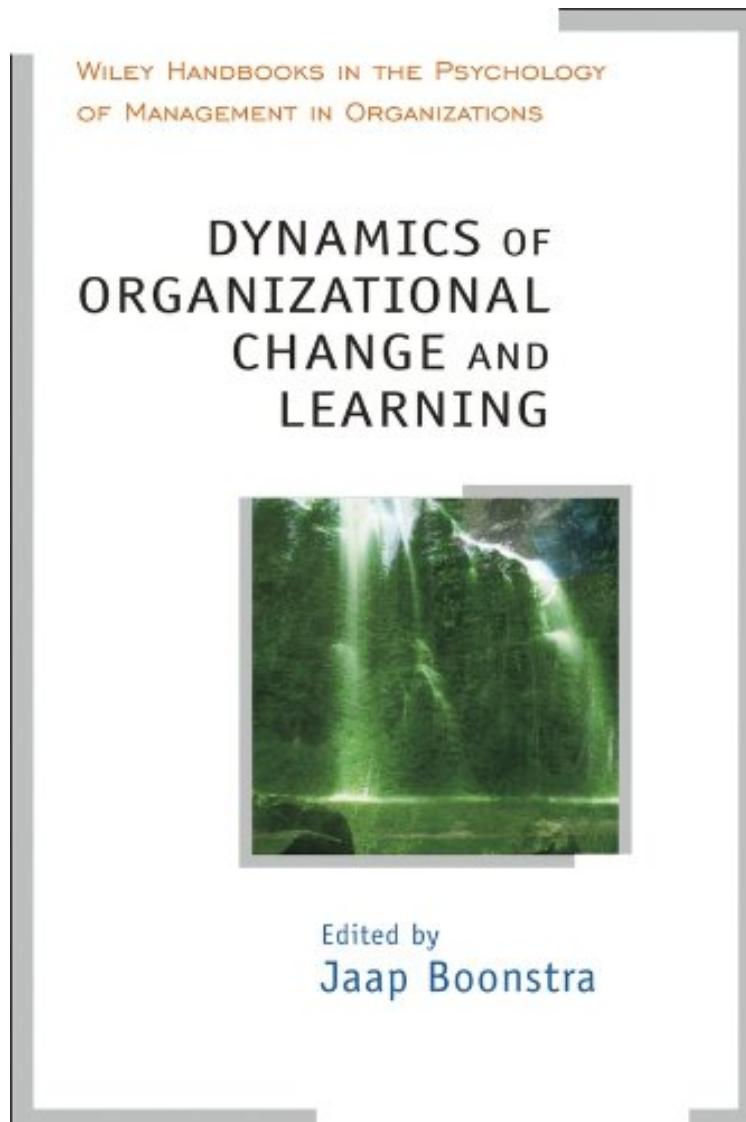


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Dynamics of Organizational Change and Learning (Wiley Handbooks in Work Organizational Psychology)

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This handbook focuses on the complex processes and problems of organizational change and relates current knowledge of individual and group psychology to the understanding of the dynamics of change. Complementary and competing insights are presented as overviews of theory and research. Offers helpful insights about choosing models and methods in specific situations. Chapters by international authors of the highest quality.

From the Back Cover Realizing organizational change and innovation is a complex process. Dynamics of Organizational Change and Learning is concerned with the behaviour of individuals, and the social processes in groups and organizations during the process of change. Leading authorities from 9 countries discuss the processes, problems, and successes of organizational change and learning, and offer critical reflections on the conventional wisdom of planned change. Dynamics of Organizational Change and Learning combines proven knowledge and robust theories of organizational change and learning with new perspectives from social constructionism and postmodern organization theories. It will be a source of knowledge and inspiration for organizational professionals, management consultants, academics, and students.

About the Author Jaap J. Boonstra, Sioo, Inter-university Centre for Organizational Change and Learning, Admiraal Helfrichlaan 1, 3527 KV Utrecht, The Netherlands Jaap Boonstra is a Professor of Organizational Change and Development in the Faculty of Social and Behavioural Sciences at the University of Amsterdam, The Netherlands. He is also Dean and Scientific Director of Sioo, Inter-university Centre for Organizational Change and Learning. Founded by the Dutch universities, Sioo has been the bridge between scientifically founded theory and the practice of organizational and change processes in the Netherlands since 1958. He is also a visiting professor in Esade Business School in Barcelona, Spain. He is a research fellow and member of the scientific staff of The Netherlands School of Communications Research and the Amsterdam School of Social Research. After studying social and organizational psychology at Leiden University, The Netherlands, he obtained his doctorate with a thesis on integral organizational development and management of complex change processes. Previously, he was Associate Professor in organizational psychology at Leiden University, and has worked as a consultant, researcher, and managing partner at the Research Foundation for New Technology and Organizational Development. He lectures on the management of change, strategic decision-making, power and politics in organizations, and organizational learning. He has conducted research into the social and organizational aspects of technological innovations, sustainable development and change of organizations, strategic decision-making, and innovation. His research interests focus on barriers to organizational change and innovation, power dynamics in organizational change, sustainable development of organizations, democratic governance, and societal development. He has published over a hundred articles on technological and organizational innovation, management of organizational change, organizational learning, politics in organizations, strategic decision-making and fundamental change programmes in the service sector, and public administration in the Academy of Management, Concepts and Transformations, the European Journal of Work and Organizational Psychology, and Applied Psychology: An International. He is a member of the editorial board of several journals. Recently, he published a book on designing and developing organizations, and edited a special issue of the European Journal of Work and Organizational Psychology on power dynamics and organizational change.