

The Workplace Within

Psychodynamics of Organizational Life



The Workplace Within Psychodynamics Of Organizational Life

Janice Wearmouth



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The Workplace Within Larry Hirschhorn, 1990-01-24 In this revealing study Larry Hirschhorn examines the rituals or social defenses organizations develop to cope with change Using extended case studies from offices factories and social services he describes why these often irrational practices that fragment and injure individuals within the workplace exist how they operate and how they can be reshaped to enhance people's work experience

Being a Systems Psychodynamic Scholar Frans Cilliers, 2019-12-17 This Festschrift has been compiled by Sanchen Henning in honour of the work of Professor Frans Cilliers On behalf of colleagues and friends in South Africa and abroad she illustrates their appreciation and respect for his role as scholar in Systems Psychodynamics He produced various pioneering research projects in Organisational Psychology as his field of study through the Systems Psychodynamic lens A specific feature and contribution of the book is the application of Systems Psychodynamics to organisational matters and leadership consulting as well as to the lived experiences of postgraduate students and academics The chapters include themes relevant on individual group and organisational levels and are intended to contribute to the body of knowledge in the field

An Introduction to Systems Psychodynamics David Lawlor, Mannie Sher, 2021-12-13 This book provides an introduction to systems psychodynamic theory and its application to organisational consultancy research and training outlining systems dynamics methods and their historical and theoretical developments Systems Psychodynamics is an emerging field of social science the boundaries of which are continually being refined and re defined The systems designation refers to open systems concepts that provide the framing perspective for understanding the structural aspects of organisational systems These include its design division of labour levels of authority and reporting relationships the nature of work tasks processes and activities its mission and primary task and the nature and patterning of the organisation's task and sentient boundaries and the transactions across them This book presents a critical appraisal of the systems psychodynamics paradigm and its application to present day social and organisational difficulties showing how a holistic approach to organisational and social problems can offer a fresh perspective on difficult issues Bringing together the theory and practice of systems psychodynamics for the first time this book provides an examination of the systems psychodynamics paradigm in action This book gives an accessible and thorough guide to understanding and using systems psychodynamic ideas for analysts managers policy makers consultants and researchers in a wide range of professional and clinical settings

Handbook of Research Methods in Organizational Change David B. Szabla, David Coghlan, William Pasmore, Jennifer Kim, 2023-08-14 The Handbook of Research Methods in Organizational Change offers innovative and practical information to aid in the successful implementation of research methodologies Written by a collective of experienced scholars it provides inspiration for future academics wishing to advance research into human system changes

Shadow Working in Project Management Joana Bértholo, 2017-07-06 Shadow Working in Project Management aims at contributing to our knowledge of all things unconscious and irrational in our

behaviour It takes the form of an empirical research and therefore addresses mostly the tools and techniques available to get in touch with Shadow aspects of self and collective to recognize how it manifests how it can lead to conflict and ways to address it From that perspective it advances on to question the underlying beliefs of current management practices It explores as well the inherent need for control in projects being those of a professional nature or other ventures It challenges the strength of the concept of the rational man and its protagonism Joana B rtholo s work explores the role and nature of the Shadow in the context of projects and their management with an emphasis on techniques to address it Despite being directed to managers and dedicated to the analyses of the managerial discourse the tools and processes it proposes have universal relevance based on the fact that the Shadow is everywhere within everyone from the individual to the global scale

Teaching, Training, and Administration in Graduate Psychology Programs David L. Downing, Marc Lubin, Jed Yalof, 2017-10-11 Teaching Training and Administration in Graduate Psychology Programs offers a unique contribution to literature by presenting psychoanalytic perspectives on the challenges of educating future psychologists By integrating psychoanalytic theory with engaging cases and practical applications the authors explore how psychoanalysis can foster a deeper understanding of the questions and decisions that graduate psychology faculty and administrators must face every day This book proves to be an accessible and valuable resource for instructors administrators and graduate students

Independent Offices and Department of Housing and Urban Development Appropriations for 1971 United States. Congress. House. Committee on Appropriations. Subcommittee on Independent Offices and Department of Housing and Urban Development, 1990 [A History of Group Study and Psychodynamic Organizations](#) Amy Louise Fraher, 2004 Many people hold a piece of the puzzle of group relations yet few people are able to put them together in a meaningful way In this breakthrough study Amy L Fraher provides the most comprehensive account yet written of the history of institutes of group study The book draws on original documents as well as extensive interviews with key practitioners The result is a fascinating story of the complex dynamics of organizational life Developing the construct of idea organizations organizations designed to generate intellectual concepts rather than to produce goods or services Fraher examines the psychodynamic workings of the National Training Laboratories Tavistock and A K Rice Institutes as well as early psychoanalytic societies She shows how the innovatory forces that energize these idea organizations can become the focus of inter group rivalries creating a cycle that puts the organizations themselves at risk Fraher details the cycle of idea organizations through the contributions of experts in the field such as David Armstrong Gordon Lawrence Isabel Menzies Lyth Laurence Gould Eric Miller and Kathleen Pogue White and others She also uses A K Rice s previously unavailable field notes and director s reports to provide a documented overview of group relations theory and conference methodology not offered since Rice s own Learning for Leadership in 1965 This is an accessible and absorbing study suitable both for experts and those new to the study of groups **Industrial and Labor Relations Review** , 1988 **The Psychodynamics of Toxic Organizations**

Howard Stein, Seth Allcorn, 2020-05-06 Understanding experience at work especially in toxic organizations is a multidimensional undertaking that must include all senses The use of applied poetry has its primary value as an evocative approach to sensing knowing and understanding workplace experience Poetry at its best condenses into relatively few words metaphors and images what conventional social science narratives would take much longer to articulate Where poetry often hints and alludes narrative seeks to spell out expound and complete Where poetry leaves much mental space for the listener or reader to fill in with one's imagination narrative fills in the spaces with rich detail Applied poetry and its contextual stories offer a way of accessing workplace experience that is unique and valuable in terms of understanding lives at work The use of complementary psychodynamic theories like all theories is a way of trying to account for what we have found and experienced and in particular why it happened Why the authors suggest is critical in terms of understanding the sensing images and metaphors evoked by the poetry and stories that may resonate with hearers and readers for reasons that are unconscious and are rooted in the past These transferences that come forward from life experience into the present are the critical data we work with These are the data of psychoanalysis This book both widens and deepens the scope of organizational research offered by other researchers theorists and approaches to understanding interpreting explaining leading and consulting with workplace organizations Its triangulating integration of applied poetry experience and stories behind the poetry and the three psychoanalytic models of explaining life in workplaces is a new and distinct contribution to organizational research leadership and consulting efforts to help organization members solve real underlying problems and not offer simplistic formulaic solutions based solely on a study of the organization's surface It will be of interest to researchers academics and students in the fields of organizational studies leadership and management Work and Occupations ,1989 *Transformations in Global and Organizational Systems* ,1993 **Industrial & Labor Relations Review** ,1989 *The Journal of Organomy* ,1994 *Understanding Pupil Behaviour in Schools* Janice Wearmouth,2004 First Published in 2004 Routledge is an imprint of Taylor Francis an informa company Industrial Relations ,1988 *Accountability* Rolland Munro, Jan Mouritsen,1996 Aimed at single semester courses on accountability this book is intended to act as the central text for existing courses and facilitate new courses being set up There are contributions from 12 leading institutions in the UK and Scandinavia **Small Group Research** ,2011 **The Psychoanalytic Study of Organizations** Burkard Sievers, Arndt Ahlers-Niemann,2007 **Designs for Alienation** Devorah Kalekin-Fishman,1998 Centering on studies of alienation in varieties of institutional milieus as well as on current theoretical debates this volume explains how social institutions concretely frame and foster alienation legitimizing the creation of others who are disempowered manipulated and marginalized Among the writers are researchers from all around the globe Thus the book presents a panoramic view of how alienation is brought about in different cultures including the cultures which are generated by computers

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