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Occupational communities: Culture and control in organizations.

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Corporate Author : ALFRED P SLOAN SCHOOL OF MANAGEMENT CAMBRIDGE MA

Personal Author(s) : Van Maanen, John ; Barley, Stephen R

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Abstract : The organization is but one frame of reference for understanding work behavior. Equally powerful but largely unexplored social forces in the workplace are groups sired by the perception of common task. After developing the concept of an occupational community as a framework for analyzing the phenomenological boundaries of work worlds, the authors

show how research on occupational communities can broaden our knowledge of careers, control, conflict, and innovation, topics traditionally approached from an organizational perspective.

Descriptors : *MANAGEMENT PLANNING AND CONTROL , *CAREERS , *OPERATIONS RESEARCH , *CULTURE , *INDUSTRIAL PSYCHOLOGY , NAVAL RESEARCH , CONFLICT , PERSONNEL , BEHAVIOR , PERCEPTION , INDUSTRIAL RELATIONS , HUMAN RELATIONS , ETHNOGRAPHY , SOCIETIES , GROUP DYNAMICS , MANAGEMENT , ORGANIZATIONS , CONTROL , JOBS

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US

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Site Map

FAQs

Acronyms

DTIC A

to Z

FOIA

Forms

Quick

Navigation

Guide

Registration

LEGAL

&

REGULATORY

Accessibility

Notice

FOIA

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Security

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