trends, including six new focus companies—NetFlix, Ford, Groupon, and more. Self-assessments and other interactive learning opportunities allow your students to grow and develop, both as individuals and as important contributors to an organization, as they progress throughout your course. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

Handbook of Employee Selection—James L. Farr 2017-03-27 This second edition of the Handbook of Employee Selection has been revised and updated throughout to reflect current thinking on the state of science and practice in employee selection. In this volume, a diverse group of recognized scholars inside and outside the United States balance theory, research, and practice, often taking a global perspective. Divided into eight parts, chapters cover issues associated with measurement, such as validity and reliability, as well as practical concerns around the development of appropriate selection procedures and implementation of selection programs. Several chapters discuss the measurement of various constructs commonly used as predictors, and other chapters confront criterion measures that are used in test validation. Additional sections include chapters that focus on ethical and legal concerns and testing for certain types of jobs (e.g., blue collar jobs). The second edition features a new section on technology and employee selection. The Handbook of Employee Selection, Second Edition provides an indispensable reference for scholars, researchers, graduate students, and professionals in industrial and organizational psychology, human resource management, and related fields.

Strategic Safety Management in Construction and Engineering—Patrick X. W. Zou 2015-06-15 Although the construction and engineering sector makes important contributions to the economic, social, and environmental objectives of a nation, it has a notorious reputation for being an unsafe industry in which to work. Despite the fact that safety performance in the industry has improved, injuries and fatalities still occur frequently. To address this, the industry needs to evolve further by integrating safety into all decision making processes. Strategic Safety Management in Construction and Engineering takes a broad view of safety from a strategic decision making and management perspective with a particular focus on the need to balance and integrate ‘science’ and ‘art’ when implementing safety management. The principles covered here include the economics of safety, safety climate and culture, skills for safety, safety training and learning, safety in design, risk management, building information modelling, and safety research methods and the research-practice nexus. They are integrated into a strategic safety management framework which comprises strategy development, implementation, and evaluation. Practical techniques are included to apply the principles in the context of the construction and engineering industry and projects. Case studies are also provided to demonstrate the localised context and applications of the principles and techniques in practice.

International Review of Industrial and Organizational Psychology 2008—Gerard P. Hodgkinson 2008-04-15 Now in its 23rd year, the International Review of Industrial and Organizational Psychology has attracted contributions from leading researchers and produced many citation classics. Each volume is a state-of-the-art overview of topics spanning the full spectrum of I/O psychology and 2008 is no exception. Areas covered include leadership development, the psychology of careers, employee recruitment, health promotion in the workplace, and politics at work. Each chapter is supported by a valuable bibliography. For advanced students, academics, researchers and professionals this remains the most current and authoritative guide to new developments and established knowledge in the field.

Educating the Scholar Practitioner in Organization Development—Deborah A. Colwill 2012-12-01 Organization Development (OD) is a young social science. Little has been written on the intentional development of OD professionals. As a young field of inquiry it is important to understand how the future leaders of the field of OD are being developed. The focus of this work explores the education of scholar practitioners in OD. The research upon which this document is based examined the impact that professional research doctoral programs (affiliated with the field of OD) had on the learning and professional development of select doctoral graduates. Alumni reported important elements of their educational experience that contributed to their professional and personal growth. The nature of these educational elements suggest processes or methods of teaching that may be transferable to training OD professionals in a broader context outside of higher education. Even more directly this research provides well informed feedback to administrators and faculty of professional research doctorate programs from the alumni about their educational experience. This feedback could be used to advance both program and course development in universities that offer these types of degrees. The intended audience of this work includes practitioners of OD, professors of OD and management, faculty and administrators of doctoral education, talent management and leadership development professionals, and adult educators.

Searching for Authenticity—S. Gayle Baugh 2015-05-01 Volume 2 of the Research in Careers series focuses on the search for authenticity in one’s career. Although there has been growing interest in the topic within the popular press, relatively little academic research has been completed on authenticity and careers. Researchers are still refining the concept of authenticity and are just beginning to investigate how it influences the enactment of careers in today’s turbulent career landscape. This volume offers the first organized effort on the topic. This volume contains seven chapters which examine the search for authenticity derived from the Kaleidoscope Career Model (Mainiero & Sullivan, 2006). Chapters 1 and 2 present a review of the literature and an in-depth analysis of the construct of authenticity. Chapter 1 offers a new lens to view career authenticity based on two dimensions of self-awareness and adaptability. Chapter 2 uses two case studies to define how individuals are authentic in their career. Chapters 3 and 4 examine the authenticity of individuals in different career stages, with Chapter 3 examining recent college graduates and Chapter 4 examining mid to late stage careerists. Chapters 5, 6 and 7 focus on the interplay between social interactions and career authenticity. Chapter 5 offers a process model that traces how, through negotiation, a person’s identities shape and are shaped by relationships with others, leading to the enactment of an authentic career. Chapter 6 explores how individuals remain authentic in their career while negotiating the conflicting expectations of multiple interest groups. Chapter 7 examines the complex relationships among career authenticity, political behaviors, and strain.

Human Resource Management Theory and Research on New Employment Relationships—Dianna L. Stone 2016-10-01 This volume of the series Research in Human Resource Management (HRM) focuses on a number of important issues in HRM and OB including performance appraisal, political skill, gratitude, psychological contracts, the philosophical underpinnings of HRM, pay and compensation messages, and electronic human resource management. For example, the first article by Cleveland and Murphy considers a very controversial issue (i.e., the reasons that organizations are abandoning the use of performance appraisal). The next article by Harris, Ferris, Summers, and Munyon is extremely interesting, and focuses on how composite political skills (e.g., social astuteness, interpersonal influence) helps individuals develop productive work relationships in organizations. The third article by Scandura and Sharif presents a very innovative model of gratitude in organizations, and the authors argue that gratitude is essential for maintaining positive social relations in organizations. The fourth article by Suazo and Stone-Romero provides an extremely comprehensive review of the theory and research on psychological contracts in organizations from 1960-2015. The subsequent article by Bae, Kang
and Kim presents a very unique perspective on HRM, and considers the philosophical underpinnings of the field. The sixth article by Murray, Dulebohn, Roehling, and Werling presents a very innovative model to explain the role that organizational messages about changes in pay or compensation systems have on anticipatory pay satisfaction. The final article in the series by Johnson, Thatcher, and Burleson presents a thought-provoking framework for understanding the key role that information technology (IT) plays in the field of HRM. The series should be useful to researchers and doctoral students in the fields of HRM, OB, and Industrial and Organizational Psychology. It should also be relevant for doctoral courses and scientist-practitioners in these fields.

The SAGE Handbook of Organizational Behavior—Julian Barling 2008-07-24 This milestone handbook brings together an impressive collection of international contributions on micro research in organizational behavior. Focusing on core micro organizational behaviour issues, chapters cover key themes such as individual and group behaviour. The SAGE Handbook of Organizational Behavior Volume One provides students and scholars with an insightful and wide reaching survey of the current state of the field and is an indespensible road map to the subject area. The SAGE Handbook of Organizational Behavior Volume Two edited by Stewart R Clegg and Cary L Cooper draws together contributions from leading macro organizational behaviour scholars.

Coaching for Human Development and Performance in Sports—Rui Resende 2021-04-09 This book addresses important topics of coaching in order to better understand what sports coaching is and the challenges that arise when assuming this activity. It provides the reader with useful insights to the field of sports coaching, and discusses topics such as coaching education, areas of intervention, and main challenges. With contributions by experts and well-known authors in the field, this volume presents an up-to-date picture of the scholarship in the coaching field. It introduces key aspects on the future of the science of coaching and provides coach educators, researchers, faculty, and students with new perspectives on topics within the field to help improve their coaching effectiveness.

Stress and Quality of Working Life—Ana Maria Rossi 2006-03-01 This book was developed for the 2005 International Stress Management Association Conference in Brazil. The original book was recently published in Portuguese, but because of the popularity of the topics and the world-renowned stress scholars who contributed chapters, we are very pleased to have the opportunity to publish this work in English. A book on the subject is intended to be an additional tool containing information on stress and ways of dealing with pressures and demands, because we know that the level of stress will continue to increase. We believe that only through information—and here you will be able to find the experience and opinion of some of the greatest and best professionals of the world in this field—people will manage to live better and more balanced lives. This is what ISMA-BR wishes and hopes for. Have a good reading. This volume provides a series of comprehensive summaries of what is now a fast-growing literature aimed at understanding the causes, effects, and prevention of stress in the workplace. It begins with three chapters on different sources of stress at work, ranging from organizational factors to attributes of workers themselves.

Educational Leadership and Administration: Concepts, Methodologies, Tools, and Applications—Management Association, Information Resources 2016-10-12 The delivery of quality education to students relies heavily on the actions of an institution’s administrative staff. Effective leadership strategies allow for the continued progress of modern educational initiatives. Educational Leadership and Administration: Concepts, Methodologies, Tools, and Applications provides comprehensive research perspectives on the multi-faceted issues of leadership and administration considerations within the education sector. Emphasizing theoretical frameworks, emerging strategic initiatives, and future outlooks, this publication is an ideal reference source for educators, professionals, school administrators, researchers, and practitioners in the field of education.

Entrepreneurship—Robert A. Baron 2012 The early years of the 21st Century could well be called the 'decade(s) of the entrepreneur'.
Entrepreneurship is an often-featured topic in magazine and newspaper articles, popular television shows and major films. Universities have added courses, departments, and even schools of entrepreneurship to their catalogs, and governments at all levels are competing to develop programs to encourage entrepreneurship. A key reason behind this growing interest is the widely held belief supported by economic data that entrepreneurship is a powerful engine of economic growth. By presenting accurate knowledge about entrepreneurship itself, this book serves to convert the rising tide of interest in entrepreneurship into advice and guidance that can actually assist entrepreneurs in achieving their goals. This book presents valid information concerning the factors that encourage entrepreneurship’s emergence, including the conditions that shape its outcomes and how it unfolds as a process. This text draws on two key sources of knowledge input from entrepreneurs and the findings of empirical research obtained through systematic research. As the sub-title suggests, however, emphasis is placed on the latter whenever possible because the information individual entrepreneurs possess cannot readily serve as the basis for general principles or guidelines since it is unique to each entrepreneur. By combining evidence-based knowledge with the hard-earned wisdom of experienced entrepreneurs, this volume offers a balanced and inclusive guide useful to both current and aspiring entrepreneurs. Entrepreneurship is indeed a driving force of economic growth. But beyond that, it is also a key mechanism through which human creativity, ingenuity, skill, and energy are converted into tangible outcomes that can, and often do, change the world in ways that enhance and enrich human welfare. This volume will be of particular interest to students of entrepreneurship in a broad array of fields ranging from business and management to engineering and governance. Suitable for undergraduate courses and graduate programs alike, this book is frontier blazing in its own right and will help those who read it be so as well.

Managerial Skills-Alex K. 2013 1. Focuses on interpersonal skills, strategic and lateral thinking, facing changes and challenges, staying motivated, effective decision making, conflict resolution, leadership communication, human network, CSR, professional ethics, workplace/office politics, planning for a second career 2. Readers can learn the art of getting things done in a more relaxed and confident way 3. The readers overcome their weaknesses and become good managers

Politics, Stress, and Exchange Perceptions-Christopher C. Rosen 2006 “The current study investigated the underlying mechanisms which relate perceptions of organizational politics to employee outcomes. A review of the literature suggested that there are two paths through which politics perceptions likely affect employee attitudes and behaviors. First, organizational politics may cause work-related stress which in turn relates to negative affective responses and undesirable work behaviors. Second, contemporary theorists have proposed that organizational politics has a negative impact on the employee-organization social exchange relationship. The study presented and tested a model in which these two mediating mechanisms−stress and exchange perceptions−translate high levels of organizational politics into less favorable employee attitudes (i.e., morale, trust) and behaviors (i.e., citizenship behaviors, task performance, counterproductive work behaviors, and withdrawal from the organization). In addition, it was proposed that political skill would buffer the negative effects of politics on stress and on exchange perceptions. Structural equation modeling analyses indicated that the feedback environment and organizational politics related to outcome measures of performance, counterproductive work behaviors, and withdrawal. The relationships involving OCBs and withdrawal were mediated by stress, social exchange perceptions, and morale. However, counter to the proposed mediational hypotheses, trust, task performance, and CWBs were only direct outcomes of organizational politics. In addition, moderated multiple regression analyses indicated that political skill moderated the relationships between politics and both stress and exchange perceptions. As proposed, the relationship between politics and stress was weakest for those highest in political skill. However, counter to hypothesis, the negative relationship between politics and exchange perceptions was strongest for those high in political skill. Thus, this study provided support for the proposed dual process model. However, there was only limited evidence that political skill buffers the
negative effects of politics on employees. Exploratory analyses further examined the relationships among politics, trust, stress, and political skill. These analyses indicated that trust may fully mediate the effects of politics on stress. In addition, there is evidence that political skill moderates the effects of politics on trust such that there is a stronger negative relationship between politics and trust for those who are higher in political skill. 

Received Wisdom, Kernels of Truth, and Boundary-Daniel J. Svyantek 2013-03-01 This volume of the Research in Organizational Sciences is entitled “Received Wisdom, Kernels of Truth, and Boundary Conditions in Organizational Studies”. Received wisdom is knowledge imparted to people by others and is based on authority and tenacity as sources of human knowledge. Authority refers to the acceptance of knowledge as truth because of the position and credibility of the knowledge source. Tenacity refers to the continued presentation of a particular bit of information by a source until this bit of information is accepted as true by receivers. The problem for organizational studies, however, is that this received wisdom often becomes unquestioned assumptions which guide interpretation of the world and decisions made about the world. Received wisdom, therefore, may lead to organizational practices which provide little or no benefit to the organization and, potentially, negative organizational effects, because this received wisdom is no longer valid. The 14 papers in this volume all, in some way, strive to question received wisdom and present alternatives which expand our understanding of organizational behavior in some way. The chapters in this volume each strive to present new ways of understanding organizational constructs, and in so doing reveal how received wisdom has often led to confirmation bias in organizational science. The knowledge that some perceived truths are actually the products of received wisdom and do not stand up to close scrutiny shakes up things within research areas previously thought settled allowing new perspectives on organizational science to emerge.

The 52nd Floor-David A. Levy 2010-05-01 "A must read for those who want a new approach to fine business leadership," July 8, 2009 - Midwest Book Review (Oregon, WI)

Developing Political Savvy-William Gentry 2012-04-04 There are many things that politics is not. Politics is not good or bad; it’s neutral and natural. Politics is not a zero-sum game; politically savvy individuals can use their influence in an effective, authentic manner so that all parties involved get something positive out of the experience. Politics is not about being false; instead, political savvy is about using your skills, behaviors, and qualities to be effective, and sincerity is vital. Use the ideas and exercises in this guidebook to become a more politically savvy leader, and build your capacity to lead effectively in your organization.

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