

# PSYCHOANALYSIS AND HUMAN RESOURCE MANAGEMENT

A DEPTH ANALYSIS

SARAH GILMORE

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# Psychoanalysis And Management

**Alan Roland**



## **Psychoanalysis And Management:**

**Psychoanalysis and Management** Michael Hofmann, Monika List, 2013-11-11 Managers are confronted with many difficult demands which are still unknown to them Gaining a better knowledge for unconscious ways of human behavior and their motivations is very important This book introduces research work to European readers by selected contributions from leading psychoanalytically oriented management theorists and clinicians The authors deal with different topics such as leadership corporate culture family business organizational stress career dynamics and so on All of them try to win an understanding and insight into conscious unconscious rational and irrational behavior The purpose of this book is fulfilled if this knowledge can be practiced in order to achieve improvements for the cooperation between people in general

**Psychoanalysis and Management** Michael Hofmann, Monika List, Seth Allcorn, 1994      **Psychoanalysis and Human Resource Management** Sarah Gilmore, 2025-10-31 Since the 1980s Human Resource Management HRM has risen to prominence as a highly influential area of practice and scholarship yet critical examinations remain rare This book applies psychoanalytic ideas to challenge HRM's core theories and practices exposing the dark side of organizational life and human motivation By engaging with a broad range of psychoanalytic thinkers and theories the book disrupts established perspectives and offers fresh insights into the field Essential reading for scholars and practitioners it reconfigures HRM as both an intellectual field and a site of organizational practice offering a novel means of reshaping the ways in which we understand the subject      The Psychoanalysis of Organizations Robert De Board, 2014-06-20 One of the most pressing needs of modern society is to understand and construct organizations that are not only effective in terms of carrying out work but that also allow and encourage people to develop their full human potential Psychoanalytic theory describes those primary processes that lie at the heart of human activity and provides new insights for understanding group and organizational behaviour With a new introduction written by Vega Roberts this Classic Edition of The Psychoanalysis of Organizations presents the theories of Sigmund Freud Melanie Klein Wilfred Bion Elizabeth Lewin and Eric Menzies in plain language and shows their relevance to normal working life First published in 1978 Robert De Board takes a wide ranging overview of the major psychoanalytic theorists and organizational researchers and analyses how the two groups can work together Written in a very accessible style it makes sophisticated psychoanalytic and management concepts comprehensible and usable for anyone      *Organizations in Depth* Yiannis Gabriel, 1999-08-31 The book is a good read Gabriel has an engaging writing style liberally interspersed with vignettes cases and quotes While the reader may not agree with some of what Gabriel is espousing the author presents his material in a non judgemental manner And who knows Maybe Gabriel is foreshadowing some new directions in organizational theory and even new research methodology Journal of Occupational and Organizational Psychology This book is a comprehensive and systematic examination of the insights psychoanalysis can offer to the study of organizations and organizational behaviour Richly illustrated with examples Yiannis Gabriel's exhaustive study provides fresh

understandings of the role of creativity control mechanisms leadership culture and emotions in organizations Core theories are explained at length and there is a chapter on research strategies Extensive reference is made to practical cases and there is a review of the key debates

**Psychoanalysis and Management** David Gutmann,Oscar Iarussi,2018-04-24 The author is a highly successful consultant to leading institutions and organisations In this enriching and challenging dialogue with the Italian journalist Oscar Iarussi he brings his passion for life and unceasing search for true awareness for all to focus on the innovative principle of transformation This book talks about transformation in a two voice encounter resulting in a thought provoking and rewarding read for laymen and academics alike The tone of the account is philosophical whilst being light and dense

**New Ideas in Psychoanalysis** Calvin F. Settlage,Reed Brockbank,2013-05-13 New Ideas addresses the problem and process of change in psychoanalysis from historical theoretical and clinical perspectives Each section of the book is enriched by inclusion of a seminal historical paper by M Gitelson P Greenson H Hartmann S Lorand and L Stone inviting the reader to compare integrative attempts of the past with those of the present

*Organizations on the Couch* Manfred F. R. Kets de Vries,1991-11-19 Experts in psychoanalysis and organizational behavior show how the psychoanalytic perspective can be successfully applied to analyzing and changing unhealthy organizational behaviors Helps managers and consultants understand culture and decision making leader follower dynamics and other factors that affect efforts to create change

**Cultural Pluralism and Psychoanalysis** Alan Roland,2013-08-21 Cultural Pluralism and Psychoanalysis explores the creative dialogue that the major psychoanalysts since Freud have had with the modern Northern European North American culture of individualism and tries to resolve major problems that occur when psychoanalysis with its cultural legacy of individualism is applied to those from various Asian cultures Roland examines the theoretical issues involved in developing a multicultural psychoanalysis and then looks at the interface between Asian Americans and other Americans discussing the frequent dissonances miscommunications and misunderstandings that result from each coming from vastly different cultural and psychological realms

**Psychoanalysis and Management** Michael Hofmann,Monika List,2014-01-15

**The Irrational Executive** Manfred F. R Kets de Vries,1984

**Personality and Performance** Robert Spillane,John Martin,2005 This book of psychology is written by two psychologists for managers and students of management It consists of a two pronged approach First it analyzes the work of psychologists who have adopted a scientific perspective In management this means treating people as predictable objects Second it offers an alternative to scientific psychology that treats people as purposive subjects The purpose of this psychology is as a psychology of self determination to enable working people to gain insight into and mastery of themselves To achieve this requires new foundations for managerial psychology based on purpose choice freedom and responsibility This book is an attempt to clarify certain ideas about managerial psychology and to suggest a new direction

**Textbook of Psychoanalysis** Edward Nersessian,Richard G. Kopff,1996 Section Contents

Psychoanalytic theories of the mind Psychoanalytic theory of psychopathology Treatment Research Current topics of special

interest to psychoanalysts      **Gaslighting, the Double Whammy, Interrogation and Other Methods of Covert Control in Psychotherapy and Analysis** Theodore L. Dorpat, 1996-10-28 In treatment the psychotherapist is in a position of power. Often this power is unintentionally abused. While trying to embody a compassionate concern for patients, therapists use accepted techniques that can inadvertently lead to control, indoctrination, and therapeutic failure. Contrary to the stated tradition and values of psychotherapy, they subtly coerce patients rather than respect and genuinely help them. The more gross kinds of patient abuse, deliberate ones such as sexual and financial exploitation, are expressly forbidden by professional organizations. However, there are no regulations discouraging the more covert forms of manipulation, which are not even considered exploitative by many clinicians. In this book, noted psychiatrist Theo L. Dorpat strongly disagrees. Using a contemporary interactional perspective, Dorpat demonstrates the destructive potential of manipulation and indoctrination in treatment. This book is divided into three parts. Part I explores the various ways power can be abused. Part II examines eleven treatment cases in which covert manipulation and control either caused analytic failure or severely impaired the treatment process. Cases discussed include the analyses of Dora and the Wolf Man by Freud, the two analyses of Mr Z by Kohut, as well as other published and unpublished treatments. An interactional perspective is used to examine the harmful short and long term effects of using indoctrination methods, as well as to unravel conscious and unconscious communications between therapists and patients that can contribute to manipulations. Part III shows readers how to work using a non-directive, egalitarian approach in both psychoanalytic psychotherapy and psychoanalysis.

*The Psychodynamics of Work and Organizations* William M. Czander, 1993-07-15 An individual's working life undergoes the same intrapsychic conflicts as other aspects of experience. Yet as a subject of psychoanalytic inquiry, the world of work has largely been ignored. In this innovative book, William M. Czander demonstrates that applying depth psychology to the organization and its employees provides a deeper understanding of the American workplace than traditional industrial psychology has offered. Using a psychoanalytic framework, Czander examines such issues as interactions between employees and management, the conscious and unconscious forces that bind fellow employees together, and the role of autonomy in people's lives. Most important, he details a means of intervention in the form of organizational consultation based on this more profound conceptualization of the dynamics of the workplace. The first section of the book presents theoretical background, and the second applies theory to specific cases. Czander presents three major theories of psychoanalysis as they relate to work and the organization: Freudian and classical psychoanalytic theory, object relations theory, and self psychology theory. He explores how a psychoanalyst thinks about work and how work and the organization interact with the employee's unconscious motivations and ideation. He then applies these theories to actual case studies of organizational consultations. The consultation process is explained, including how a particular diagnosis and rationale for intervention is obtained. Czander concludes with a discussion of the practice of psychoanalytic consulting and its utility and relevance to the world of contemporary organizations. Providing

illuminating discussion on myriad issues related to the psychology of the workplace this book is an ideal resource for a variety of mental health professionals psychoanalysts especially interested in organizational consulting organizational psychologists desiring a new perspective on their work and clinicians from different disciplines whose clients are struggling with issues surrounding their work environments It serves as an advanced text for courses in industrial organization clinical and social work and business management      **Clinical Psychoanalysis and Its Applications** George H. Pollock, John E. Gedo, 1984      *Fortschritte der Neurologie, Psychiatrie und ihrer Grenzgebiete* ,1959      **Psychodynamic Organisational Theory** Jacob Alsted, Ditte Haslund, 2019-09-02 On the surface people go to work and come home again They sometimes manage people while most are managed themselves But beneath the function and structures of the work itself a whole range of emotions affects the success of the relationship between employee and manager and ultimately the organisation they both belong to Psychodynamic Organisational Theory Key Concepts and Cases provides a comprehensive but accessible introduction to this fascinating field of study Featuring case vignettes which bring the various concepts to life the book is divided into four parts Part I looks at how the individual relates to the organisation and the unconscious energies they bring while Part II examines group dynamics and how they affect productivity including a chapter on meetings Part III explores the realm of leadership and what roles a manager can play in managing their staff while Part IV introduces the idea of personality and describes how the manager's personality influences management dynamics as well as the wider organisational culture Central to the book as well as the idea that organisational phenomena are often unconscious is the understanding that relationships are always reciprocal Through complex psychological dynamics manager and employee influence and change each other during the process of managing and being managed This text will be essential reading for students and scholars of leadership HRM and organizational psychology as well as consultants and managers looking for practical insights into how human relationships affect the success of every organisation      Advanced Management-office Executive ,1963      **Psychoanalysis, Critical Explorations in Contemporary Theory and Practice** Alan M. Jacobson, Dean X. Parmelee, 1982

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