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Anticipatory
Socialization



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Organizational
Entry & Assimilation



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Organizational
Disengagement & Exit

Organizational Entry

Meryl Reis Louis



Organizational Entry:

Organizational Entry John P. Wanous,1980 **Organizational Entry** John P. Wanous,1992 Organizational Entry provides information on matching newcomers to organizational climate and culture The Role of Person-organization Fit in Organizational Entry Daniel M. Cable,1995 *Organizational Entry* Gerald R. Ferris,Kendrith Martin Rowland,1990 A *Framework for Redesigning Organizational Entry Practices* Meryl Reis Louis,1978 Turnover and disillusionment of individuals during early years on the job have increased steadily in recent years This trend has been traced to inadequacies in current theories and practices of socializing new members into work organizations To provide a foundation for redesigning more adequate organizational entry practices gaps in existing research are identified and a more comprehensive conceptual framework is developed The framework identifies key features of new members transition experiences It proposes a classification of the varieties of surprise including traditional views of unmet expectations which individuals may face in new organizational settings The framework further describes the sense making processes by which individuals cope with such surprises Ways in which newcomers and insiders in organizations differ in their sense making needs and resources are highlighted Implications for organizational entry practices that facilitate newcomers sense making processes are drawn

Organization and Newness Michael A. Peters,Susanne Maria Weber,2019-01-14 *Organization and Newness* Discourses and Ecologies of Innovation in the Creative University offers a view from a perspective of organizational education on the new which analyzes the production of the new within organizations in relation to the inherent learning processes Fundamental for this perspective is the question about the changeability of organizations especially when these are not viewed only as instrumentally established regulatory structures but rather as social constructs The contributions of this volume contour the complexity of newness in organization and form a bridge from critical analysis of imperative discourse of newness to programmatic pleas of an organizational pedagogy which is normative in nature for a reconfiguration of organizational and societal relationships The issue at hand shows how tightly the question about newness is constitutively woven into the self conception of organizational education and pedagogy *Impression Management in the Organization* Robert A. Giacalone,Paul Rosenfeld,2013-04-15 *Impression management* theory has been popular in sociology and social psychology for many years This volume offers the first comprehensive application of impression management theory to organizational settings Researchers and practitioners in organizational settings have recently been using this theory as an explanatory model to focus on the roles and identities that social actors utilize in interpersonal situations The theory of impression management provides a framework for the techniques and strategies people use in order to look good as well as the excuses and justifications they employ to avoid looking bad *The Cambridge Handbook of Workplace Affect* Liu-Qin Yang,Russell Cropanzano,Catherine S. Daus,Vicente Martínez-Tur,2020-07-16 Are you struggling to improve a hostile or uncomfortable environment at work or interested in how such tension can arise Experts in organizational psychology

management science social psychology and communication science show you how to implement interventions and programs to manage workplace emotion The connection between workplace affect and relevant challenges in our society such as diversity and technological changes is undeniable thus learning to harness that knowledge can revolutionize your performance in tackling workday issues Applying major theoretical perspectives and research methodologies this book outlines the concepts of display rules emotional labor work motivation well being and discrete emotions Understanding these ideas will show you how affect can promote team effectiveness leadership and conflict resolution If you require a foundation for understanding workplace affect or a springboard into deeper more interdisciplinary research this book presents an integrative approach that is indispensable *Encyclopedia of Career Development* Jeffrey H. Greenhaus, Gerard A. Callanan, 2006-05-16 With more than 300 articles the Encyclopedia of Career Development is the premier reference tool for research on career related topics Covering a broad range of themes the contributions represent original material written by internationally renowned scholars that view career development from a number of different dimensions This multidisciplinary resource examines career related issues from psychological sociological educational counseling organizational behavior and human resource management perspectives *Organizational Entry* Meryl Reis Louis, 1979 Growing disillusionment among new members of organizations has been traced to inadequacies in approaches to organizational entry To provide a foundation for more adequate organizational entry practices gaps in existing approaches are identified and a more comprehensive conceptual framework is developed The framework identifies key features of transition experiences describes the sense making processes by which individuals cope with transition features in particular surprises highlights how newcomers and insiders differ in sense making needs and resources Implications are drawn for organizational entry practices *Social Networks at Work* Daniel J. Brass, Stephen P. Borgatti, 2019-11-26 *Social Networks at Work* provides the latest thinking from top notch experts on social networks as they apply to industrial and organizational I O psychology Each chapter provides an in depth review along with discussions of future research and managerial implications of the social network perspective Altogether the volume illustrates the importance of adding a social capital perspective to the traditional human capital focus of I O psychology The volume is organized into two groups of chapters the first seven chapters focus on specific network concepts such as centrality affect negative ties multiplexity cognition and structural holes applied across a variety of topics The remaining eight chapters focus on common I O topics such as personality creativity turnover careers person environment fit employment teams and leadership and examine each from a network perspective applying a variety of network concepts to the topic This volume is suited for students and academics interested in applying a social network perspective to their work as well as for practicing managers Each topic area provides a useful review and guide for future research as well as implications for managerial action **A Model for Organizational Entry and an Analysis of Its Practice in a High-tech Organization** Susan Parshall, 1984 **Organizational Entry in a Hospital Setting** Joan

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to Socializing Newcomers and New Employee Commitment Stacie Anne Beery,2000 Organizational Entry John P.
Wanous, *Perspectives on Behavior in Organizations* J. Richard Hackman,Edward E. Lawler,Lyman W. Porter,1977
 Organizational Entry by New College Graduates Elwood F. Holton,1991

Organizational Entry Book Review: Unveiling the Magic of Language

In a digital era where connections and knowledge reign supreme, the enchanting power of language has become more apparent than ever. Its ability to stir emotions, provoke thought, and instigate transformation is actually remarkable. This extraordinary book, aptly titled "**Organizational Entry**," compiled by a very acclaimed author, immerses readers in a captivating exploration of the significance of language and its profound impact on our existence. Throughout this critique, we shall delve into the book's central themes, evaluate its unique writing style, and assess its overall influence on its readership.

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