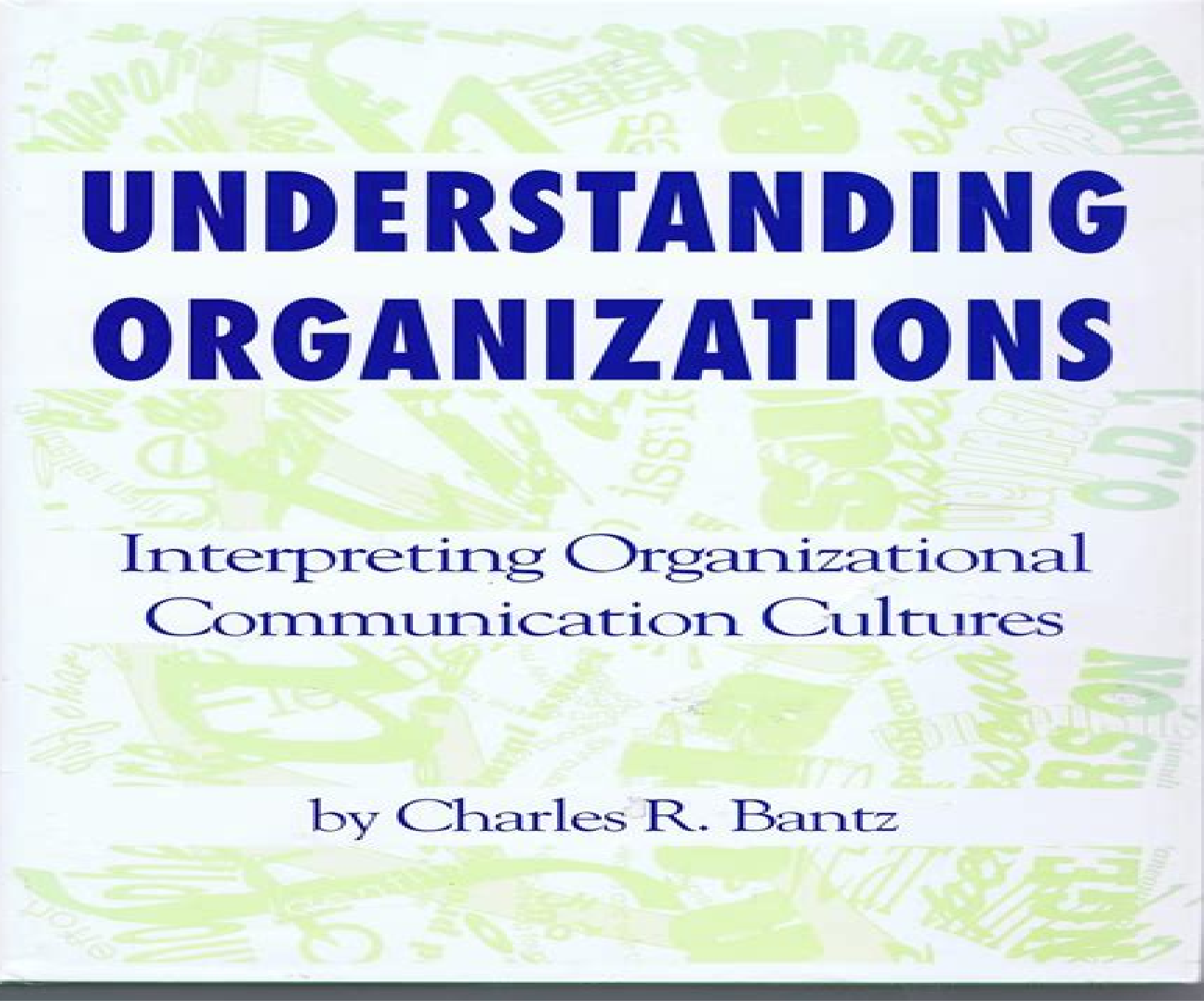


Interpreting Organizational Communication Cultures



UNDERSTANDING ORGANIZATIONS

Interpreting Organizational
Communication Cultures

by Charles R. Bantz

Understanding Organizations Interpreting Organizational Communication Cultures Studies In Communication Processes

Stephen W. Littlejohn, Karen A. Foss



Understanding Organizations Interpreting Organizational Communication Cultures Studies In Communication Processes:

Understanding Organizations Charles R. Bantz, 1993 **Understanding Organization Through Culture and Structure** Anne Maydan Nicotera, Marcia J. Clinkscales, Felicia R. Walker, 2003-05-14

Understanding Organization Through Culture and Structure Relational and Other Lessons From the African American Organization presents an innovative view of organizations and the communication processes that constitute them. Arguing that human beings are communicatively embedded in their cultures, Anne Maydan Nicotera and Marcia J. Clinkscales, working with Felicia R. Walker, examine issues concerning task and relational orientations and the ways they and other cultural dimensions connect with organizational structure and function for predominantly African American organizations. Utilizing the results of their own research on organizations, they develop a set of humanistically based models that illustrate how hidden cultural processes suffuse organizational life and are manifest through communication. Emphasizing the development of alternative theories and models of organizing which are rooted in African American culture, such as team based versus hierarchy based interactions, this book explores such organizational functions as leadership and management power, authority and control, communication and interpersonal dynamics, and cultural identity and human development. Applying their findings in a broader analysis of contemporary practices in organizational restructuring, the authors present research that serves as the foundation for generating several emergent models with significant implications for organizational systems. *Understanding Organization Through Culture and Structure* stimulates and inspires current researchers of organizational communication and is certain to raise greater awareness of the operation of culture in organizing. The text is intended for scholars and students in organizational communication, management, organizational psychology, African studies, and related areas. **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 sub-disciplinary 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

Organizational Communication Dynamics and Higher Education Philip J. Salem, 2023-10-09 This book provides an analysis a synthesis and an application of over 50 years of organizational communication higher education research What distinguishes one university from another is how members communicate with each other and what distinguishes successful higher education organizations from others are their unique communication practices Bringing important lessons and knowledge from the field of Communication Studies into Higher Education this volume integrates research and theory to help improve organizational communication both across and outside the campus Topics range from burnout and morale to student recruitment and organizational change The volume addresses a current and pressing need at research universities undergraduate programs and community colleges and helps higher education scholars researchers and administrators confront organizational communication challenges

Qualitative Communication Research Methods Thomas R. Lindlof, Bryan C. Taylor, 2002-09-11 The Second Edition of Qualitative Communication Research Methods offers updated comprehensive coverage of such topics as naturalistic inquiry interpretive paradigm ethnomethodology symbolic interactionism sampling and linearity with new studies in the areas of culture analysis and cyberspace ethnography Numerous examples of work in the field illustrating how studies are designed carried out written evaluated and applied to theory make this an interesting and accessible text

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

The Routledge Handbook of Strategic Communication Derina Holtzhausen, Ansgar Zerfass, 2014-11-20 The Routledge Handbook of Strategic Communication provides a comprehensive review of research in the strategic communication domain and offers educators and graduate level students a compilation of approaches to and studies of varying aspects of the field The volume provides insights into ongoing discussions that build an emerging body of knowledge Focusing on the metatheoretical philosophical and applied aspects of strategic communication the parts of the volume cover Conceptual foundations Institutional and organizational dimensions Implementing strategic communication and Domains of practice An international set of authors contributes to this volume illustrating the broad arena in which this work is taking place A timely

volume surveying the current state of scholarship this Handbook is essential reading for scholars in strategic communication at all levels of experience *Communication Yearbooks Vols 6-33 Set* Various, 2021-12-02 The Communication Yearbook annuals originally published between 1977 and 2009 publish diverse state of the discipline literature reviews that advance knowledge and understanding of communication systems processes and impacts across the discipline Topics dealt with include Communication as Process Research Methodology in Communication Communication Effects Taxonomy of Communication and European Communication Theory Information Systems Division Mass Communication Research Mapping the Domain of Intercultural Communication Public Relations Feminist Scholarship Communication Law and Policy Visual Communication Communication and Cross Sex Friendships Across the Life Cycle Television Programming and Sex Stereotyping InterCultural Communication Training Leadership and Relationships Media Performance Assessment Cognitive Approaches to Communication **Historical Information Science** Lawrence J. McCrank, 2001 Here is an extensive review and bibliographic essay backed by 5 000 citations about developments in information technology since the advent of personal computing and the convergence of the disciplines Its focus is on the access preservation and analysis of historical information primarily in electronic form and the relationships between new methodology and instructional media technique and research trends in library special collections digital libraries electronic and data archives and museums

Communication Yearbook 13 James Anderson, 2012-05-23 The Communication Yearbook 13 includes chapters on the following topics Interaction goals in negotiation an analysis of ethnographic narrative the role of the news media in international relations Japan as an information exporter group decision making new models for mass communication research *Encyclopedia of Communication Theory* Stephen W. Littlejohn, Karen A. Foss, 2009-08-18 With more than 300 entries these two volumes provide a one stop source for a comprehensive overview of communication theory offering current descriptions of theories as well as the background issues and concepts that comprise these theories This is the first resource to summarize in one place the diversity of theory in the communication field Key Themes Applications and Contexts Critical Orientations Cultural Orientations Cybernetic and Systems Orientations Feminist Orientations Group and Organizational Concepts Information Media and Communication Technology International and Global Concepts Interpersonal Concepts Non Western Orientations Paradigms Traditions and Schools Philosophical Orientations Psycho Cognitive Orientations Rhetorical Orientations Semiotic Linguistic and Discursive Orientations Social Interactional Orientations Theory Metatheory Methodology and Inquiry **Teaching Communication** Anita L. Vangelisti, John A. Daly, Gustav W. Friedrich, 2013-11-05 The field of communication was founded in part because of a need to make people better communicators That meant teaching them how to communicate more effectively whether it be in public settings or in private Most of that teaching has happened within the classroom and many professionals have spent their lives instructing others on various aspects of communication Inside this second edition the editors have assembled a fully comprehensive and contemporary discussion of

topics and issues concerning the teaching of communication. The chapters contained herein contributed by key voices throughout the communication discipline address conceptual as well as practical issues related to communication instruction. The contents of this new edition reflect the dramatic changes that have occurred in communication education since the publication of the first edition in 1990. This book focuses initially on the goals of communication education then delves into the preparation of specific communication courses. It includes assistance for instructors in organizing instructional content and discusses the use of instructional strategies and tools as well as offering ideas on evaluating the processes and products of instruction. The volume also covers unique teaching assignments that may be encountered from the basic course to continuing education and addresses 2 year college teaching, directing forensic programs, distance education and consulting. It concludes with important professional issues faced by both new and experienced communication instructors including ethics and political issues within classrooms and departments. This volume is a necessity for anyone starting out a career as a communication instructor. Veteran educators who know that learning to teach is a continual growth experience will find useful and invaluable information within the book's pages. Whatever background and level of experience all communication educators will find this new edition to be an essential resource for their work.

The ^AOxford Handbook of Organizational Climate and Culture Karen M. Barbera, 2014-05-07. This Handbook is a unique compendium of thinking research and practice on organizational climate and culture integrating scholarship from both fields into one major work. Authors explore these themes in context of contemporary practice with comprehensive case studies of 3M, McDonald's, the Mayo Clinic, PepsiCo and Tata.

Organizational Communication: A Critical Approach Dennis K. Mumby, 2012-08-02. Organizational Communication: A Critical Approach is the first textbook in the field that is written from a critical perspective while providing a comprehensive survey of theory and research in organizational communication. The text familiarizes students with the field of organizational communication historically, conceptually and practically and challenges 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 skillfully explores the significant role played by organizations and corporations in constructing our identities. The book thus provides important ways for students to critically reflect on their own relationships to work, consumption and organizations.

Understanding College and University Organization James L. Bess, Jay R. Dee, 2023-07-03. Now available in paperback, this two volume work is intended to help readers develop powerful new ways of thinking about organizational principles and apply them to policy making and management in colleges and universities. The book is written with two audiences in mind: administrative and faculty leaders in institutions of higher learning and students both doctoral and Master's degree studying to become upper level administrators, leaders and policy makers in higher education. It systematically presents a range of theories that can be applied to many of the difficult management situations that college and university leaders encounter. It provides them with the theoretical background to knowledgeably evaluate

the many new ideas that emerge in the current literature and in workshops and conferences The purpose is to help leaders develop their own effective management style and approaches and feel confident that their actions are informed by appropriate theory and knowledge of the latest research in the field Without theory organizational leaders are forced to treat each problem that they encounter as unique as if it were a first time occurrence While leaders may have some experience with a particular issue their solutions are usually not informed by the accumulated wisdom of others who have already encountered and resolved similar situations The authors approach the theory of the organization and administration of colleges and universities from three quite different perspectives or paradigms each relying on different assumptions about the reality of organizational life in colleges and universities The positivist paradigm primarily an omnibus systems theory integrates the chapters into a comprehensive yet easily accessible whole Social constructionism the second paradigm is introduced in each chapter to illuminate the difficulty of seeking and finding meaningful consensus on problems and policies while also addressing important ethical issues that tend to be overlooked in leadership thought and action The third paradigm postmodernism draws attention to difficulties of logic and communication under the constraints of strictly linear thinking that authorities at all levels attempt to impose on organizations This multiple paradigm approach enables readers to become more cognizant of their own assumptions how they may differ from those of others in their organization and how those differences may both create difficulties in resolving problems and expand the range of alternatives considered in organizational decision making The book offers readers the tools to balance the real world needs to succeed in today's challenging and competitive environment with the social and ethical aspirations of all its stakeholders and society at large The authors aim is to elucidate how administration can be made more efficient and effective through rational decision making while also respecting humanistic values This approach highlights a range of phenomena that require attention if the institution is ultimately to be considered successful Also available Volume 1 The State of the System Two volume set 21st Century Communication: A Reference Handbook William F. Eadie, 2009-05-15 Highlights the most important topics issues questions and debates affecting the field of communication in the 21st Century When Organization Fails James R. Taylor, Elizabeth J. Van Every, 2014-06-05 When Organization Fails Why Authority Matters develops the study of authority as an area of investigation in organizational communication and management As a research topic authority has rarely been addressed in depth in the management and organizational communication literature It is critical however to maintaining unity of purpose and action of the organization and it is frequently cited by organizational members themselves Utilizing two case studies examined in depth and based on the accounts of the individuals involved authors James R Taylor and Elizabeth J van Every explore the pathology of authority when it fails They develop a theoretical foundation that aims to illuminate authority by positioning it in communication theory This volume sets the stage for a new generation of scholars who can make their reputations as experts on authority and is intended for scholars and graduate students in organizational

communication leadership and discourse analysis It also offers practical insights to consultants and management experts worldwide

Organizational Culture in Action Gerald W. Driskill, Angela Laird Brenton, 2005-01-12 In a cogent and easily accessible style it provides superb guidelines for observing interpreting and understanding the subtle and complex nuances of an organization's culture The integration of qualitative research methods with cultural analyses makes this text distinctive and valuable addition to any organizational communication class Linda Putnam Texas A M University The authors skillfully weave together theory application and their professional experiences to create a wonderfully useful book that meets the needs of students and practitioners Anyone who takes cultural analysis seriously should read this book Phillip G Clampitt University of Wisconsin Green Bay and Metacomm Organizational Culture in Action fills a real resource gap It is a workbook in the most positive sense of the word It offers enough step by step guidance to give students the confidence they need to move forward independently At the same time it does not sidestep the theoretical complexities conflicts and confusions surrounding the world of organizational culture and cultural analysis The book is well conceived usefully structured and filled with application exercises that really make sense and are pedagogically justified My students found it to be both accessible and stimulating John Gribas Idaho State University What is organizational culture And how might knowledge of culture improve our organizational performances This stimulating workbook guides students through data collection analysis interpretation and application of organizational culture data using a practical five step process It begins by explaining theories on which organizational culture is based It then provides guides for gathering information to help improve organizational performance Based on more than 20 years of experience in using this approach with hundreds of students the authors help students apply cultural insights to fostering diversity supporting organizational change making leadership more dynamic exploring the link between ethics and culture and making organizations more effective overall

Work and Organizational Behaviour John Bratton, 2020-11-18 Critical and accessible the new edition of this bestselling textbook offers valuable insight into contemporary management practices and encourages readers to reflect on the realities of the workplace Work and Organizational Behaviour takes a unique and well rounded approach exploring key theories and topics through the lenses of sociology psychology ethics and sustainability Firmly embedded in the latest research and the wider geopolitical environment this new edition places OB in the context of climate change the rise of unstable working conditions and the impact of new technologies A strong suite of pedagogy supports student learning demonstrating key theories in action and preparing readers for the real world of work Cases and features illustrate contemporary organizational practices and their impact across the world in a range of industries With streamlined content an improved structure and an enhanced focus on leadership Work and Organizational Behaviour is an essential companion for OB modules at undergraduate postgraduate and MBA levels New to this Edition New chapters on Work and the gig economy and Human resource management New decision making scenarios helping readers to develop practical leadership skills 200 new references to

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Contexts of Accommodation Howard Giles, Justine Coupland, Nikolas Coupland, 1991-09-27 In Contexts of Accommodation accommodation theory is presented as a basis for sociolinguistic explanation and it is the applied perspective that predominates this edited collection The book seeks to demonstrate how the core concepts and relationships invoked by accommodation theory are available for addressing altogether pragmatic concerns

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