

JEFFREY
PFEFFER

MANAGING WITH POWER

POLITICS
AND INFLUENCE IN
ORGANIZATIONS

Managing With Power Politics And Influence In Organizations Jeffrey Pfeffer

JA Banks



Managing With Power Politics And Influence In Organizations Jeffrey Pfeffer:

Managing with Power Jeffrey Pfeffer, 1992 An in depth look at the role of power and influence in organizations Pfeffer demonstrates the necessity of power in mobilizing political support and resources to get things done in any organization and he looks at the personal attributes and structural factors that help managers advance organizational goals and achieve individual success

Spitzenführungskräfte, Unternehmensstrategie und Unternehmenserfolg Stephan Schrader, 1995

Strategische Unternehmensplanung - Strategische Unternehmensführung Dietger Hahn, Bernard Taylor, 2019-06-12 Der Hahn Taylor ist inzwischen ein Standardwerk der Strategieliteratur FAZ Die siebte v llig neu bearbeitete und erweiterte Auflage zeigt umfassend die Weiterentwicklung des strategischen Denkens hin zur strategischen F h rung Auf Basis einer theoretisch fundierten Grundkonzeption werden Tr ger Proze und Gegenst nde der strategischen F h rung in einzelnen Komplexen behandelt Durch relativ autonome Beitr ge aus dem europ ischen und US amerikanischen Raum bietet das Buch einen fundierten berblick ber das Gesamtgebiet Die Auflage wurde um 17 Aufs tze erweitert die Kernprobleme vertiefen und neuere Ans tze aufgreifen Das Werk schlie t mit einer aktuellen Fortschreibung der wichtigsten Zeitschriftenartikel Monographien und Sammelb nde zum Thema Managing and Organizations Stewart

Clegg, Martin Kornberger, Tyrone Pitsis, 2005 Managing and Organizations is a comprehensive engaging and accessible textbook that brings the most recent theoretical developments to bear on management practice while explaining organizational and management issues from a practical standpoint This text combines insights from organization theory organizational behavior and business strategy to offer an easily understood overview of management and organization thought and practice In a friendly and open style Stewart Clegg Martin Kornberger and Tyrone Pitsis show the major changes that are currently taking place in both research and practice in management and organization studies and offer insights into new directions the field might take Vignettes from a variety of material including films novels and newspapers illustrate key themes related to contemporary organizations and organization theory *Die Internationalität von*

Top-Managern Tobias Dauth, 2012-10-23 Dass viele deutsche Unternehmen international agieren ist seit langem eine Selbstverst ndlichkeit Den Forderungen aus Wissenschaft und Unternehmenspraxis folgend sollten grenz berschreitend t tige Unternehmen von Top Managern gef hrt werden die ihrerseits ber ein ausreichendes Ma an Internationalit t verf gen Doch wie kann die Internationalit t eines Top Managers gemessen werden Und existiert zwischen den Konstrukten Internationalit t eines Top Managers und Unternehmenserfolg ein Wirkungszusammenhang Tobias Dauth leistet mit seiner Arbeit einen Beitrag zur Beantwortung dieser Fragestellungen Auf Basis einer quantitativen Untersuchung analysiert der Autor die Kapitalmarktreaktionen auf die Benennung internationaler Top Manager **Logistik-Management im Spannungsfeld**

zwischen wissenschaftlicher Erklärung und praktischer Handlung Günter Prockl, 2008-08-28 VI Geleitwort Mit seiner Arbeit will der Autor Vorwort Diese Arbeit wurde im Rahmen meiner Habilitation an der Friedrich Alexander Universit t

Erlangen Nürnberg verfasst Grundsätzlich soll sich jeder Habilitand breit und tief mit seiner Disziplin auseinandersetzen und damit die Befähigung zu selbständiger Lehre und Forschung in seinem Fachgebiet nachweisen. Die damit verbundene Wahl des Fachgebiets und des speziellen Themas der Arbeit ist damit stets mit einer Positionierung verbunden, die auch etwas über den Entwicklungsprozess der Arbeit, aber auch des Forschers als Person ausdrückt. Meine Entwicklung als Verfasser der Schrift ist in dieser Hinsicht geprägt durch mindestens drei verschiedene Kontexte. In mehreren Jahren der praxisnahen, dennoch wissenschaftlich fundierten Beratung innerhalb der Fraunhofer Gesellschaft wurde ich stets konfrontiert mit der Forderung, der Praxis nach möglichst konkreten Grundlagen und Empfehlungen für besseres Handeln. Später parallel dazu als wissenschaftlicher Assistent an einem triebswirtschaftlichen Universitätsinstitut herrschte demgegenüber der vielleicht auch nur selbstgesteckte Anspruch nach stärkerer wissenschaftlicher Fundierung und Erklärung, insbesondere auch mit Blick auf notwendige Veröffentlichungen. Vor schließlich bestiegte besonders eine Vertretungsprofessur in Duisburg einmal mehr den Verdacht, dass gerade der Wissenschaftsanspruch an die Logistik dabei universitätsbergreifend nicht annähernd identisch ist und von verschiedenen Teilen der Community durchaus sehr unterschiedlich interpretiert werden kann. Und obwohl schließlich alle diese Kontexte denselben Sachverhalt Logistik für sich als Kernthema beanspruchten, fiel und fällt es sehr schwer, das Fachgebiet sinnvoll und zugleich klar abzusteckern.

Medialisierung politischer Organisationen Patrick

Donges, 2008-05-07 Die Mediengesellschaft stellt politische Organisationen wie Parteien vor große Herausforderungen. Die Konkurrenz um die Aufmerksamkeit der Medien wie des Publikums erhöht sich ebenso wie Aufwand und Geschwindigkeit der Kommunikation. Parteien reagieren auf diese Herausforderungen durch den Ausbau von Kommunikationsabteilungen und einer Erhöhung ihrer Kommunikationsleistung. Die Studie untersucht solche Formen der Medialisierung auf Basis der neo-institutionalistischen Organisationstheorie und durch empirische Fallstudien traditioneller Parteiorganisationen in Deutschland, Großbritannien, Österreich und der Schweiz.

Macht, Kontrolle und Entscheidungen in Organisationen Thomas

Matys, 2025-04-12 Diese Einführung stellt die grundlegenden organisationstheoretischen Ansätze und Theoriestränge dar, die Macht, Kontrolle und Entscheidungen in und durch Organisationen zum Inhalt haben. Die Wechselwirkungen des handelnden Subjekts innerhalb der Macht, Kontroll- und Entscheidungsmodi sowie die Entstehung und Definition des Machtbegriffes werden eingehend beschrieben. Durch eine Analyse mikro-, meso- und makropolitisch-organisationaler Ordnungsrastraster werden arbeits- und organisationssoziologische Diskurse, die innerhalb organisationaler Macht, Kontroll- und Entscheidungskontexte relevant sind und bis zur digitalen Transformation reichen, aufgezeigt.

Controllerbereichserfolg aus Sicht des Managements Frauke

Sill, 2009-03-17 Geleitwort Die Frage, welchen Nutzen Controller im und für das Unternehmen stiften, wurde in der Vergangenheit primär in der Praxis aufgebracht. Die Motivation hierfür entstammte nicht selten einem Abwehrreflex: Wer als Manager immer von Controllern nach der Effektivität und Effizienz seiner Handlung gefragt wird und wer sich zudem häufig von Controllern in seiner Handlungsfreiheit eingegrenzt fühlt, ist versucht, die Frage als Instrument gegen ungeliebte

Controller einzusetzen Der Nachweis von Effektivität und Effizienz resultiert aber auch aus generellen Bemerkungen der Unternehmen nicht direkt wertschaffende Bereiche zu reduzieren Controller sind oft in derartige Anstrengungen eingebunden oder sogar deren Treiber Sie können es sich deshalb nicht leisten den eigenen Bereich hermetisch gegen solche Analysen abzuschotten In der Theorie ist die Frage nach der Erfolgswirkung von Controlling dagegen sehr tiefgründlich behandelt worden Wenige und zudem zumeist normativ ausgerichtete Beiträge kennzeichnen den Forschungsstand Grundsätzliche Messprobleme sind hierfür ebenso als Begründung anzuführen wie die starke Fokussierung der Controllingforschung auf Funktionen und Instrumente des Controllings statt einer Betrachtung der Controllingship bzw des Controllerbereichs Der Blick auf andere betriebswirtschaftliche Funktionen wie z B Marketing oder Innovationsmanagement zeigt dass derartige Messprobleme grundsätzlich überwunden werden können Die aktuelle Entwicklung der Controllingforschung in Richtung einer empirischen Analyse der Instrumente und Tätigkeiten von Controllern bereitet das Feld auch die Erfolgswirkungen der Controllerbereiche zu untersuchen Exakt dieses ist die Aufgabe und der Inhalt der vorliegenden Dissertation **Die**

Verstetigung internationaler Hochschulstudienprogramme Younes Qrirou, 2024-12-30 Aufgrund der politischen Umwälzungen der letzten zwanzig Jahre in der Region Mittlerer Osten und Nordafrika MENA gewann die deutsch arabische Hochschulzusammenarbeit eine strategische Bedeutung für die deutsche Entwicklungspolitik Der Deutsche Akademische Austauschdienst DAAD unterstützte zwischen 2005 und 2020 den Aufbau von zehn kooperativen Studienprogrammen mit Partneruniversitäten in Ägypten Jordanien und dem Libanon Diese Programme hatten das Ziel einen entwicklungspolitischen Impact in Bereichen wie nachhaltige Stadtentwicklung integriertes Wassermanagement Förderung erneuerbarer Energien sowie wirtschaftlicher und politischer Transition zu erzielen Bisher fehlen theoretisch fundierte Untersuchungen zur komplexen Durchführung solcher Studienprogramme Diese Studie untersucht aus organisationstheoretischer Perspektive wie Kooperationspartner gegenseitiges Vertrauen aufbauen institutionelle Legitimität erlangen und Ressourcenabhängigkeit umgehen können um internationale Hochschulstudienprogramme nach der Gründungsphase zu verstetigen Mittels umfassender Dokumenten und Interviewbasierte Analyse der Bedingungen der Entstehung und Umsetzung der Studienprogramme werden Mechanismen der kooperativen Governance identifiziert die die Programmverstetigung fördern Abschließend typisiert die Studie Organisationsformen deutsch arabischer Hochschulkooperationen und gibt Empfehlungen für Initiatoren und Förderer kooperativer Studienprogramme *Handbuch Nachhaltige Entwicklung* Gudrun Linne, Michael Schwarz, 2013-08-13 Die Ziele einer nachhaltigen Entwicklung sind nicht mehr ernsthaft umstritten Von einer praktischen Umsetzung ist man aber noch weit entfernt ExpertInnen aus unterschiedlichen Disziplinen und Praxisfeldern diskutieren wie nachhaltiges Wirtschaften und Arbeiten realisiert werden kann **Politische Führung in westlichen**

Regierungssystemen Martin Sebaldt, Henrik Gast, 2009-10-14 Explorative Studien weisen seit langem darauf hin dass die Führungsstile von Regierungschefs im internationalen Vergleich deutlich variieren Dieser Sammelband geht diesem

Sachverhalt genauer auf den Grund und zeigt Gemeinsamkeiten und Unterschiede politischer Führungsmuster in komparativer Perspektive auf In elf Fallstudien werden die Führungsstile in parlamentarischen und präsidentiellen Regierungssystemen in föderalen und einheitsstaatlichen Ordnungen sowie in etablierten Demokratien und Transformationsstaaten dargestellt Beiträge zum Stand der interdisziplinären Führungsforschung erschließen zudem den nötigen theoretischen Rahmen um die Ergebnisse zu erklären *Interorganisationssysteme und Unternehmensnetzwerke* Stefan Klein, 2013-03-08 Gegenwärtig findet einerseits ein an Tempo rasch gewinnender oft dramatischer Umbau von Unternehmen und ganzen Wirtschaftszweigen statt Beispiele wie ABB oder IBM Entwicklungen im Automobil Banken oder Versicherungsbereich bieten reiches empirisches Belegmaterial Auf der anderen Seite hat der Aufbau einer globalen neuen Telematikinfrastruktur in den letzten Jahren neue Grossenordnungen erreicht Schlagworte wie Internet oder Information Superhighway haben dies einer breiten Öffentlichkeit zum Bewusstsein gebracht Die erste Entwicklung ist wesentlich mit der Herausbildung bzw mit der zunehmenden Bedeutung von Unternehmensnetzwerken verbunden Dabei sind die verschiedensten Formen von Netzwerken anzutreffen von hierarchisch organisierten Lieferverbunden wie etwa in der Automobilindustrie bis zu offenen marktmassig organisierten Netzen wie beispielsweise im Bereich der Textilindustrie Die zweite Entwicklung ist im informationstechnischen Bereich eng mit den Interorganisationssystemen IDS verbunden Diese beiden Entwicklungen sind nicht unabhängig voneinander Ohne die Frage nach dem Primat der einen oder anderen Entwicklung aufzuwerfen oder gar zu beantworten kann festgehalten werden dass sie einander bedingen Die heutige Form der Unternehmensnetzwerke wäre ohne die in ihnen Verwendung findenden Interorganisationssysteme nicht funktionsfähig Die sich in den Unternehmensnetzwerken stellenden Aufgaben des Informationsaustauschs treiben ihrerseits die Entwicklung neuer Formen von IDS voran zur Zeit namentlich im Bereich offener Systeme **Discourse on Leadership** Bert A. Spector, 2016-07-21 In a wide ranging and provocative new study Bert A Spector provides a critical analysis of past and present theories of leadership Spector asserts that our perception of leadership influences who we vote for who we hire and promote and ultimately who we choose to grant our authority to Focusing on leadership in discourse the book sets out to explore how the notion of leadership has been articulated studied and debated by academics but also by practitioners journalists and others who seek to influence the thoughts of others Paying particular attention to the social economic political intellectual and historical forces that have helped shape the discussion Discourse on Leadership offers an insightful historiography of leadership as a concept and considers how our understanding of it continues to evolve *Normal Organizational Wrongdoing* Donald Palmer, 2012-03-29 The book provides an analysis of organizational wrongdoing explaining why individuals and groups behave unethically or illegally using a range of different theories and case studies Rethinking Government F. Leslie Seidle, Institute for Research on Public Policy, 1993 This document contains papers on the following topics situating the debate on government reform coping with change how public and private organizations

read and respond to turbulent external environments reshaping the management of government the next steps initiative in the United Kingdom priorities and potential in reinventing government experiencing a sea of change in the democratic potential of regulation and the promise and the problems of reinventing local government

Management and Military Studies Joseph Soeters, 2020-03-24 This book connects findings and insights authored by famous scholars in management and organization studies with challenges the military is facing today One assumes that management and organization studies is only about the rational predictable and manageable and that military action is predominately irrational unpredictable and unmanageable both assumptions are wrong This book argues that the discipline of management and organization studies is highly relevant for the military in both peace and wartime conditions and for any situation in between In all conditions the giant and complex military organization needs to be structured processed administrated led and accounted for Each chapter presented in this volume focuses on the contributions of founding thinkers in management and organization studies with their work translated and applied to the military setting These scholars are drawn from a variety of backgrounds including organizational sociology economics political science psychology and engineering Although the work of only a few explicitly refers to the military the contributions of all these scholars are relevant in order to come to grips with security and military affairs Together with many other academics work the contributions of these 18 scholars constitute the core of the field of management and organization studies This book will be of much interest to students of military studies management studies and organization studies

Vertriebseffizienz durch Kundenintegration Christof M. Stotko, 2015-02-27 Unter dem Aspekt der Kostensenkung durch Mass Customization analysiert Christof M Stotko die theoretischen Gestaltungsmöglichkeiten der Kundenintegration in Vertrieb und Fertigung Seine Befragung von 105 deutschen Herstellern von Werkzeugmaschinen zeigt dass diese Unternehmen die Kundenintegration nicht ausreichend nutzen um Kostenvorteile in Vertrieb und Fertigung zu erzielen und dass vor allem die Möglichkeiten die die elektronischen Medien bieten nahezu ignoriert werden

Being the Boss, with a New Preface Linda A. Hill, Kent Lineback, 2019-02-26 Are you the boss you need to be You never dreamed being the boss would be so hard You re caught in a web of conflicting expectations from your subordinates from those above you and from your peers and customers You re not alone As Harvard Business School s Linda Hill and manager and executive Kent Lineback reveal in Being the Boss becoming an effective manager is a painful difficult journey It requires trial and error endless effort and slowly acquired personal insight Many managers never complete the journey and instead just learn how to get by At worst they become terrible bosses This essential book now with a new preface explains how to avoid that fate by mastering three imperatives Manage yourself Learn that management isn t about doing all the work on your own It s about leading others to accomplish things with you as their guide Manage your network Understand how power and influence work in your organization and build a network of mutually beneficial relationships to navigate your company s complex political environment Manage your team Create a high performing we out of all the I s who

report to you Packed with compelling stories and practical advice Being the Boss is an indispensable guide not only for first time managers but for all managers seeking to master the most daunting challenges of leadership **Personalcontrolling als Instrument des Personalmanagements in seiner Austauschbeziehung zur Unternehmensleitung** Linda Amalou-Döpke, 2014-04-17 Das Personalcontrolling hat vor dem Hintergrund der Bedeutung von Personal für Unternehmen eine zunehmende Relevanz erlangt Die aus dem Personalcontrolling resultierenden Informationen stellen für die Unternehmensleitung einen wichtigen Faktor dar um das Unternehmen zu steuern Für das Personalmanagement dem das Personalcontrolling häufig zugeordnet wird ergibt sich daraus in seiner Beziehung zur Unternehmensleitung ein Machtpotenzial In dieser Arbeit wird die Austauschbeziehung zwischen Personalmanagement und Unternehmensleitung auf Basis einer erweiterten Resource Dependence Theorie und im Rahmen einer Interviewstudie empirisch untersucht Die Ergebnisse zeigen dass das Personalcontrolling zur Professionalisierung des Personalmanagements und zur Verbesserung seiner wahrgenommenen Legitimität im Unternehmen beiträgt Die Dissertation leistet sowohl Beiträge zur Personalcontrolling Forschung als auch zur Diskussion intraorganisationaler Austauschbeziehungen sowie zur Machtposition des Personalmanagements in Unternehmen

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