

other texts. We found that students would end the semester with a common set of questions that we felt we could answer if given the chance to write our own text. With that in mind, *Organizational Behavior: Improving Performance and Commitment in the Workplace* was written to answer the following questions"-- *Philosophies and Theories for Advanced Nursing Practice, Fourth Edition* provides a broad foundation in philosophy for nursing students with its focus on the structure, function, and evaluation of theory.

A Contemporary Look at Business Ethics provides a 'present day' look at business ethics to include the challenges, opportunities and increased need for ethical leadership in today's and tomorrow's organizations. The book discusses current and future business ethics challenges, issues and opportunities which provides the context leaders and their organizations must navigate. The book includes an in-depth look at lessons learned about the causes of unethical behavior by examining a number of real-world examples of ethical scandals from around the world that have taken place over the past few decades. The analysis of the various ethical scandals focuses on concepts like ethical versus unethical leadership, received wisdom, the bottom-line mentality, groupthink and moral muteness, all of which contribute to the kind of organizational culture and ethical behavior one finds in an organization. The book discusses ethical decision making in general and the increased role of religion and spirituality, in confronting unethical behavior in contemporary organizations. The book also takes an in-depth look at the impact ethical scandals have on employees and more specifically the psychological contract and person-organization ethical fit with the goal of identifying, along with other things, what leaders can do to restore relationships with employees and rebuild the organization's reputation in the eyes of various stakeholders.

Buku organisasi manajemen dan kepemimpinan ini terdiri dari tiga belas bab yang mengandung berbagai unsur seperti konsep, teori, fungsi, pendekatan, serta berbagai kajian tentang manajemen dan kepemimpinan. Buku ini dapat membantu anda dalam berpikir secara teoritis dan praktis dalam mengelola sebuah organisasi dengan prinsip manajemen dan kepemimpinan yang efektif. Buku ini juga dapat membantu para pemimpin dan manajer dalam menyelesaikan persoalan-persoalan yang ada dalam organisasi dengan model kepemimpinan yang tepat. Pembahasan yang terdapat dalam buku ini yaitu: Bab 1. Konsep dan filosofi manajemen Bab 2. Teori motivasi dalam manajemen Bab 3. Perubahan dalam manajemen Bab 4. Manajemen kepemimpinan Bab 5. Fungsi -Fungsi pimpinan di dalam manajemen Bab 6. Kemampuan seseorang dalam fungsi manajemen Bab 7. Perbedaan pemimpin (leader) dan manajer Bab 8. Kompetensi kepemimpinan Bab 9. Kepemimpinan yang efektif Bab 10. Teori sifat dalam kepemimpinan Bab 11. Pendekatan dan model kepemimpinan Bab 12. Hubungan antara organisasi, manajemen, dan kepemimpinan Bab 13. Efektivitas Individu, Kelompok, dan Organisasi.

Providing a deeper understanding of leadership, followership theory, and the

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The healthcare environment is in flux. On the one hand, doctors are being driven into ever larger group practices by increasing regulatory and administrative burdens and the need for greater negotiating power. At the same time, growing infrastructure costs and the threat of payment reform is pushing them into closer alignment with hospital systems. This rapidly changing environment requires a more sophisticated set of leadership skills. This book introduces a unique and practical coaching style as a way of interacting with colleagues, managing direct-reports, helping others solve problems, responding to change, making effective choices and developing professionally. It draws from four evidence-based models for interacting with others and facilitating change - solution-focused therapy, cognitive-behavioral therapy, motivational interviewing, and transactional analysis – and reframes them so that they are congruent with managerial and leadership terminology and provide a practical set of methods and tools for today’s healthcare leader.

In one comprehensive resource, *Organizational Behavior, Theory, and Design in Health Care* integrates the study of organizational behavior and organizational theory within the dynamic context of the healthcare industry. Using a unique meso-perspective, award-winning author Nancy Borkowski explores healthcare organizations from both the micro-level (individual behavior in leadership, intrapersonal and interpersonal issues, groups and teams, managing organizational change) as well as the macro-level (the organization as a whole). Future and practicing healthcare managers alike will benefit from t

Manusia merupakan makhluk sosial sebagai salah satu sumber daya yang dinamis memegang peranan penting dalam perjalanan organisasi. Pemahaman individu, kelompok, dan organisasi merupakan hal yang krusial dalam pencapaian tujuan organisasi. Hal ini disebabkan sumber daya manusia yang ada pada organisasi yang akan merencanakan, melaksanakan, dan mengevaluasi seluruh aktivitas dalam organisasi. Untuk itu dibutuhkan upaya yang optimal dalam memberdayakan sumber daya manusia tersebut dengan memahami perilaku individu, perilaku kelompok, manajemen konflik, keberagaman, kerja sama tim, komunikasi, pengambilan keputusan, manajemen konflik, kekuasaan dan politik, pemahaman organisasi, sikap, kepuasan kerja, dan hal lainnya. Dimana seluruh upaya pemahaman ini tidak terlepas dari dengan sumber daya manusia dalam organisasi yang akan dibahas pada buku ini. Lebih lengkapnya buku ini membahas: Bab 1 Pengantar Perilaku Organisasi Bab 2 Perilaku Individu dan Pengaruhnya Terhadap Organisasi Bab 3 Perilaku Kelompok dan Interpersonal Bab 4 Perilaku Antar Kelompok dan Manajemen Konflik Bab 5 Keberagaman Dalam Organisasi Bab 6 Tim Dalam Organisasi Bab 7 Komunikasi Dalam Organisasi Bab 8 Pengambilan Keputusan Organisasi Bab 9 Konflik dan Negosiasi Organisasi Bab 10 Kekuasaan dan Politik Dalam

