Record Nr. UNINA9910808729503321 Using conflict in organizations / / edited by Carsten K.W. De Dreu & **Titolo** Evert van de Vliert Pubbl/distr/stampa London; ; Thousand Oaks, Calif., : Sage, 1997 **ISBN** 1-283-88117-9 1-4462-1701-9 1-4462-6430-0 Edizione [1st ed.] Descrizione fisica 1 online resource (x, 229 p.) : ill Altri autori (Persone) DreuCarsten K. W. de VliertEvert van de Disciplina 658.3145 Soggetti Conflict management 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 Cover; Contents; Acknowledgements; Notes on Contributors; Introduction: Using Conflict in Organizations; Part I - Conflict Management and Performance; Chapter 1 - Productive Conflict: The Importance of Conflict Management and Conflict Issue; Chapter 2 -Conflict within Interdependence: Its Value for Productivity and Individuality: Chapter 3 - The Effectiveness of Mixing Problem Solving and Forcing; Part II - Within-Group Conflict and Performance; Chapter 4 - Mitigating Groupthink by Stimulating Constructive Conflict; Chapter 5 - Minority Dissent in Organizations Chapter 6 - Affective and Cognitive Conflict in Work Groups: Increasing Performance Through Value-Based Intragroup ConflictChapter 7 - The Effects of Conflict on Strategic Decision Making Effectiveness and Organizational Performance: Part III - Between-Group Conflict and Competition; Chapter 8 - The Enhancing Effect of Intergroup Competition on Group Performance: Chapter 9 - Good News About Competitive People; Chapter 10 - Productive Conflict: Negotiation as Implicit Coordination; Chapter 11 - Constructive for Whom? The Fate of

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Part IV - Designing Interventions: Towards ApplicationsChapter 12 -

	Positive Effects of Conflict: Insights from Social Cognition; Chapter 13 - Third Party Consultation as the Controlled Stimulation of Conflict; Chapter 14 - Enhancing Performance by Conflict-Stimulating Intervention; Subject Index; Author Index
Sommario/riassunto	This text is unique in looking at the positive effects of conflict in groups and organizations. The book is able to provide a general theoretical framework and a sharp focus on thematic issues.