

<<[特价书]Organizational C>>

图书基本信息

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内容概要

Genuinely useful to those interested in effectiveness, leadership, and culture.

-- Joan V. Gallos, instructor in management, Radcliffe Seminars, Harvard University

Readers will:

- * Understand team and organization dynamics
- * See how new technologies influence organizations
- * Learn about managing across cultural boundaries
- * Gain insight into overcoming cultural resistance to change...and much more!

Focusing on the complex business realities of the '90s, organizational development pioneer Edgar H. Schein updates his influential understanding of culture, and lucidly demonstrates the crucial role leaders play in successfully applying the principles of culture to achieve their organizations' goals. Schein shows how to identify, nurture, and shape the cultures of organizations in any stage of development, and presents critical new learnings and practices in the field, including additional work on subcultures. The result is a vital aid to understanding and practicing organizational effectiveness.

作者简介

Edgar H. Schein is Professor of Management at M.I.T. and is considered one of the 'founders' of organisational psychology.

Edgar H. Schein is currently a Sloan Fellows Professor of Management Emeritus and continues at the Sloan School part time as a Senior Lecturer. He is also the Founding Editor of "Reflections" the Journal of the Society for Organizational Learning devoted to connecting academics, consultants, and practitioners around the issues of knowledge creation, dissemination and utilization. He has had a notable mark on the field of organizational development in many areas, including career development, group process consultation, and organizational culture. Schein has been a prolific researcher, writer, teacher and consultant. Besides his numerous articles in professional journals he has authored fourteen books including Organizational Psychology. He is generally credited with inventing the term 'Corporate Culture'.

Edgar H. Schein, Ph.D., received his undergraduate education at the University of Chicago and Stanford. His Ph.D. (1952) is from Harvard's Department of Social Relations where he majored in social psychology but was heavily influenced by clinical psychology, sociology and anthropology. After four years of work at the Walter Reed Army Institute of Research in David Rioch's Department of Neuropsychiatry, he moved to MIT's Sloan School where he is now Sloan Fellows Professor of Management Emeritus.

His early research on the "brainwashing" of Korean prisoners of war was published in Coercive Persuasion (1961). Subsequently, he worked on organizational socialization and career development (Career Dynamics, 1978) and organizational culture (Organizational Culture and Leadership (third edition, 2004). He wrote one of the first textbooks on Organizational Psychology (1965), now in its third edition, developed the concept of Process Consultation (revised edition in 1999), and recently published a third edition of Career Anchors and Job/Role Planning, (2006). His latest book is Helping (2009).

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