

Organizational Theories



Organization And Decision Theory

Karl C. Mosler

Organization And Decision Theory:

Organization and Decision Theory Ira Horowitz, 2012-12-06 Ira Horowitz Depending upon one's perspective the need to choose among alternatives can be an unwelcome but unavoidable responsibility an exciting and challenging opportunity a run of the mill activity that one performs seemingly without thinking very much about it or perhaps something in between Your most recent selections from a restaurant menu from a set of jobs or job candidates or from a rent or buy or sell or lease option are cases in point Oftentimes we are involved in group decision processes such as the choice of a president wherein one group member's unwelcome responsibility is another's exciting opportunity Many of us that voted in the presidential elections of both 1956 and 1984 irrespective of political affiliation experienced both emotions others just pulled the lever or punched the card without thinking very much about it Arriving at either an individual or a group decision can sometimes be a time consuming torturous and traumatic process that results in a long regretted choice that could have been reached right off the bat On other occasions the just let's get it over with and get out of here solution to a long festering problem can yield rewards that are reaped for many 1 ORGANIZATION AND DECISION THEORY 2 years to come One way or another however individuals and organizations somehow manage to get the decision making job done even if they don't quite understand and often question just how this was accomplished **Organization and Decision Theory** Ira Horowitz, 1989-10-31

Organizational Decision Making Zur Shapira, 2002-03-25 Decision making in organizations is often pictured as a coherent and rational process in which alternative interests and perspectives are considered in an orderly manner until the optimal alternative is selected Yet as many members of organizations have discovered from their own experience real decision processes in organizations only seldom fit such a description This book brings together researchers who focus on cognitive aspects of decision processes on the one hand and those who study organizational aspects such as conflict incentives power and ambiguity on the other It draws from the tradition of Herbert Simon who studied organizational decision making's pervasive use of bounded rationality and heuristics of reasoning These multiple perspectives may further our understanding of organizational decision making Organizational Decision Making is particularly well suited for students and faculties of business psychology and public administration **Image Theory** Lee Roy Beach, 1998 will compliment Beach's book Decision Making and sell in management and Industrial organizational programs

The Oxford Handbook of Organizational Decision Making Gerard P. Hodgkinson, William H. Starbuck, 2008 The Oxford Handbook of Decision Making comprehensively surveys theory and research on organizational decision making broadly conceived Emphasizing psychological perspectives while encompassing the insights of economics political science and sociology it provides coverage at the individual group organizational and inter organizational levels of analysis In depth case studies illustrate the practical implications of the work surveyed Each chapter is authored by one or more leading scholars thus ensuring that this Handbook is an authoritative reference work for academics researchers advanced students and reflective practitioners concerned with decision making in

the areas of Management Psychology and HRM Contributors Eric Abrahamson Julia Balogun Michael L Barnett Philippe Baumard Nicole Bourque Laure Cabantous Prithviraj Chattopadhyay Kevin Daniels Jerker Denrell Vinit M Desai Giovanni Dosi Roger L M Dunbar Stephen M Fiore Mark A Fuller Michael Shayne Gary Elizabeth George Jean Pascal Gond Paul Goodwin Terri L Griffith Mark P Healey Gerard P Hodgkinson Gerry Johnson Michael E Johnson Cramer Alfred Kieser Ann Langley Eleanor T Lewis Dan Lovallo Rebecca Lyons Peter M Madsen A John Maule John M Mezias Nigel Nicholson Gregory B Northcraft David Oliver Annie Pye Karlene H Roberts Jacques Rojot Michael A Rosen Isabelle Royer Eugene Sadler Smith Eduardo Salas Kristyn A Scott Zur Shapira Carolyne Smart Gerald F Smith Emma Soane Paul R Sparrow William H Starbuck Matt Statler Kathleen M Sutcliffe Michal Tamuz Teri Jane Ursacki Bryant Ilan Vertinsky Benedicte Vidaillet Jane Webster Karl E Weick Benjamin Wellstein George Wright Kuo Frank Yu and David Zweig The Oxford Handbook of Organizational Decision Making Gerard P. Hodgkinson, William H. Starbuck, 2008-03-06 The Oxford Handbook of Organizational Decision Making comprehensively surveys theory and research on organizational decision making broadly conceived Emphasizing psychological perspectives while encompassing the insights of economics political science and sociology it provides coverage at the individual group organizational and inter organizational levels of analysis In depth case studies illustrate the practical implications of the work surveyed Each chapter is authored by one or more leading scholars thus ensuring that this Handbook is an authoritative reference work for academics researchers advanced students and reflective practitioners concerned with decision making in the areas of Management Psychology and HRM Contributors Eric Abrahamson Julia Balogun Michael L Barnett Philippe Baumard Nicole Bourque Laure Cabantous Prithviraj Chattopadhyay Kevin Daniels Jerker Denrell Vinit M Desai Giovanni Dosi Roger L M Dunbar Stephen M Fiore Mark A Fuller Michael Shayne Gary Elizabeth George Jean Pascal Gond Paul Goodwin Terri L Griffith Mark P Healey Gerard P Hodgkinson Gerry Johnson Michael Johnson Cramer Alfred Kieser Ann Langley Eleanor T Lewis Dan Lovallo Rebecca Lyons Peter M Madsen A John Maule John M Mezias Nigel Nicholson Gregory B Northcraft David Oliver Annie Pye Karlene H Roberts Jacques Rojot Michael A Rosen Isabelle Royer Eugene Sadler Smith Eduardo Salas Kristyn A Scott Zur Shapira Carolyne Smart Gerald F Smith Emma Soane Paul R Sparrow William H Starbuck Matt Statler Kathleen M Sutcliffe Michal Tamuz Teri Jane Ursacki Bryant Ilan Vertinsky B n dicte Vidaillet Jane Webster Karl E Weick Benjamin Wellstein George Wright Kuo Frank Yu and David Zweig Decision Theory and Decision Systems Karl C. Mosler, 1994 **Strategic Management, Decision Theory, and Decision Science** Bikas Kumar Sinha, Srijib Bhushan Bagchi, 2021-08-31 This book contains international perspectives that unifies the themes of strategic management decision theory and data science It contains thought provoking presentations of case studies backed by adequate analysis adding significance to the discussions Most of the decision making models in use do take advantage of collection and processing of relevant data using appropriate analytics oriented to provide inputs into effective decision making The book showcases applications in diverse fields including banking and insurance portfolio management inventory

analysis performance assessment of comparable economic agents managing utilities in a health care facility reducing traffic snarls on highways monitoring achievement of some of the sustainable development goals in a country or state and similar other areas that showcase policy implications It holds immense value for researchers as well as professionals responsible for organizational decisions **Social Structure, Social Organization, and Decision Theory** Mikal John Aasved,1981

Organizational Decision Making Fremont A. Shull,André L. Delbecq,Larry L. Cummings,1970 Textbook on the psychological aspects of decision making processes in formally structured organisations covers social psychology of organisational behaviour the social process of evaluation the psychology of learning leadership in small groups human relations business organizational control role conflict bargaining etc Bibliography at the end of each chapter and statistical tables

Decisions, Technology and Organization Audley Genus,2000 This text analyzes the problems of managing large scale technology projects It addresses the contrast between projects hoped for benefits and the optimism with which they are promoted and the high human economic or environmental costs of their operation The book is multi disciplinary in its approach and an integration of different levels of analysis It contains case studies that are analyzed in terms of the literatures on decision theory public administration and strategic and project management

Debating Rationality Jennifer J. Halpern,Robert N. Stern,1997 Debating Rationality is a terrific collection of essays written by an obviously first rate set of scholars Several recent books have attempted to make similar points but this volume pushes the ideas in new directions rather than simply restating what are now established themes Roderick M Kramer co author of Trust in

OrganizationsDecision makers strive to be rational Traditionally rational decisions maximize an appropriate return The contributors to this book challenge the common assumption that good decisions must be rational in this economic sense They emphasize that the decision making process is influenced by social organizational and psychological considerations as well as by economic concerns Relationships time pressure external demands for specific types of performance contractual expectations human biases and reactions to unfair treatment alter the decision making context and the resulting decision outcomes

Administrative Behavior Herbert Alexander Simon,1976 The aim of the book is to show how organizations can be understood in terms of their decision processes The central point is that decision making is the heart of administration The language and conceptual framework for describing administration must be based on the logic and psychology of human choice i e economic theory and psychology Simon got a Nobel s prize in 1978 for his contributions to science within decision processes in economic organizations

Decision and Organization Jacob Marschak,1972 **The Law and Theory of the [sic] the International Labor Organization** Francis Graham Wilson,1928 Organizational Behavior and Human Decision Processes ,1983 **Toward a "two-decision Theory" of Organizational Conflict and Commitment** Howard M. Vollmer,1967 This two decision theory might explain in part at least why the attempts to predict organizational productivity and commitment from data on individuals by means of psychological testing or otherwise at time of hire or organizational

entry are often unsuccessful If an individual has not yet made a decision to stay in the organization and if this decision will be most influenced by what happens to him during his next few years of going through an adjustment period it would seem to me to be more feasible to attempt to predict the course of later performance from measures taken during this adjustment period rather than at the time of initial hire Finally we might speculate on the degree to which an individual's making the second decision the decision to stay is affected by his ability to have an impact upon his organizational environment to change it in accord with his own goals and values or at least to carve out a place in which he can express his individuality within the organization Certainly this is an important factor among scientists among whom autonomy in professional matters is so highly valued But in the future this may also become increasingly important among other categories of organizational participants in a democratic pluralistic society

Team Effectiveness and Decision Making in Organizations Richard A.

Guzzo, Eduardo Salas, 1995-03-16 Written for researchers, educators, practitioners and serious students of the team phenomenon Team Effectiveness and Decision Making in Organizations provides the latest research perspective on teams their nature, their function, their effectiveness, their decision making processes and their ability to change the face of organizational life In eleven groundbreaking chapters the book investigates the internal processes and external factors that affect critical decision making in teams and presents tested models and methods for improving team effectiveness in any organizational context

Organizational Factors in the Performance of Social Welfare and Rehabilitation Workers

Joseph A. Olmstead, 1971 **Organization Theory** Oliver E. Williamson, 1990 This book is made up of chapters by experts in organization theory who have addressed issues originally formulated by Chester Barnard in his seminal book The Functions of the Executive Each author discusses concepts introduced by Barnard and then explores future prospects for organization theory The authors provide many perspectives on organization theory that carry forward the work begun by Barnard The book derives from a seminar series given at the University of California at Berkeley Business School

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