

1. Record Nr.	UNINA9910810358503321
Titolo	Diversity and groups // edited by Katherine W. Phillips
Pubbl/distr/stampa	Bingley, : Emerald/JAI, 2008
ISBN	1-280-77091-0 9786613681683 1-84855-053-7
Edizione	[1st ed.]
Descrizione fisica	1 online resource (321 p.)
Collana	Research on managing groups and teams, , 1534-0856 ; ; v. 11
Altri autori (Persone)	PhillipsKatherine W
Disciplina	658.3008
Soggetti	Social groups Organizational behavior Teams in the workplace
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.
Nota di contenuto	Demographic faultlines and creativity in diverse groups / Lisa H. Nishii, Jack A. Goncalo -- Metaperceptions in diverse work groups : intrapersonal perspectives and intragroup processes / Eden B. King, Seth Kaplan, Steve Zaccaro -- Self-disclosure : beneficial for cohesion in demographically diverse work groups? / Tracy L. Dumas, Nancy P. Rothbard, Katherine W. Phillips -- To be enhanced, understood, distinct, or to belong? : the role of multiple identity motives in homogeneous and diverse groups / Margaret E. Ormiston, Elaine M. Wong -- Beyond information exchange : new perspectives on the benefits of racial diversity for group performance / Samuel R. Sommers -- Diversity, newcomers, and team innovation : the importance of a common identity / Floor Rink, Naomi Ellemers -- Harnessing the power of emergent interdependence to promote diverse team collaboration / Heather M. Caruso, Anita Williams Woolley -- The language of bias : a linguistic approach to understanding intergroup relations / Quinetta M. Roberson, Bradford Bell, Shanette C. Porter -- A contextual reexamination of work team diversity research : review and future agenda / Aparna Joshi, Hyuntak Roh -- Capstone chapter for the volume : integrating themes and future research opportunities in work group diversity / Jennifer A. Chatman -- Taking advantage of

differences : increasing team innovation through identity integration / Chi-Ying Cheng, Jeffrey Sanchez-Burks, Fiona Lee -- Duo status : disentangling the complex interactions within a minority of two / Denise Lewin Loyd, Judith B. White, Mary Kern -- In search of significance : a role-set approach to uncovering the social importance of demographic categories / Ray Reagans -- Preface / Katherine W. Phillips.

Sommario/riassunto

Diversity results from the constellation of individual traits, characteristics, identities, experiences, and knowledge that individuals bring to a group. When individuals come together in groups, the similarities and differences among them may have a profound influence on how they feel, communicate, establish cohesion, deal with conflict, negotiate status differences, share and integrate information, develop ideas, make decisions, process information, and solve problems. The effects of diversity are broad and complex. Although there is a long history of research on diversity, researchers are delving deeper into the moderators, contextual factors, psychological processes, and sociological constraints that impact how individuals and groups manage the complexities of diversity in organizations. This volume will help promote research on diversity in groups by identifying and integrating various areas of research related to diversity across multiple disciplinary traditions. Because researchers in so many different areas have been studying the impact of diversity, and because it plays such an important role in group process and performance, this volume includes chapters and should be relevant for scholars who sit or were trained in many different academic departments including management, communications, psychology, labor and industrial relations and sociology.
