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Autore

Titolo

A new framework for teaching in the cognitive domain [[electronic resource] /] / Michael Molenda

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Autore Jackson Nicholas

Titolo Organizational Justice in Mergers and Acquisitions : Antecedents and

Outcomes / / by Nicholas Jackson

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Part I. Mergers and Acquisitions -- 1. Introduction -- 2. Human Influence -- 3. Organizational Justice -- Part II. The Organization System -- 4. Change -- 5. Organization Culture -- 6. Social and Organization Identity -- 7. Organization Communication -- Part III -- 8. Trust -- 9. Organizational Commitment -- 10. Interpersonal Communication -- 11. Psychological Contract -- 12.

Sommario/riassunto

This book provides a unique account of how perceived justice is influenced by various aspects of an organizational merger and investigates the impact on behavior for those involved in the process. Drawing from both psychological and sociological insights, the author considers justice from an individual and group perspective in light of the political and strategic implications of mergers and acquisitions. Experiences from two empirical cases are used to consider the depth of theoretical analysis provided, in terms of practical outcomes for both organizations and employees alike. In this pioneering new book, the author explores communication, employee attitudes, trust and commitment, and the psychological contract between the employee and the organization, emphasizing the importance of developing a new meaning of organizational culture. Although primarily aimed at an academic audience, this book will also be useful to practitioners as it illuminates the potential pitfallsof overlooking the importance of fair treatment in the workplace.

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