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POLITICAL SKILL AT WORK



IMPACT ON WORK EFFECTIVENESS

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Political Skill At Work Impact On Work Effectiveness

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Political Skill at Work: Revised and Updated Gerald R. Ferris, Pamela L. Perrewe, Darren Treadway, Charn McAllister, Parker Ellen, 2020-07-09 Political skill is a characteristic that can facilitate good things for individuals and their organizations. Yes, it is possible that political skill can be used to get away with self-serving acts at the expense of others, but contrary to the stereotypical perceptions of being political, political skill is about more than manipulation. In fact, political skill enables people to build trust and forge positive relationships, and leaders often need it to influence others and access resources critical to their teams' success. This edition has been revised and updated with more than 15 years of additional research on political skill as well as new examples that demonstrate why in today's organizations career success depends more on political skill than on almost any other characteristic.

Political Skill at Work Gerald R. Ferris, 2011-06-17 In today's organizations career success depends more on political skill: the ability to influence, motivate, and win support from others than on almost any other characteristic. Political Skill at Work delivers the how to influence at work, not just the what. The authors of this innovative study explore how people high in political skill are more successful at getting hired, building a reputation, and establishing leadership. From the worlds of business, politics, education, and sports, they offer compelling examples of political skill in action. And for the first time, they provide ways to measure and enhance this powerful ability. Anyone interested in personal or professional development will find this book worthwhile.

Handbook of Workplace Spirituality and Organizational Performance Giacalone, 2015-05-18 An explanation of how and why the economic downturn of 2007 became the Great Recession of 2008 and 2009. It explores the root causes of the cycle of boom and bust of the economy. It describes social equity in terms of its arguments and claims in political, economic, and social circumstances.

Coaching for Human Development and Performance in Sports Rui Resende, A. Rui Gomes, 2021-03-18 This book addresses important topics of coaching in order to better understand what sports coaching is and the challenges that arise when assuming this activity. It provides the reader with useful insights to the field of sports coaching and discusses topics such as coaching education, areas of intervention, and main challenges. With contributions by experts and well-known authors in the field, this volume presents an up-to-date picture of the scholarship in the coaching field. It introduces key aspects on the future of the science of coaching and provides coach educators, researchers, faculty, and students with new perspectives on topics within the field to help improve their coaching effectiveness.

Organizational Influence Processes Lyman W. Porter, Harold L. Angle, Robert W. Allen, 2003 With more than two-thirds fresh material, this new updated edition of *Organizational Influence Processes* provides an overview of the most important scholarly work on topics related to the exercise of influence by individuals and groups within organizations. In selecting articles for inclusion, the editors were guided by the conviction that the most useful and interesting way to view organizational influence is to take a directional approach that is to consider the process from the perspective of downward, lateral, and upward influence. They have organized the

readings around this framework preceded by an introductory group of articles dealing more generally with the nature of influence processes and power The book includes both classic readings and the latest cutting edge research from some of the most respected experts writing in the field It will be equally useful for any upper level undergraduate or graduate course concerned with organizational behavior group behavior leadership or power and politics

The Oxford Handbook of Leadership and Organizations David Day, 2014-05-20 As the leadership field continues to evolve there are many reasons to be optimistic about the various theoretical and empirical contributions in better understanding leadership from a scholarly and scientific perspective The Oxford Handbook of Leadership and Organizations brings together a collection of comprehensive state of the science reviews and perspectives on the most pressing historical and contemporary leadership issues with a particular focus on theory and research and looks to the future of the field It provides a broad picture of the leadership field as well as detailed reviews and perspectives within the respective areas Each chapter authored by leading international authorities in the various leadership sub disciplines explores the history and background of leadership in organizations examines important research issues in leadership from both quantitative and qualitative perspectives and forges new directions in leadership research practice and education

The Oxford Handbook of Leadership and Organizations David V. Day, 2014 The Oxford Handbook of Leadership and Organizations brings together a collection of comprehensive state of the science reviews and perspectives on the most pressing historical and contemporary leadership issues with a particular focus on theory and research and looks to the future of the field

Leader Interpersonal and Influence Skills Ronald E. Riggio, Sherylle J. Tan, 2013-12-04 This edited volume explores different models conceptualizations and measures of leader interpersonal and influence soft skills that are so necessary for effective leadership These include the communication skills persuasion skills political savvy and emotional abilities used by leaders to inspire motivate and move followers toward the accomplishment of goals The book emanates from the two day long 21st Kravis de Roulet leadership conference which brought together top scholars working in this area The intent of the conference and this edited volume is to increase understanding of the interpersonal and influence skills or soft skills of the leader to highlight state of the art research on the topic and to provide clear research based guidelines for the development of leader skills Chapter authors are recognized experts in their respective areas and each section of the book will be introduced by an editor authored chapter reviewing the specific topic area in brief

Academy of Management Perspectives, 2006

The Reagan Effect John W. Sloan, 1999 Now that Reagan's achievements and failures have become more obvious it is time for a new nonpartisan appraisal of his leadership and its impact on the nation That is precisely what John Sloan delivers Sloan focuses especially on the questions raised in the highly polemical debates between conservatives and liberals concerning Reagan's economic policies He gives equal time to both sides showing how liberals were wrong in their predictions of gloom while conservatives continue to grant Reagan more credit and status than he deserves

Political Skill in the Team Context Elena Lvina, 2011

This thesis examined the role of soft skills namely team political skill in predicting team effectiveness. My primary goal was to extend the current paradigm of individual political skill a work context understanding of others applied to influencing their actions to advance one's own or organizational agenda by developing a model of political skill composition at the team level. Based on the results obtained from 189 student project teams and 28 business work teams I found team political skill operationalized as a group mean to be a strong predictor of team emergent states. The results also supported the need for additional methods of operationalizing team political skill specifically dispersion and minimum score. To explain how and when the effects of team political skill on team effectiveness hold I hypothesized and demonstrated the mediation effect of team emergent states including group cohesiveness, team trust and team conflict. I also identified perception of organizational politics and team task interdependence as important moderators of the team political skill and team emergent states relationship. Finally I explored the impact of team political skill in comparison to the impact of the leader political skill and found that team political skill was an important predictor of team effectiveness beyond leader political skill. The findings provide important practical guidelines for organizations on employees political skill composition in effective teams. The organizational implications extend to recruitment, training, development and team building.

Competence at Work Lyle M. Spencer, Signe M. Spencer, 1993-03-22 Provides analysis of 650 jobs based on 20 years of research using the McClelland McBer job competence assessment JCA methodology. Includes generic job models for entrepreneurs, technical professionals, salespeople, service workers and corporate managers. Defines JCA and describes in detail how to conduct JCA studies. Suggests future directions and uses for competency research.

The Divine Origin of Christianity Indicated by Its Historical Effects Richard Salter Storrs, 1884

Research in Personnel and Human Resources Management Joseph J. Martocchio, 2008-07-25 Contains seven papers on various issues in the field of human resources management.

The Saturday Review of Politics, Literature, Science and Art, 1876

Aanwinsten van de Centrale Bibliotheek (Queteletfonds) Bibliothèque centrale (Fonds Quetelet), 2004

Research Companion to the Dysfunctional Workplace Janice Langan-Fox, Cary L. Cooper, Richard J. Klimoski, 2007 From personality disorders to wars over territory this book chronicles unravels and reveals the true nature of problems at work uncovering the subversiveness, counter productive behaviour and unspoken issues that management struggle with on a daily basis.

Collective Behavior and Social Movements Russell L. Curtis, Benigno E. Aguirre, 1993

The Secret of Success Polly S. Rizova, 2007 The Secret of Success explores the unique strategies and processes that a Fortune 500 R D laboratory employs to create a perpetually learning organization.

The Korean Journal of Policy Studies, 2011

Adopting the Beat of Phrase: An Psychological Symphony within **Political Skill At Work Impact On Work Effectiveness**

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