



Handbook of Organizational Politics

Eran Vigoda-Gado, Amos Drory

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This exciting new Handbook offers a broad perspective on the intriguing phenomena of power, influence and politics in the modern workplace, their meaning for individuals, groups and other organizational stakeholders, and their effect on organizational outcomes and performances. The contributors illustrate the fact that organizational politics has many facets and definitions, all relating to the use of personal or aggregate power in influencing others and better achieving goals in the workplace. However, politics in organizations is difficult to study, as neither employees nor management are keen to divulge the political secrets and dynamics that help them to promote their own ideas and goals and to advance in the workplace. In the face of this challenge, the Handbook presents a comprehensive collection of original studies and theoretical discussions from across the globe. Providing a starting point for new research in the area, issues dealt with include: politics, personality and leadership; ethics, fairness and prospects of trust in workplace politics; organizational politics and employees' well-being; strategy, change and decision-making as a political process; and, human resource management and consulting in a political sphere. Offering a fresh and up-to-date take on the topic, this highly original Handbook will be a fascinating read for academics, students and researchers in the fields of management and organizational behavior. The wide range of perspectives presented in this book, written by some of the leading scholars and researchers in the field, will also be invaluable to practitioners in management and to individuals in organizations who require a better understanding of the meaning of power and influence in the modern workplace.

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