

ANGER IN THE WORK- PLACE

**Understanding the
Causes of Aggression
and Violence**

SETH ALLCORN

Foreword by Michael Diamond

Anger In The Workplace Understanding The Causes Of Aggression And Violence

G Thomas



Anger In The Workplace Understanding The Causes Of Aggression And Violence:

Anger in the Workplace Seth Allcorn,1994 Anger in the Workplace explores what it means to feel angry at work Anger has its origins in anxiety that arises from feeling frustrated humiliated or threatened at work Anxiety creates a biological and psychological readiness to act which is guided by whether it is acceptable to feel angry at work Employees are more likely to act responsibly if they feel that their anger is acceptable They may also act in ways that are destructive to self others and the workplace if they feel that being angry is not acceptable Managing the development of anger and its expression in the workplace is an important aspect in designing a better workplace The book defines anger and aggression by synthesizing biological psychological and social perspectives The social acceptability of anger and the fear that it interferes with judgment and results in aggression are discussed as are sex and gender based differences in the experience of and expression of anger and aggression Learning to cope with anger and the importance of owning one's anger thinking it through and acting upon it constructively are also discussed Depending how anger is acted out it can be the source of major contributions to innovation and productivity or a major blocker of change and work The book explores how the workplace is a contributor to feeling angry because it promotes feelings of helplessness alienation and worthlessness Hierarchical organization power and authority relations and leadership styles contribute to the development of these feelings Desire for attachment and the fear of abandonment and desire for autonomy and fear of engulfment in the workplace must be managed to avoid anger The book concludes by reviewing the relationship between anger and organizational dynamics

Insidious Workplace Behavior

Jerald Greenberg,2011-01-11 Insidious Workplace Behavior IWB refers to low level pervasive acts of deviance directed at individual or organizational targets Because of its inherently stealthy nature scientists have paid little attention to IWB allowing us to know very little about it With this book that now is changing The present volume the first to showcase this topic presents original essays by top organizational scientists who share the most current thinking about IWB Contributors examine for example the many forms that IWB takes focusing on its antecedents consequences and moderators They also highlight ways that organizational leaders can manage and constrain IWB so as to attenuate its adverse effects And to promote both theory and practice in IWB contributors also discuss the special problems associated with researching IWB and strategies for overcoming them Aimed at students scholars and practitioners in the organizational sciences especially industrial organizational psychology organizational behavior and human resource management this seminal volume promises to inspire research and practice for years to come

Chaos, Complexity and Leadership 2017 Şefika Şule Erçetin,Nihan Potas,2018-09-01 The proceedings of the 2017 Symposium on Chaos Complexity and Leadership illuminate current research results and academic work from the fields of physics mathematics education economics as well as management and social sciences The text explores chaotic and complex systems as well as chaos and complexity theory in view of their applicability to management and leadership This proceedings explores non linearity as well as data modelling and simulation in order to

uncover new approaches and perspectives Effort will not be spared in bringing theory into practice while exploring leadership and management laden concepts This book will cover the analysis of different chaotic developments from different fields within the concepts of chaos and complexity theory Researchers and students in the field will find answers to questions surrounding these intertwined and compelling fields Radical History Review: Volume 70 ,1998-06-04 Feature articles in this issue include Women and Guilds in Bologna The Ambiguities of Marginality by Dora Dumont Unpacking the First Person Singular Negotiating Patriarchy in Nineteenth Century Chile by Andy Daitzman Culture Wars Won and Lost Part II Ethnic Museums on the Mall by Fath Davis Ruffins a continuation of an article published in RHR 68 and All the Intensity of My Nature Ida B Wells and African American Women s Anger in History by Patricia A Schechter **Misbehavior in Organizations** Yoav Vardi,Ely Weitz,2003-09-12 Devoted to the study and management of misbehaviour in work organizations this volume is divided into three parts Part I discusses the prevalence of these phenomena Part II explores important manifestations and antecedents and Part III presents practical and methodological implications The Handbook of Applied Communication Research H. Dan O'Hair,Mary John O'Hair,2020-04-24 An authoritative survey of different contexts methodologies and theories of applied communication The field of Applied Communication Research ACR has made substantial progress over the past five decades in studying communication problems and in making contributions to help solve them Changes in society human relationships climate and the environment and digital media have presented myriad contexts in which to apply communication theory The Handbook of Applied Communication Research addresses a wide array of contemporary communication issues their research implications in various contexts and the challenges and opportunities for using communication to manage problems This innovative work brings together the diverse perspectives of a team of notable international scholars from across disciplines The Handbook of Applied Communication Research includes discussion and analysis spread across two comprehensive volumes Volume one introduces ACR explores what is possible in the field and examines theoretical perspectives organizational communication risk and crisis communication and media data design and technology The second volume focuses on real world communication topics such as health and education communication legal ethical and policy issues and volunteerism social justice and communication activism Each chapter addresses a specific issue or concern and discusses the choices faced by participants in the communication process This important contribution to communication research Explores how various communication contexts are best approached Addresses balancing scientific findings with social and cultural issues Discusses how and to what extent media can mitigate the effects of adverse events Features original findings from ongoing research programs and original communication models and frameworks Presents the best available research and insights on where current research and best practices should move in the future A major addition to the body of knowledge in the field The Handbook of Applied Communication Research is an invaluable work for advanced undergraduate students graduate students and scholars **Breaking the Silence** Joseph Blase,Jo Blase,2003 This book

exposes the various manifestations of mistreatment of teachers by principals offering practical solutions for its prevention and correction Information comes from a study involving interviews with elementary and secondary teachers from rural suburban and urban areas across the United States and Canada The book provides tools necessary to identify destructive behavior and raises awareness of this common phenomenon in order to break the cycle of abuse Key features include real life examples and testimonials specific forms and indicators of mistreatment categorized into three levels descriptions of the effects on schools and teachers professionally and personally and solutions for overcoming this problem Seven chapters focus on 1 The Problem of Principal Mistreatment of Teachers 2 The Many Faces of Moderate Mistreatment From Discounting Teacher to Offensive Personal Conduct 3 Escalating Mistreatment of Teachers From Spying to Criticism 4 Severe Mistreatment of Teachers From Lying to Destruction 5 The Effects of Principal Mistreatment of Teachers Lasting Wounds and Damaged Schools 6 Worlds of Pain The Undoing of Teachers and 7 Overcoming the Problem of Principal Mistreatment of Teachers What Can We Do Contains approximately 225 references SM

Organizational Development In The Public Sector David Carnevale, 2018-04-24 This book defines organizational development OD and discusses the philosophy of OD in terms of its assumptions and values It addresses the issue of change in organizations and deals with groups and group processes since they are the forerunners of teams in organizations

The Southern Business & Economic Journal, 1995

Anger Disorders Howard Kassinove, 2014-02-25 Anger is a daily experience It is encountered in a number of interpersonal family and occupational situations Research indicates that even normal parents worry that they will lose control of their anger and harm their children When short lived and of low intensity anger may be of some help to us in contrast when it is persistent and intense it is typically highly disruptive This text reviews facts and theories of anger Anger is differentiated from annoyance fury rage hostility and the behaviours of aggression and violence and attention is paid to understanding anger both as a normal experience and as a clinical disorder Specific anger diagnoses are presented to describe disruptive anger states and traits Anger in criminal populations is also discussed and behaviour analytic cognitive constructivist and cross cultural perspectives are presented in detail The book argues that it is important to understand the causes correlations and outcomes of anger and to develop effective remediation programmes when anger is excessive and disruptive Thus following a meta analyses of the effectiveness of published treatments two chapters present ideal therapy programmes for adult and childhood adolescent anger disorders Finally a model is presented to help understand anger development and resolution

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