

1. Record Nr.	UNINA9910779074703321
Autore	Rahim M. Afzalur
Titolo	Managing conflict in organizations / / M. Afzalur Rahim
Pubbl/distr/stampa	New Brunswick, N.J. : , : Transaction Publishers, , 2011
ISBN	1-351-50728-1 0-203-78648-3 1-351-50727-3 1-4128-4425-8
Edizione	[Fourth edition.]
Descrizione fisica	1 online resource (342 p.)
Disciplina	658.4/053
Soggetti	Conflict management
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Description based upon print version of record.
Nota di bibliografia	Includes bibliographical references and indexes.
Nota di contenuto	<p>""Contents""; ""List of Tables and Figures""; ""Tables""; ""Figures"";      ""Preface""; ""Introduction""; ""Contributions from Various Disciplines"";      ""Philosophy""; ""Plato and Aristotle.""; ""Hobbes and Locke.""; ""Hegel      and Marx.""; ""Dewey.""; ""Biological Science""; ""Darwin.""; ""Sociology"";      ""Simmel.""; ""Mayo.""; ""Parsons."""; ""Coser."""; ""Functional Outcomes"";      ""Dysfunctional Outcomes""; ""Organizational Conflict""; ""The Classical      View of Organizational Conflict""; ""Taylor."""; ""Fayol."""; ""Weber.""";      ""Follett."""</p> <p>""Concluding Comments on the Classical View of Organizational Confl      ict""""The Modern View of Organizational Conflict""; ""Summary"";      ""Nature of Conflict""; ""Defining Conflict""; ""Threshold of Conflict"";      ""Conflict and Competition""; ""Classifying Conflict""; ""Levels of      Analysis""; ""Styles of Handling Interpersonal Conflict""; ""Summary"";      ""Organizational Learning and Effectiveness""; ""Defining Organizational      Learning""; ""Types of Learning""; ""Organizational Effectiveness"";      ""Characteristics of the Old Paradigm""; ""Conflict Management in the      New Paradigm""; ""Summary""</p> <p>""Conflict Management Design""""Nature of Conflict Management"";      ""Contingency Approach""; ""Conflict Management Process""; ""Major      Research Challenges""; ""Summary""; ""Intrapersonal Conflict""; ""Types      of Intrapersonal Conflict""; ""Role""; ""Role Conflict""; ""A Model of Role</p>

Conflict and Ambiguity"'; "'Consequences of Role Conflict"'; "'Managing Intrapersonal Conflict"'; "'Summary"'; "'Interpersonal Conflict"'; "'Prisoner's Dilemma"'; "'A Model of Conflict"'; "'Antecedent Conditions"'; "'Perceptual and Behavioral Changes.'"; "'Structure Formation.'"; "'Decision Process.'"  
"'Conflict Aftermath.'"; "'Consequences of Interpersonal Conflict'"; "'Individual and Group Performance'"; "'Individual and Organizational Outcomes'"; "'Negotiation'"; "'Separate the People from the Problem'"; "'Focus on Interests, Not Positions'"; "'Invent Options for Mutual Gain'"; "'Fixed-pie Assumption.'"; "'Premature Judgments.'"; "'Searching for a Single Answer.'"; "'A Assumes that B is Responsible for Satisfying A's Interests.'"; "'Insist on Using Objective Criteria'"; "'Collaborative Principle Sample Statement'"; "'The BATNA Principle'"; "'Hard versus Soft Negotiating Style'"  
"'Managing Interpersonal Conflict'"; "'Diagnosis'"; "'Measurement.'"; "'Analysis.'"; "'National Norms.'"; "'Sources.'"; "'Intervention'"; "'Process.'"; "'Primarily Position From To Being Assumed'"; "'Structural.'"; "'Summary'"; "'Intragroup Conflict'"; "'Types of Groups'"; "'Formal Groups'"; "'Task Group'"; "'Informal Groups'"; "'Interest Groups'"; "'Friendship Groups'"; "'Effects of Intragroup Conflict'"; "'Findings from Recent Studies'"; "'Affective Conflict.'"; "'Process Conflict.'"; "'Substantive Conflict'"; "'Managing Intragroup Conflict'"; "'Diagnosis'"; "'Measurement.'"  
"'Analysis.'"

---