

# EXAMPLES OF ORGANIZATIONAL BEHAVIOR THEORIES

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## MASLOW'S HIERARCHY OF NEEDS

MASLOW'S THEORY SUGGESTS THAT HUMAN MOTIVATION IS DRIVEN BY FULFILLING BASIC NEEDS, PROGRESSING FROM PHYSIOLOGICAL TO SELF-ACTUALIZATION.

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## HERZBERG'S TWO-FACTOR THEORY

HERZBERG DIVIDES WORKPLACE FACTORS INTO HYGIENE (PREVENT DISSATISFACTION) AND MOTIVATORS (INCREASE SATISFACTION), EMPHASIZING BOTH FOR OPTIMAL MOTIVATION.

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## THEORY X AND THEORY Y

MCGREGOR'S THEORY DISTINGUISHES TWO MANAGEMENT STYLES: THEORY X (AUTHORITARIAN) AND THEORY Y (EMPOWERING), AFFECTING EMPLOYEE MOTIVATION AND BEHAVIOR.



## EQUITY THEORY

EQUITY THEORY FOCUSES ON FAIRNESS IN THE WORKPLACE, SUGGESTING EMPLOYEES ARE MOTIVATED BY PERCEIVED FAIRNESS IN REWARDS AND TREATMENT.

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## EXPECTANCY THEORY

THIS THEORY POSITS THAT EMPLOYEES ARE MOTIVATED BY EXPECTED OUTCOMES; THEY ACT IF THEY BELIEVE THEIR EFFORTS WILL LEAD TO REWARDS.

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# Organizational Communication Theory And Behavior

**Jamie McDonald, Rahul Mitra**



## **Organizational Communication Theory And Behavior:**

**Organizational Communication** Peggy Y. Byers,1996-08

**Organizational Communication** Peggy Yuhas

Byers,1997 Here is a new edited book that provides in depth coverage of human communication in modern organizations The exploration of topics such as chaos theory gender diversity conflict culture ethics technology consulting and creativity is designed to present readers with both theoretical and practical information about how people communicate within organizations This contributed volume of chapters contains the work of well known authors Cynthia Berryman Fink Julie M Billingsley Alberto Gonzalez Susan A Hellweg Valerie Manusov David R Neumann Raymond M O Connor Jr John Parrish Sprowl Ann L Plamondon Dale L Shannon Timothy Neal Thompson Phillip K Tompkins Angela Trethewey Ethel M Wilcox James R Wilcox Jennifer Willis and Cory Young Business Owners Corporate Trainers and Human Resources Professionals

**Rethinking the Theory of Organizational Communication** James R. Taylor,1993 The first part of this text

concentrates on the office automation phenomena covering such topics as the conventional theories of communication process The second part is concerned with the theory of organizational communication and its implications

**Human**

**Communication Theory and Research** Robert L. Heath,Jennings Bryant,2013-06-17 Human Communication Theory and Research introduces students to the growing body of theory and research in communication demonstrating the integration between the communication efforts of interpersonal organizational and mediated settings This second edition builds from the foundation of the original volume to demonstrate the rich array of theories theoretical connections and research findings that drive the communication discipline Robert L Heath and Jennings Bryant have added a chapter on new communication technologies and have increased depth throughout the volume particularly in the areas of social meaning critical theory and cultural studies and organizational communication The chapters herein are arranged to provide insight into the breadth of studies unique to communication acknowledging along the way the contributions of researchers from psychology political science and sociology Heath and Bryant chart developments and linkages within and between ways of looking at communication The volume establishes an orientation for the social scientific study of communication discussing principles of research and outlining the requirements for the development and evaluation of theories Appropriate for use in communication theory courses at the advanced undergraduate and graduate level this text offers students insights to understanding the issues and possible answers to the question of what communication is in all forms and contexts

Building Theories of Organization Linda L. Putnam,Anne M. Nicotera,2009-01-13 This volume explores the concept of communication as it applies to organizational theory comparing and contrasting approaches to the notion that communication constitutes organization Chapters also examine the ways that those processes produce patterns that endure over time and that constitute the organization as a whole This collection bridges different disciplines and serves a vital role in developing dimensions characteristics and relationships among concepts that address how communication constitutes

organization      **Fundamental Theories of Business Communication** Milton Mayfield, Jacqueline Mayfield, Robyn Walker, 2020-12-04 This book examines the major business communication theories delving into their relationships and practical applications Many business communication studies lack a strong theoretical grounding a deficit that creates difficulties for researching business communication phenomena and building upon previous studies The book addresses this issue by cataloging and briefly describing the major business communication theories as well as giving a typology of these theories to better integrate them This book provides value to business communication researchers who can use it to build upon and develop their work experts in practice who can apply it to improve business communications and academics who can use it to enhance their instructional designs It also offers insights into new developments on the business communication theory horizon

**Movements in Organizational Communication Research** Jamie McDonald, Rahul Mitra, 2019-03-15 Movements in Organizational Communication Research is an essential resource for anyone wishing to become familiar with the current state of organizational communication research and key trends in the field Seasoned organizational communication scholars will find that the book provides unique insights by way of the intergenerational dialogue that is found in the book as well as the contributors stories about their scholarly trajectories Those who are new to the field will find that the book enables them to familiarize themselves with the field and become a part of the organizational communication scholarly community in an inviting and accessible way Key features of the book include A review of current issues and future directions in 13 topical areas of organizational communication research Intergenerational dialogue and collaboration between both established and emerging scholars in their specialty areas Reflections by the authors on their scholarly trajectories and how they became a part of the field Discussion questions at the end of each chapter that prompt reflections and debate The book also features online resources for instructors Sample course syllabus Suggested case studies from the book Cases in Organization and Managerial Communication to align with this book s chapters The book is recommended as the anchor text for introductory graduate level courses and upper level undergraduate courses in organizational communication It is also an excellent supplementary text for advanced doctoral level courses in organizational communication and courses in related fields such as organization studies organizational behavior and management Chapters 3 and 8 of this book are freely available as downloadable Open Access PDFs at <http://www.taylorfrancis.com> under a Creative Commons Attribution Non Commercial No Derivatives CC BY NC ND 4.0 license

**Applied Organizational Communication** Thomas E. Harris, 2002-04-01 Applied Organizational Communication provides a current in depth analysis of the theories and practices critical to understanding organizational communication concepts in a global environment Exploring the diverse communication challenges in today s organizations this text Explains the impact of critical environmental influences on all levels Provides extensive discussion of teams leadership technology listening and interpersonal communication Offers current analysis utilizing a broad base of information and research and Establishes links

between organizational communication and perceptions theory networks and symbolic behavior Building on the successful foundation of the previous editions this third edition has been thoroughly updated and revised to reflect the most current organizational communication theory and research Features of this edition include Extensive real life examples and experiences Grounding in transactional communication and advanced systems approaches Macro and micro analyses of key topics and issues As an accessible and practical examination of organizational communication this text is intended for use in organizational communication leadership organizational development and organizational intervention courses at the advanced undergraduate and graduate level      *Applied Organizational Communication* Thomas E. Harris (Ph. D.), Mark D. Nelson, 2008 Building on the successful foundation of the first volume this second edition has been thoroughly revised reflecting the current state of organizational communication theory and research Highlights of this edition include extensive topical coverage integrated discussion of change diversity and digital age issues in all chapters updated analysis of major issues and influences in organizational communication and real world examples      *Crisis Communication* Alan Jay Zaremba, 2014-12-18 Crises happen When they do organizations must learn to effectively communicate with their internal and external stakeholders as well as the public in order to salvage their reputation and achieve long term positive effects Ineffective communication during times of crisis can indelibly stain an organization's reputation in the eyes of both the public and the members of the organization The subject of crisis communication has evolved from a public relations paradigm of reactive image control to an examination of both internal and external communication which requires proactive as well as reactive planning There are many challenges in this text for crisis communication involves more than case analysis students must examine theories and then apply these principles This text prepares students by Providing a theoretical framework for understanding crisis communication Examining the recommendations of academics and practitioners Reviewing cases that required efficient communication during crises Describing the steps and stages for crisis communication planning Crisis Communication is a highly readable blend of theory and practice that provides students with a solid foundation for effective crisis communication      **Organizational Communication Theory and Research** Vernon D. Miller, Marshall Scott Poole, 2024-07-01 The Handbook of Organizational Communication Theory and Research offers concise but thorough reviews of important research on traditional and emerging areas in organizational communication Section One Theory and Methods provides an overview of the field's history prominent theories and methodologies Section Two Processes focuses on primal processes such as leadership organizational entry conflict power and inclusion Section Three Contexts focuses on the settings where organizational communication occurs including teams and workgroups networks and organizational structure Section Four Technology considers the development and introduction of new media and intelligent technologies into organizations The final section Emerging Areas addresses communication issues associated with changing environmental social and political upheavals including wellness corporate social responsibility and crisis response The Handbook of

Organizational Communication Theory and Research covers topics of pressing interest to current scholars and practitioners many of which have not been addressed in previous handbooks

**Engaging Organizational Communication Theory and Research** Steve May, Dennis K. Mumby, 2004-10-05 Engaging Organizational Communication Theory and Research Multiple Perspectives is a book unlike any in the field Each chapter is written by a prominent scholar who presents a theoretical perspective and discusses how he or she engages with it personally examining what it means to study organizations Rejecting the traditional model of a reader this volume demonstrates the intimate connections among theory research and personal experience Engaging Organizational Communication Theory and Research is an indispensable resource for anyone wishing to be familiar with current trends in the field of organizational communication

*Organizational Behaviour in a Global Context* Albert J. Mills, Jean C. Helm Mills, John Bratton, Carolyn Forshaw, 2006-01-01 At last there is a lucid well written OB book which covers key issues required in OB teaching but which has a mind of its own Students and faculty will recognize this is more than standard fare Bill Cooke Manchester Business School Handbook of Organizational Communication Fredric M. Jablin, 1987-09 Recipient of the 1988 Outstanding Research Publication Award from the Organizational Communication Division of the Speech Communication Association Organizations cannot function without one vital component communication With the rapid expansion of corporations and technology the quickly evolving field of organizational communication has undergone enormous unprecedented growth and change Handbook of Organizational Communication is the first volume to pull together many loose threads in various strands of thinking and research about organizational communication Its renowned contributors are leading scholarly pioneers in the field drawn equally from organizational behavior and management studies and from communication From this multidisciplinary perspective they analyze research theory and applications considering wherever possible communication phenomena at the appropriate multiple levels of analysis dyadic group organizational and extra organizational Authors also provide valuable original insights into directions for future research and theory in their respective areas Handbook of Organizational Communication is a milestone in the creation and shaping of this new area of academic scholarship with practical applications It will both establish and point the way toward new theories and empirical work that will advance a young and exciting field This volume will be an essential tool for all professionals and students in organizational communication management organizational behavior and organization studies The editors have done a superb job of conceptualizing the work In addition their section previews are quite extensive and serve to integrate beautifully the material that follows This book may well become a classic graduate text much in the genre of the Redding and Sanborn book of twenty five years ago It is comprehensive well organized well researched and quite well written The authors and editors are to be congratulated on their fine product Administrative Science Quarterly An invaluable resource Authors do a fine job of surveying even the most recent research in their areas some offer exciting suggestions for further research Quarterly Journal of Speech Finally

someone has pulled together the fragmented pieces of organizational communication research This book integrates and synthesizes these sundry organizational communication perspectives Without a doubt the Handbook is the preeminent reference book for organizational communication Unquestionably this book should be on the shelf of everyone interested in organizational communication Whether one is just beginning the study of organizational communication or one is an established scholar The Handbook of Organizational Communication is a necessary resource Management Communication Quarterly An extremely thorough carefully selected set of papers which as a whole form a first rate indication of the state of the art I would recommend this book to anyone who is seriously interested in organizational communication be they a social scientist a practicing manager an information manager or just an interested member of an organization It is a unique and outstanding work and should have a place on the bookshelves of many offices in a wide array of different organizations Researchers in the area will find this work extremely pertinent to their activities Journal of Applied Systems Analysis

**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](http://www.routledge.com) 9781138570313

**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

Communication in Organizations ,2005-11-21 One of the most important requirements of leadership is effective communication The idea that some people are natural leaders and that others will never learn to show good leadership is now outdated It has been replaced by the conviction that leadership and communication skills can be learnt Providing a thorough introduction to skilled interpersonal communication Communication in Organizations consists of three parts Part I introduces basic communication skills and makes a distinction between regulating skills listening skills and sender skills Part II considers a number of different dialogues the interview used to gather information the selection interview the employment interview the performance evaluation interview the personal problems interview handling complaints breaking bad news and the sales interview Part III is dedicated to conversations in more complex group situations discussing decision making conflict management negotiations and giving presentations Practical examples and concrete conversations are used to give students and professionals straight forward advice on key leadership skills including motivating people delegating tasks leading meetings and overseeing projects This book will appeal to undergraduate and postgraduate students of psychology as well as those studying business economics and the hospitality industry      **Organizational Communication** Robert McPhee,Philip K. Tompkins,1985-11 The authors of these nine chapters consider traditional themes and new research directions in the growing discipline of organizational communication In contrast to much of the previous research on this topic the authors share a field view of communication moving away from the traditional concern with observable behaviour or systems of behaviours and events The result is a general theoretical shift away from a collection of empirical positions to studies that help describe the field in new and ingenious ways      **Introduction to Organizational Communication** Kathleen M. Propp,2023-12-15 Introduction to Organizational Communication Theory and Research into Practice is designed to explore the various theories research and communication practices related to organizing within the context of a workplace Unit I Theories and Research of Organizing delves into the foundational theories of organizational management It covers classical approaches that emphasize efficient structures for organizing employees human relations that recognize employees social needs human resources that value employees contributions cultural approaches that interpret organizational reality systems theory that acknowledges organizational interdependence and openness and critical approaches that challenge the status quo within organizations Unit II Communication Practices of Organizing shifts the focus to practical applications of communication in organizational settings It addresses topics such as socialization stress and burnout conflict management teamwork diversity leadership and motivation and feedback Each chapter includes readings from various authors who provide insights and research findings on the respective topics Providing students with a comprehensive understanding of organizational behavior with emphasis on communication as a central element of effective management and organizational success the text is an ideal resource for courses and programs in organizational behavior and communication      *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](http://www.routledge.com)  
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