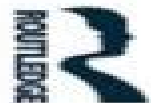




# **Destructive Organizational Communication**

processes,  
consequences, &  
constructive ways  
of organizing

Edited by  
Pamela Lutgen-Sandvik  
Beverly Davenport Sypher



culture \* differences \* technology \* emotions \* teams

# Destructive Organizational Communication Processes Consequences And Constructive Ways Of Organizing

**Pamela Lutgen-Sandvik, Beverly  
Davenport Sypher**



## **Destructive Organizational Communication Processes Consequences And Constructive Ways Of Organizing:**

**Destructive Organizational Communication** Pamela Lutgen-Sandvik, Beverly Davenport Sypher, 2010-03-17 This volume provides an in depth consideration of destructive communication in organizations including workplace bullying racism stress and harassment It brings together communication scholars from theoretical and applied perspectives to assess current understandings explore ways to integrate theory and practice identify areas for change and outline a research agenda for the coming decade Each chapter examines a specific aspect of destructive organizational communication reviews existing theory and research about that communicative form or ideology suggests fruitful possibilities for application and suggests key areas for further study As such the book opens a dialogue among communication scholars that explores destructive communication in organizations and addresses the following key components the central issues and concerns regarding destructive organizational communication current scholarly contributions to both applied and theoretical understanding of these issues approaches to integrate applied experienced and theoretical conceptual perspectives in ways that inform one another and improve organizational considerations for varied stakeholders and suggestions for a future research agenda for those interested in ameliorating the destructive side of organizational communication Overall the collection provides a basic understanding of the different types of destructive communication in organizations the processes through which these interactions occur the consequences to individuals and organizations and the potential for organizing in more constructive civil ways This volume will be an excellent resource for scholars and researcher studying organizational communication and graduate and advanced undergraduate students in organizational communication It will also resonate with managers dealing with hostile workplaces and organizational members trying to understand their current experiences The book will serve as an excellent textbook for advanced undergraduate and graduate courses in organizational communication

The SAGE Handbook of Organizational Communication Linda L. Putnam, Dennis K. Mumby, 2013-11-04 Organizational communication as a field of study has grown tremendously over the past thirty years This growth is characterized by the development and application of communication perspectives to research on complex organizations in rapidly changing environments Completely re conceptualized The SAGE Handbook of Organizational Communication Third Edition is a landmark volume that weaves together the various threads of this interdisciplinary area of scholarship This edition captures both the changing nature of the field with its explosion of theoretical perspectives and research agendas and the transformations that have occurred in organizational life with the emergence of new forms of work globalization processes and changing organizational forms Exploring organizations as complex and dynamic the Handbook brings a communication lens to bear on multiple organizing processes

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diskutieren wie Individuen und Organisationen Scham am Arbeitsplatz in beruflichen und privaten Kontexten und im Hinblick auf soziokulturelle Lebensstilveränderungen konstruktiv transformieren können. Die Beiträge in diesem Band ermöglichen es Forscherinnen und Praktikerinnen gleichermaßen das Thema Scham und seine Spezifika in einer hochdynamischen und sich schnell verändernden Zeit zu erschließen. Das Verständnis für diese Emotion im Zusammenhang mit Home Office automatisierten Realitäten und smarten Systemen oder digitalisierten Lebens- und Arbeitsstilen wird vertieft. Durch den Einsatz transdisziplinärer und transkultureller Perspektiven erweitert der Band darüber hinaus Scham im Kontext neuer Lebensstile, Religion, Geschlecht, sexueller Unterdrückung und psychischer Erkrankungen. Forscherinnen, Praktikerinnen und Studierende aus den Bereichen Arbeits- und Organisationspsychologie, Positive Psychologie, Organisationsforschung, Zukunftsforschung, Gesundheits- und Arbeitswissenschaft, Therapie und Beratung, Emotionswissenschaften, Management, Führung und Personalwesen werden die Beiträge als hochaktuell, aufschlussreich und praxisrelevant empfinden.

**The International Encyclopedia of Organizational Communication, 4 Volume Set** Craig Scott, Laurie Lewis, 2017-03-06. The International Encyclopedia of Organizational Communication offers a comprehensive collection of entries contributed by international experts on the origin, evolution, and current state of knowledge of all facets of contemporary organizational communication. Represents the definitive international reference resource on a topic of increasing relevance in a new series of subdisciplinary international encyclopedias. Examines organization communication across a range of contexts including NGOs, global corporations, community cooperatives, profit and non-profit organizations, formal and informal collectives, virtual work, and more. Features topics ranging from leader-follower communication, negotiation and bargaining, and organizational culture to the appropriation of communication technologies, emergence of inter-organizational networks, and hidden forms of work and organization. Offers an unprecedented level of authority and diverse perspectives with contributions from leading international experts in their associated fields. Part of The Wiley-Blackwell ICA International Encyclopedias of Communication series published in conjunction with the International Communication Association. Online version available at Wiley Online Library. Awarded 2017 Best Edited Book award by the Organizational Communication Division, National Communication Association.

***Approaches to Managing Organizational Diversity and Innovation*** Erbe, Nancy D., 2014-04-30. Many contemporary skills and approaches have emerged as the result of researching and working with diverse global partnerships, teams, networks, companies, and projects. Due to the increasingly innovative global community, it is necessary to adapt to these developments and aspire to those most important for their particular involvement. *Approaches to Managing Organizational Diversity and Innovation* presents a variety of practical tools, skills, and practices that demonstrate effective ways to positively impact the global community through effective management practice. Demonstrating different ways to manage diversity and innovation, this publication provides models and approaches capable of transforming societies, citizens, and professionals so they are better prepared to embrace diversity. This reference

work is particularly useful to academicians professionals engineers and students interested in understanding how globalization impacts their discipline or practice      **The Oxford Handbook of Positive Organizational Scholarship** Kim S. Cameron, Gretchen M. Spreitzer, 2013-05-02 An ideal resource for organizational scholars students practitioners and human resource managers this handbook covers the full spectrum of organizational theories and outcomes that define explain and predict the occurrence causes and consequences of positivity      **Origins and Traditions of Organizational Communication** Anne M. Nicotera, 2019-06-14 Origins and Traditions of Organizational Communication provides a sophisticated overview of the fundamentals of organizational communication as a field of study examining the field's foundations and providing an assessment of the field to date explaining and demonstrating a communicational approach to the study of organization It provides a set of literature reviews on focused topics written by experts in each area and links organizational communication theory and research to practice In reviewing foundational management theory the book analyzes how early to mid 20th century management theories shaped contemporary organizations providing students both with background knowledge of these foundational theories and an understanding of their influence on our thinking and our organizational world Written at an accessible level for early graduate students yet still sophisticated enough for doctoral students the book is ideal for students and teachers of organizational communication and communication history Downloadable ancillary materials include chapter PowerPoints and a set of instructors materials containing chapter abstracts glossaries discussion questions annotated supplementary readings lists and practitioners corners Please visit [www.routledge.com/9781138570313](http://www.routledge.com/9781138570313)      Organizational Communication Dennis K. Mumby, Timothy R. Kuhn, 2024-12-18 Organizational Communication A Critical Approach Third Edition presents a modern critical perspective while providing a comprehensive survey of theory and research in organizational communication Authors Dennis Mumby and Timothy Kuhn familiarize students with the field of organizational communication historically conceptually and practically and challenge them to reconsider their common sense understandings of work and organizations preparing them for participation in 21st century organizational settings Linking theory with practice Mumby and Kuhn skillfully explore the significant role played by organizations and corporations in constructing our identities The text has been extensively revised recognizing that the world has changed significantly between editions including the rise of social media the increasingly networked character of organizational life the emergence of AI and more Critical analysis of the relationship between communication and organization has never been more important and the updates provide a current look into the critical issues that students will face as they navigate their work lives      **Origins, Traditions, and Trends of Organizational Communication** Anne M. Nicotera, 2025-09-30 The second edition of Origins Traditions and Trends of Organizational Communication provides an updated overview of organizational communication assessing the field to date and demonstrating a communicational approach to the study of organization Tracing the field's history and development to the present this edition is framed by the

recent anti racist decolonial turn in the field offering a set of conceptual structures and vocabularies to facilitate appreciation of the field s literature grounded in an understanding of its biases It again provides students with background knowledge of foundational management theories in order to understand their influence on our thinking and our organizational world Literature reviews on focused topics written by experts link organizational communication theory and research to practice This edition is an ideal text for graduate courses in organizational communication and communication history Online support materials for instructors include an instructor s manual with key discussion questions and suggested activities Access the support materials at [www.routledge.com/9781032775388](http://www.routledge.com/9781032775388)

**Organizational Culture and Behavior: Concepts, Methodologies, Tools, and Applications** Management Association, Information Resources,2017-02-10 The questionable practices and policies of many businesses are coming under scrutiny by consumers and the media As such it important to research new methods and systems for creating optimal business cultures Organizational Culture and Behavior Concepts Methodologies Tools and Applications is a comprehensive resource on the latest advances and developments for creating a system of shared values and beliefs in business environments Featuring extensive coverage across a range of relevant perspectives and topics such as organizational climate collaboration orientation and aggressiveness orientation this book is ideally designed for business owners managers entrepreneurs professionals researchers and students actively involved in the modern business realm

**Communicating Emotion at Work** Vincent R. Waldron,2013-08-22 Communicating Emotion at Work chronicles the rich emotional experiences of employees drawn from a broad cross section of industries and occupations It takes a decidedly positive approach recognizing that emotional communication is a vital and creative response to the challenges of life in complex organizations The text introduces readers to the engaging and cross disciplinary body of research that has emerged around organizational emotion At the same time each chapter is steeped in real life emotional narratives concrete examples and the contemporary trends that are changing the emotional tenor of work

Leadership Perspectives on Effective Intergenerational Communication and Management Ince, Fatma,2023-01-23 Rapid developments are taking place within society and organizations They demand a flexible responsive and competent workforce Demographic shifts and the increasing shortfall of young workers have resulted in increasing demand for the intergenerational workplace Retaining multicultural workers is practiced in some countries to make use of their rich expertise Experienced older workers are no longer seen as a burden to the economy On the contrary practices such as senior entrepreneurship are also popular Similarly while technological development and differences among employees are discussed in leadership issues diversity is also included Leadership Perspectives on Effective Intergenerational Communication and Management examines the differences between monocultural workers and intergenerational workers in Western and Eastern companies It investigates the technological developments such as Industry 4 0 at the societal or industry levels Covering topics such as intergenerational diversity organizational interactions and employee satisfaction this premier reference source is an

excellent resource for business leaders and executives human resource managers sociologists students and educators of higher education librarians researchers and academicians

**The Routledge Handbook of Communication and Bullying** Richard West, Christina S. Beck, 2018-09-03 The Routledge Handbook of Communication and Bullying provides an essential and unique analysis of bullying and anti bullying efforts from a communication based perspective Drawing on communication theory and compelling empirical research this volume offers valuable international perspectives of this pervasive concern examined within varied contexts In addition to providing exemplary data based scholarship the Handbook is comprised of first hand accounts of those who have been bullied adding an integral pragmatic and complementary dimension to the topic This anthology serves as a useful resource for educators administrators managers and other stakeholders who are challenged with this difficult social issue Responding to the various charges emanating from the National Communication Association's NCA Anti Bullying Project this collection constitutes a valuable foundation from which to draw as conversations about bullying continue around the globe

**Bullying and Harassment in the Workplace** Stale Einarsen, Helge Hoel, Dieter Zapf, Cary Cooper, 2010-09-22 Previously titled Bullying and Emotional Abuse in the Workplace International Perspectives in Research and Practice the first edition of this bestselling resource quickly became a benchmark and highly cited source of knowledge for this burgeoning field Renamed to more accurately reflect the maturing of the discipline Bullying and Harassment in

*Conflict Management for Managers* Susan S. Raines, 2012-12-14 Raines masterfully blends the latest empirical research on workplace conflict with practical knowledge skills and tools to effectively manage and prevent a wide range of conflict episodes This is a highly applicable top shelf book that will assist anyone from the aspiring manager to top level management and leadership in the public private and nonprofit sectors It will also be a fast favorite of professors trainers and students of business and conflict management Brian Polkinghorn Distinguished Professor Center for Conflict Resolution Salisbury University With her broad dispute resolution teaching and editing experience Susan Raines is uniquely qualified to organize what is known about conflict management in the workplace She has succeeded in providing private public and nonprofit managers with accessible concepts and tools to deal effectively with the internal and external conflicts they must confront every day Essential reading for all managers Alan E Gross senior director training coordinator New York Peace Institute After reading an advance copy of Raine's impressive book I can't wait to begin to use it as a seminal text in my classes in organizational conflict I am amazed at her ability to cover so well such disparate subjects as systems design public policy disputes small and large group processes customer conflicts conflicts in a unionized environment and conflicts within regulatory contexts Her user friendly writing style is enhanced by her salient examples of exemplary and mistake laden practices within public and private sector organizations A must read for scholars students and practitioners interested in organizational conflict Neil H Katz professor Conflict Analysis and Resolution Nova Southeastern University Conflict management skills are essential to a manager's success Raines a leading scholar and practitioner

provides a comprehensive and strategic new guide to these critical skills and how to use them in any organization Lisa Blomgren Bingham Keller Runden Professor of Public Service School of Public and Environmental Affairs Indiana University

Understanding and Preventing Faculty-on-Faculty Bullying Darla J. Twale, 2017-10-16 Understanding and Preventing Faculty on Faculty Bullying provides a comprehensive understanding of workplace harassment aggression violence bullying and incivility in academia Using a psychological sociological and organizational approach this book explores the issue from the perspective of the individual the department and from the higher education organization Providing research on the effects on victims and collegial culture this important volume brings together interdisciplinary scholarship to present research based suggestions for recovering from workplace bullying recommendations for improving toxic academic environments and practical advice about policy development to improve academic organizational culture and climate

Discrimination and Diversity: Concepts, Methodologies, Tools, and Applications Management Association, Information Resources, 2017-05-17 The growing presence of discrimination and isolation has caused negative changes to human interactions With the ubiquity of these practices there is now an increasingly urgent need to close this divide Discrimination and Diversity Concepts Methodologies Tools and Applications provides a critical look at race gender and modern day discrimination and solutions to creating sustainable diversity across numerous contexts and fields Including innovative studies on anti discrimination measures gender discrimination and tolerance this multi volume book is an ideal source for professionals practitioners graduate students academics and researchers working in equality as well as managers and those in leadership roles Bullying in the Workplace John Lipinski, Laura M. Crothers, 2013-08-15 Bullying in the workplace is a phenomenon that has recently intrigued researchers studying management and organizational issues leading to such questions as why it occurs and what causes such harassment This volume written by experts in a wide range of fields including Industrial and Organizational psychology Counseling Management Law Education and Health presents research on relational and social aggression issues which can result in lost productivity employee turnover and costly lawsuits

Understanding this phenomenon is important to managers and employee morale Information Technology and Organizational Learning Arthur M. Langer, 2017-10-17 Focusing on the critical role IT plays in organizational development the book shows how to employ action learning to improve the competitiveness of an organization Defining the current IT problem from an operational and strategic perspective it presents a collection of case studies that illustrate key learning issues It details a dynamic model for effective IT management through adaptive learning techniques supplying proven educational theories and practices to foster the required changes in your staff It examines existing organizational learning theories and the historical problems that occurred with companies that have used them as well as those that have failed to use them **The Routledge Handbook of Gender and Communication** Marnel Niles Goins, Joan Faber McAlister, Bryant Keith Alexander, 2020-11-29 This volume provides an extensive overview of current research on the complex relationships

between gender and communication Featuring a broad variety of chapters written by leading and upcoming scholars this edited collection uses diverse theoretical frameworks to provide insight into recent concerns regarding changing gender roles representations and resources in communication studies Established research and new perspectives address vital themes in this comprehensive text including the shifting politics of gender ethical and technological trends in gendered media and gender in daily life Comprising 39 chapters by a team of international contributors the Handbook is divided into six thematic sections Gendered lives and identities Visualizing gender The politics of gender Gendered contexts and strategies Gendered violence and communication Gender advocacy in action These sections examine central issues debates and problems including the ethics and politics of gender as identity impacts of media and technology legal and legislative battlegrounds for gender inequality and LGBTQ human rights changing institutional contexts and recent research on gender violence and communication The final section links academic research on gender and communication to activism and advocacy beyond the academy The Routledge Handbook of Gender and Communication will be an invaluable reference work for students and researchers working at the intersections of gender studies and communication studies Its international perspectives and the range of themes it covers make it an essential and pragmatic pedagogical resource

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