# N14M58 Managing People



[1]

F. M. Wilson, Organizational behaviour and work: a critical introduction, 4th ed. Oxford: Oxford University Press, 2014.

[2]

L. J. Mullins, Essentials of organisational behaviour, 3rd ed. Harlow: Financial Times Prentice Hall, 2011.

[3]

'Malcolm Gladwell, TED talk on the Unheard Story of David and Goliath'. [Online]. Available:

http://www.ted.com/talks/malcolm\_gladwell\_the\_unheard\_story\_of\_david\_and\_goliath?language=en

[4]

M. Noon, P. Blyton, and K. Morrell, The realities of work: experiencing work and employment in contemporary society, 4th ed. Basingstoke: Palgrave Macmillan, 2013.

[5]

Thompson, Paul and McHugh, David, Work organisations: a critical approach, 4th ed. Basingstoke: Palgrave Macmillan, 2009.

[6]

T. J. Watson, In search of management: culture, chaos and control in managerial work, Rev. ed. London: Thomson Learning, 2001.

[7]

L. J. Mullins, Essentials of organisational behaviour, 3rd ed. Harlow: Financial Times Prentice Hall, 2011.

[8]

Wilson, Fiona M., Organizational behaviour and work: a critical introduction, 3rd ed. Oxford: Oxford University Press, 2010.

[9]

D. Jindal-Snape and J. B. Snape, 'Motivation of scientists in a government research institute: Scientists' perceptions and the role of management', Management Decision, vol. 44, no. 10, pp. 1325–1343, 2006, doi: 10.1108/00251740610715678.

[10]

Ambrose, Maureen L., 'Old Friends, New Faces: Motivation Research in the 1990s.', Journal of Management, vol. 25, no. 3, 1999 [Online]. Available: http://search.ebscohost.com/login.aspx?direct=true&db=buh&AN=2011866&site=ehost-li ve

[11]

Buchanan, David A. and Huczynski, Andrzej, Organizational behaviour, 7th ed. Harlow: Financial Times Prentice Hall. 2010.

[12]

L. L.-W. Cheung, 'Let the "other" speak for itself: Understanding Chinese employees from their own perspectives', Critical Perspectives on International Business, vol. 4, no. 2/3, pp. 277–306, 2008, doi: 10.1108/17422040810870024.

[13]

Chiang, Flora F T, 'The transferability of management practices: Examining cross-national differences in reward preferences', Human Relations, vol. 60, no. 9, pp. 1293–1330, 2007 [Online]. Available: http://search.proguest.com/docview/231528668?accountid=8018

## [14]

D. Das, R. Dharwadkar, and P. Brandes, 'The importance of being "Indian": Identity centrality and work outcomes in an off-shored call center in India', Human Relations, vol. 61, no. 11, pp. 1499–1530, 2008, doi: 10.1177/0018726708096636.

## [15]

Harder, Joseph W., 'Equity Theory Versus Expectancy Theory: The Case of Major League Baseball Free Agents.', Journal of Applied Psychology, vol. 76, no. 3 [Online]. Available: http://search.ebscohost.com/login.aspx?direct=true&db=buh&AN=9107220339&site=eho st-live

### [16]

F. Herzberg, 'One more Time: How do you Motivate Employees', Harvard Business Review, vol. 46, no. 1, 1968.

#### [17]

Mitchell, T.R and Mickel, A..E., 'THE MEANING OF MONEY: AN INDIVIDUAL-DIFFERENCE PERSPECTIVE', Academy of Management Review, vol. 24, no. 3, 1999 [Online]. Available: http://search.ebscohost.com/login.aspx?direct=true&db=bah&AN=2202138&site=ehost-live

#### [18]

Steers, R.M., 'THE FUTURE OF WORK MOTIVATION THEORY', Academy of Management Review, vol. 29, no. 3, 2004 [Online]. Available: http://search.ebscohost.com/login.aspx?direct=true&db=bah&AN=13670978&site=ehost-live

### [19]

Townley, B., 'Performance appraisal and the emergence of management', in Critical management studies: a reader, vol. Oxford management readers, Oxford: Oxford

University Press, 2005.

### [20]

Wahba, M and House, R,J, 'Expectancy theory in work and motivation: some logical and methodological issues', Human relations, vol. 27, no. 2, 1974, doi: 10.1177/001872677402700202.

### [21]

C. Wiley, 'What motivates employees according to over 40 years of motivation surveys', International Journal of Manpower, vol. 18, no. 3, pp. 263–280, 1997, doi: 10.1108/01437729710169373.

#### [22]

Lai Yu Wong, Amy, 'Making career choice: A study of Chinese managers', Human Relations, vol. 60, no. 8, pp. 1211–1233, 2007 [Online]. Available: http://search.proquest.com/docview/231445298?accountid=8018

# [23]

Mullins, Laurie J., Essentials of organisational behaviour. Harlow: Financial Times Prentice Hall, 2006.

## [24]

Wilson, Fiona M., Organizational behaviour and work: a critical introduction, 3rd ed. Oxford: Oxford University Press, 2010.

### [25]

R. M. Belbin and MyiLibrary, Management teams: why they succeed or fail, 3rd ed. Amsterdam: Butterworth-Heinemann, 2010 [Online]. Available: http://www.myilibrary.com?id=254144

#### [26]

Buchanan, David A. and Huczynski, Andrzej, Organizational behaviour, 7th ed. Harlow: Financial Times Prentice Hall, 2010.

[27]

Barr, S.H. and Conlon, E.J., 'EFFECTS OF DISTRIBUTION OF FEEDBACK IN WORK GROUPS', Academy of Management Journal, vol. 37, no. 3, 1994 [Online]. Available: http://search.ebscohost.com/login.aspx?direct=true&db=bah&AN=9412131791&site=eho st-live

[28]

Belbin, R.M., 'A reply to the Belbin Team-Role Self-Perception Inventory', Journal of Occupational and Organizational Psychology, vol. 66, 1993 [Online]. Available: http://search.ebscohost.com/login.aspx?direct=true&db=bah&AN=9312092338&site=eho st-live

[29]

D. Dunphy, 'Teams: Panaceas or Prescriptions for Improved Performance?', Human Relations, vol. 49, no. 5, pp. 677–699, 1996, doi: 10.1177/001872679604900507.

[30]

P. Findlay, A. McKinlay, A. Marks, and P. Thompson, 'In Search of Perfect People Teamwork and Team Players in the Scottish Spirits Industry', Human Relations, vol. 53, no. 12, pp. 1549–1574, 2000, doi: 10.1177/00187267005312002.

[31]

Furnham, A., Steele, H., and Pendleton, D., 'A response to Dr Belbin's Reply', Journal of Occupational and Organizational Psychology, vol. 66, no. 3, 1993 [Online]. Available: http://search.ebscohost.com/login.aspx?direct=true&db=bah&AN=9312092339&site=eho st-live

[32]

Hambrick, D.C., 'When Groups Consist of Multiple Nationalities: Towards a New Understanding', Organization Studies, vol. 19, no. 2, 1998 [Online]. Available: http://search.ebscohost.com/login.aspx?direct=true&db=buh&AN=708170&site=ehost-liv

е

[33]

H.-R. Kang, H.-D. Yang, and C. Rowley, 'Factors in team effectiveness: Cognitive and demographic similarities of software development team members', Human Relations, vol. 59, no. 12, pp. 1681–1710, 2006, doi: 10.1177/0018726706072891.

[34]

Levy, P., 'When good teams go wrong', Harvard Business Review, vol. 79, no. 3, 2001.

[35]

M. McCrimmon, 'Teams without roles: empowering teams for greater creativity', Journal of Management Development, vol. 14, no. 6, pp. 35-41, 1995, doi: 10.1108/02621719510086165.

[36]

'Testing Belbin's team role theory of effective groups: Journal of Management Development: Vol 18, No 8' [Online]. Available: http://www.emeraldinsight.com/doi/full/10.1108/02621719910371164

[37]

M. M. Yang, Gifts, favors, and banquets: the art of social relationships in China, vol. Wilder House series in politics, history, and culture. Ithaca, N.Y.: Cornell University Press, 1994.

[38]

F. M. Wilson, Organizational behaviour and work: a critical introduction, 4th ed. Oxford: Oxford University Press, 2014.

[39]

L. J. Mullins, Essentials of organisational behaviour, 3rd ed. Harlow: Financial Times

Prentice Hall, 2011.

[40]

P. Bate, Strategies for cultural change. Oxford: Butterworth-Heinemann, 1994.

[41]

Coutu, D.L., 'Putting Leaders on the Couch', Harvard Business Review, vol. 82, no. 1, 2004.

[42]

K. Grint, Leadership: a very short introduction, vol. Very short introductions. Oxford: Oxford University Press, 2010.

[43]

S. Kelly, 'Towards a negative ontology of leadership', Human Relations, vol. 67, no. 8, pp. 905–922, Aug. 2014, doi: 10.1177/0018726713503177.

[44]

Kotter, J., 'What Leaders really do', Harvard Business Review, vol. 79, no. 11, 2001.

[45]

Prentice, W.C.H., 'Understanding Leadership', Harvard Business Review, vol. 82, no. 1, 2004.

[46]

S. P. Robbins, T. Judge, and T. T. Campbell, Organizational behaviour. Harlow: Financial Times Prentice Hall, 2010.

[47]

P. Thompson and D. McHugh, Work organisations: a critical approach, 4th ed. Basingstoke: Palgrave Macmillan, 2009.

[48]

Zaleznik, A., 'Managers and Leaders: are they different?', Harvard Business Review, vol. 82, no. 1, 2004.

[49]

'Italy Talgam, TED talk, Lead Like the Great Conductors'. [Online]. Available: http://www.ted.com/talks/itay\_talgam\_lead\_like\_the\_great\_conductors?language=en

[50]

'Rosabeth Moss Kanter, TED talk, Six Keys to Leading Positive Change'. [Online]. Available: http://www.youtube.com/watch?v=owU5aTNPJbs

[51]

'Barak Obama, Acceptance speech 2008'. [Online]. Available: http://www.youtube.com/watch?v=3K8GWCl7P7U

[52]

'Sheryl Sandberg, TED talk, Why We Have Too Few Women Leaders'. [Online]. Available: http://www.ted.com/talks/sheryl\_sandberg\_why\_we\_have\_too\_few\_women\_leaders?language=en

[53]

L. J. Mullins, Essentials of organisational behaviour, 3rd ed. Harlow: Financial Times Prentice Hall, 2011.

[54]

F. M. Wilson, Organizational behaviour and work: a critical introduction, 4th ed. Oxford: Oxford University Press, 2014.

[55]

P. Bate, Strategies for cultural change. Oxford: Butterworth-Heinemann, 1994.

[56]

A. D. Brown, Organisational culture, 2nd ed. London: Pitman, 1998.

[57]

P. J. Frost, Reframing organizational culture. Newbury Park, Calif: Sage Publications, 1991.

[58]

J. Martin, Organizational culture: mapping the terrain, vol. Foundations for organizational science. Thousand Oaks, Calif: Sage, 2002.

[59]

H. Mintzberg, Mintzberg on management: inside our strange world of organizations. New York: Free Press, 1989.

[60]

G. Morgan, Images of organization, Updated ed. Thousand Oaks, Calif: Sage Publications, 2006.

[61]

E. Ogbonna and L. C. Harris, 'Managing Organizational Culture: Compliance or Genuine Change?', British Journal of Management, vol. 9, no. 4, pp. 273–288, Dec. 1998, doi: 10.111/1467-8551.00098.

[62]

E. Ogbonna and B. Wilkinson, 'The False Promise of Organizational Culture Change: A Case Study of Middle Managers in Grocery Retailing\*', Journal of Management Studies, vol. 40, no. 5, pp. 1151–1178, Jul. 2003, doi: 10.1111/1467-6486.00375.

[63]

R. H. Rosenfeld and D. C. Wilson, Managing organizations: text, readings and cases. London: McGraw-Hill, 1999.

[64]

Smircich, L., 'Concepts of Culture and Organizational Analysis', Administrative Science Quarterly, vol. 28, no. 3, 1983 [Online]. Available: http://search.ebscohost.com/login.aspx?direct=true&db=bah&AN=3980622&site=ehost-live

[65]

H. M. Trice and J. M. Beyer, 'Cultural Leadership in Organizations', Organization Science, vol. 2, no. 2, pp. 149–169, May 1991, doi: 10.1287/orsc.2.2.149.

[66]

'Jay Wilkinson, TED talk, Is a company's culture determined by design or default?' [Online]. Available: http://www.youtube.com/watch?v=WDFqEGI4QJ4

[67]

'Nick Sarillo, TED talk, Creating a culture of trust'. [Online]. Available: http://www.youtube.com/watch?v=YwwX1SSZKME

[68]

L. J. Mullins, Essentials of organisational behaviour, 3rd ed. Harlow: Financial Times Prentice Hall, 2011.

[69]

F. M. Wilson, Organizational behaviour and work: a critical introduction, 4th ed. Oxford: Oxford University Press, 2014.

[70]

D. A. Buchanan and A. Huczynski, Organizational behaviour, 7th ed. Harlow: Financial Times Prentice Hall, 2010.

[71]

D. Butcher and M. Clarke, 'Redefining managerial work: smart politics', Management Decision, vol. 41, no. 5, pp. 477–487, 2003, doi: 10.1108/00251740310479322.

[72]

Hardy, Cynthia, 'Understanding Power: Bringing about Strategic Change.', British Journal of Management, vol. 7, no. 1, pp. S3–S16, 1996 [Online]. Available: http://search.ebscohost.com/login.aspx?direct=true&db=buh&AN=4527598&site=ehost-live

[73]

R. Kanter, 'Power failure in management circuits', Harvard Business Review, vol. 57, no. 4, 1979.

[74]

S. Lukes, MyiLibrary, and British Sociological Association, Power: a radical view, 2nd ed. Basingstoke: Palgrave Macmillan, 2005 [Online]. Available: http://www.myilibrary.com?id=85996

[75]

H. Mintzberg, Power in and around organizations, vol. Theory of management policy series. Englewood Cliffs, N.J.: Prentice-Hall, 1983.

[76]

G. Morgan, Images of organization, Updated ed. Thousand Oaks, Calif: Sage Publications, 2006.

[77]

A. M. Pettigrew and T. McNulty, 'Sources and uses of power in the boardroom'. 1998.

[78]

Rowlinson, Michael, 'Efficiency and Power: Organizational Economics Meets Organization Theory.', British Journal of Management, vol. 8, no. 2, 1997 [Online]. Available: http://search.ebscohost.com/login.aspx?direct=true&db=buh&AN=9712194896&site=eho st-live

[79]

'Sashi Tharoor, TED talk, Why nations should pursue soft power'. [Online]. Available: https://www.ted.com/talks/shashi tharoor

[80]

Mullins, Laurie J., Essentials of organisational behaviour. Harlow: Financial Times Prentice Hall, 2006.

[81]

Wilson, Fiona M., Organizational behaviour and work: a critical introduction, 3rd ed. Oxford: Oxford University Press, 2010.

[82]

A. Thomas, 'Managing change at Fumac Ltd Case 1.3', in The organizational behaviour casebook, London: International Thomson Business, 1996.

[83]

D. A. Buchanan, R. Addicott, L. Fitzgerald, E. Ferlie, and J. I. Baeza, 'Nobody in charge: Distributed change agency in healthcare', Human Relations, vol. 60, no. 7, pp. 1065–1090,

2007, doi: 10.1177/0018726707081158.

[84]

D. Buchanan, 'Politics and Organizational Change: The Lived Experience', Human Relations, vol. 52, no. 5, pp. 609–629, 1999, doi: 10.1177/001872679905200503.

[85]

P. A. Herbig, Innovation Japanese style: a cultural and historical perspective. Westport, Conn: Quorum Books, 1995.

[86]

M. Imai, Kaizen (Ky'zen): the key to Japan's competitive success. New York: McGraw-Hill, 1986.

[87]

N. Oliver and B. Wilkinson, The Japanization of British industry: new developments in the 1990s, 2nd ed., vol. Human resource management in action. Oxford: Blackwell Business, 1992.

[88]

A. Saka, 'The Cross-National Diffusion of Work Systems: Translation of Japanese Operations in the UK', Organization Studies, vol. 25, no. 2, pp. 209–228, 2004, doi: 10.1177/0170840604040036.

[89]

I. Stensaker and J. Falkenberg, 'Making sense of different responses to corporate change', Human Relations, vol. 60, no. 1, pp. 137–177, 2007, doi: 10.1177/0018726707075287.

[90]

A. Wilkinson and H. Willmott, Making quality critical: new perspectives on organizational change, vol. Critical perspectives on work and organization. London: International Thomson Business Press, 1998.

[91]

J. P. Womack, D. T. Jones, and D. Roos, The machine that changed the world, [New ed.]. London: Simon & Schuster, 2007.

[92]

Q. XU, 'TQM as an Arbitrary Sign for Play: Discourse and Transformation', Organization Studies, vol. 20, no. 4, pp. 659–681, Jul. 1999, doi: 10.1177/0170840699204007.

[93]

Kahn, C.K., 'Confucian Theories of Man and Organizations', Academy of Management Journal, vol. 15, no. 3, 1972 [Online]. Available: http://search.ebscohost.com/login.aspx?direct=true&db=bah&AN=4297438&site=ehost-live

[94]

Mullins, Laurie J., Essentials of organisational behaviour. Harlow: Financial Times Prentice Hall, 2006.

[95]

F. M. Wilson, Organizational behaviour and work: a critical introduction, 4th ed. Oxford: Oxford University Press, 2014.

[96]

'Emerson Electric(Suzhou) C. Ltd. from CEIBS (China Europe International Business School), Shanghai, Case material CC-402-006'. [Online]. Available: http://people.terry.uga.edu/rwatson/mist5780/cases/Emerson%20Electric.pdf

[97]

Ailon, G., 'MIRROR, MIRROR ON THE WALL: CULTURE'S CONSEQUENCES IN A VALUE TEST OF ITS OWN DESIGN', Academy of Management Review, vol. 33, no. 4, 2008 [Online]. Available:

http://search.ebscohost.com/login.aspx?direct=true&db=bah&AN=34421995&site=ehost-live

#### [98]

Barinaga, Ester, "Cultural diversity" at work: "National culture" as a discourse organizing an international project group', Human Relations, vol. 60, no. 2, pp. 315–340, 2007 [Online]. Available: http://search.proquest.com/docview/231394890?accountid=8018

## [99]

D. A. Buchanan and A. Huczynski, Organizational behaviour, 7th ed. Harlow: Financial Times Prentice Hall, 2010.

## [100]

Cohen, Laurie, 'Lived experiences of offshoring: An examination of UK and Indian financial service employees' accounts of themselves and one another', Human Relations, vol. 60, no. 8, pp. 1235–1262, 2007 [Online]. Available: http://search.proguest.com/docview/231393656?accountid=8018

#### [101]

'What China wants; China', The Economist, vol. 412, no. 8901, 2014 [Online]. Available: http://search.proquest.com/docview/1555717232/B0C3E83B2E7C4817PQ/3?accountid=80 18

## [102]

G. H. Hofstede, G. J. Hofstede, M. Minkov, and MyiLibrary, Cultures and organizations: software of the mind: intercultural cooperation and its importance for survival, 3rd ed. New York: McGraw-Hill, 2010 [Online]. Available: http://www.myilibrary.com?id=296125

### [103]

Y. Huang, Capitalism with Chinese characteristics: entrepreneurship and the state. Cambridge: Cambridge University Press, 2008 [Online]. Available: http://Nottingham.eblib.com/patron/FullRecord.aspx?p=358884

#### [104]

Jack, G., 'CRITIQUE AND INTERNATIONAL MANAGEMENT: AN UNEASY RELATIONSHIP?', Academy of Management Review, vol. 33, no. 4, 2008 [Online]. Available: http://search.ebscohost.com/login.aspx?direct=true&db=bah&AN=34421991&site=ehost-live

#### [105]

R. Mir, S. B. Banerjee, and A. Mir, 'Hegemony and its discontents: a critical analysis of organizational knowledge transfer', Critical Perspectives on International Business, vol. 4, no. 2/3, pp. 203–227, 2008, doi: 10.1108/17422040810869990.

## [106]

Ozkazanc-Pan, B., 'INTERNATIONAL MANAGEMENT RESEARCH MEETS "THE REST OF THE WORLD".', Academy of Management Review, vol. 33, no. 4, 2008 [Online]. Available: http://search.ebscohost.com/login.aspx?direct=true&db=bah&AN=34422014&site=ehost-live

## [107]

A. Prasad and ebrary, Inc, Postcolonial theory and organizational analysis: a critical engagement. New York: Palgrave Macmillan, 2003 [Online]. Available: http://site.ebrary.com/lib/uon/Doc?id=10135718

### [108]

S. G. Redding and ebrary, The spirit of Chinese capitalism, vol. De Gruyter studies in organization. Berlin: W. de Gruyter, 1993 [Online]. Available: http://site.ebrary.com/lib/uon/Doc?id=10782173

#### [109]

Singh, J.P., 'Managerial Culture and Work-related Values in India', Organization Studies, vol. 11, no. 1, 1990 [Online]. Available: http://search.ebscohost.com/login.aspx?direct=true&db=bah&AN=5953946&site=ehost-live

# [110]

L. S. Tsui-Auch and Y.-J. Lee, 'The State Matters: Management Models of Singaporean Chinese and Korean Business Groups', Organization Studies, vol. 24, no. 4, pp. 507–534, 2003, doi: 10.1177/0170840603024004001.

## [111]

Wong-Minji, D. and Mir, A.H., 'How international is international management?', in Managing the organizational melting pot: dilemmas of workplace diversity, Thousand Oaks, Calif: Sage Publications, 1997.