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Nota di contenuto	Chapter 1. Introduction. Andrew Parker, Alexandra Gerbasi, & Cecile Emery -- PART I: The effect of network relationships on individual performance in organizations -- Chapter 2. Unpacking the link between intrinsic motivational orientation and innovative performance: A social network perspective (Gianluca Carnabuci, Vojkan Nedkovski, & Marco Guerci) -- Chapter 3. Brokering one's way to trust and success: Trust, helping, and network brokerage in organizations (Andrew Parker, Don Ferrin, & Kurt Dirks) -- Chapter 4. Women alone in the middle: Gender differences in the occupation and leverage of social network brokerage roles (Inga Carboni) -- PART II: The effect of network relationships on individual attitudes and behaviors -- Chapter 5: Satisfied in the outgroup: How Co-Worker Relational Energy Compensates For Low-Quality Relationships With Managers(Alexandra Gerbasi, Cécile Emery, Kristin Cullen-Lester, & Michelle Mahdon) -- Chapter 6: Structural Embeddedness and Organizational Change: The Role of Workplace Relations and the Uptake of New Practices(Emily

Rowe & Leroy White) -- Chapter 7: Business Before Pleasure? Bringing Pleasure Back Into Workplace Relationships(Christine Moser, Dirk Deichmann, & Mariel Jurriens) -- PART III: Knowledge Relationships in Organizations -- Chapter 8: Multiple Identities and Multiple Relationships: An Exploratory Study of Freelancers' Knowledge-Seeking Behavior(Paola Zappa, Marco Tonellato & Stefano Tasselli) -- Chapter 9: In the Mind of the Beholder: Perceptual (Mis)Alignment About Dyadic Knowledge Transfer in Organizations(Robert Kaše & Eric Quintane) -- Chapter 10: Networks, Knowledge, And Rivalry: The Effect of Performance and Co-Location on Perceptions of Knowledge Sharing (Andrew Parker, Alexandra Gerbasi, & Kristin Cullen-Lester) -- Part IV: Friendship and Trust in Organizations -- Chapter 11: Workplace Friendships: Antecedents, Consequences, and New Challenges for Employees and Organizations(Natalie David, Julia Brennecke, & James A. Coutinho) -- Chapter 12: Friendship at Work: Inside the Black Box of Homophily(Ajay Mehra & Stephen P. Borgatti) -- Chapter 13: A Network Perspective on Interpersonal Trust Dynamics(Jinhan Jiao, Allard Van Riel, Rick Aalbers & Zuzana Sasovova).

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#### Sommario/riassunto

Workplace relationships are critical to how work gets done in organizations. While current research gives rigorous theoretical and empirical insights regarding workplace relationships, and what are often known as social networks, there are only limited details of the practical applications of workplace relations. This edited collection provides readers with cutting edge theoretical and practical insights from the latest research at the intersection of social networks and workplace relationships. This volume has a dual focus. First, it examines the outcomes of workplace relationships, such as individual performance and how social network relationships affect attitudes and behaviours. Second, it examines how workplace relationships are formed and their implications with regard to friendship, trust and collegiality. Drawing on innovative research on social networks, the authors examine the importance of workplace relationships across a broad selection of institutional settings. Featuring practical applied examples, this collection brings together insights from leading scholars in a practical and accessible format for academics and students.

Alexandra Gerbasi is Professor of Leadership at the University of Exeter Business School, UK, Deputy Pro-Vice Chancellor and Dean of the Business School. Her research focuses on the effects of positive and negative network ties within the workplace, and their effects on performance, leadership, well-being, thriving, affect, and turnover.

Cécile Emery is Senior Lecturer in Leadership at the University of Exeter Business School, UK. Her research uses advanced social network techniques - exponential random graphs and longitudinal network analysis - to study relationships in the workplace and, more precisely, the relationship that leaders develop with their followers. Andrew Parker is Professor of Leadership at Durham University Business School, UK. His research uses the lens of network theory to understand problem solving processes, knowledge transfer, turnover, performance and well-being within organizations.

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