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Metaphors And Organizational Conflict

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THE IMPACT OF METAPHORS ON ORGANIZATIONAL CONFLICT As we have seen, common metaphors among the organization members form the basis for stability and a fluent process in the organization. However, finding common meaning in many areas of the life of the organization may be

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very difficult and
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problematic.

Conflict **METAPHORS AND ORGANIZATIONAL CONFLICT**

The organizational metaphor is an image used to describe the organization. For example, there are people who perceive their workplace as a family unit, others as a battlefield, or as a machine, or even as a sinking ship. The

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organizational metaphor is the pair of spectacles through which members examine the process and events in the organization.

"Metaphors and Organizational Conflict" by Hamburger, Yair ...

Metaphor and organizational conflict
Many people hold a metaphor that accurately describes

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their perception of the organization in which they work. The metaphor also determines the way people perceive, remember, and analyze information they receive.

Metaphor and organizational conflict | Hamburger | Social ...

Metaphor 1: Conflict as competition. Viewed through this lens, the

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natural question we ask about such conflict is, How can we win it? For conflict in ongoing business and personal relationships, this approach leaves debris behind and ultimately creates lasting friction.

Metaphor 2: Conflict as problem

Three metaphors for conflict - Tammy Lenski

Conflicts in organizations are a lot

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like family conflicts. This metaphor can shed light on otherwise confusing dynamics. It also ties in with the paternalistic character of some organizations. Authority in organizations is a lot like the authority in families.

organizational- metaphors | Management

Metaphors can be divided into three

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categories, according to their impacts on conflict dynamics, 1) negative ones that undermine the capacity for conflict resolution, 2) neutral ones that do no harm or good, and 3) positive ones which expand the potential for strategic transformation.

Metaphors in Conflict , Sample of Term Papers

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Each of the eight metaphors that Morgan presents in his book incorporates a group or cluster of organizational theories, as described below:

The machine metaphor encompasses such theories as Taylor's scientific management, Weber's bureaucracy and views of organizations that emphasize closed systems, efficiency and mechanical features of

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organizations.

Organizational Beyond Morgan's eight metaphors: Adding to and developing ...

Organization as Machine: This is the most simplistic metaphor, and is the foundation of Taylorism. Any geometrically structuralist approach also falls into this category, which is why I have little patience

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for people who use words/phrases like top down, bottom-up, centralized, decentralized and so forth, without realizing how narrow their view ...

The Eight Metaphors of Organization

The organizational metaphor is a well-known way in which organizational experiences are characterized. We have

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come to understand organizations as machines, organisms, brains, cultures, political systems, psychic prisons, instruments of domination, etc. (Llewelyn 2003). The metaphor is a basic way in which human beings ground their experiences and continue to evolve them by adding new, related concepts that carry aspects of the

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original metaphor.

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Organizational Metaphor Definition and Examples

organization theory,
especially efforts to
rethink or add to
Morgan's metaphors
and to generate new
organizational images.
In general, the articles
in this issue offer new
metaphors and sub-
metaphors and enrich
specifications for two
of Morgan's images.

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Beyond Morgan's eight metaphors: Adding to and developing ...

Organization as flux and transformation — This metaphor is derived from the growing understanding of complexity and chaos, and casts organization as a nexus for these phenomena. This approach considers the feedback loops with a

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system, as opposed to characterizing linear relationships and causal chains.

Metaphors matter: Talking about how we talk about ...

Abstract Diverse and often unacknowledged assumptions underlie the use of metaphors in the organizational change literature. This diversity is symptomatic of broader ontological

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and epistemological
conflicts within
organization theory.

Conflicting Uses of Metaphors: Reconceptualizing Their Use ...

Conflict Metaphors.
way of framing conflict,
can influence how
conflict plays out.
Negative Metaphors.
often creates black and
white conflict
situations, no good
solutions, no way to

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solve, perpetuates idea
conflict is always
negative. Danger.

Conflict Exam 1 - Metaphors Flashcards | Quizlet

The political metaphor helps us understand power relationships in day-to-day organizational relationships. If we accept that power relations exist in organizations, then politics and politicking

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are an essential part of organizational life. Politics is a means of recognizing and, ultimately, reconciling competing interests within the organization.

POWER AND ORGANIZATIONAL POLITICS

Dysfunctional politics can sink an organization, and yet most of the executives I teach react with distaste to the idea of

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being a savvy
organizational
politician. Yes, it can
be self-serving ...

The 4 Types of Organizational Politics

Morgan (2006)
distinguishes eight
kinds of metaphor for
organizations: machine
metaphor, organism
metaphor, brain
metaphor, culture
metaphor, political
metaphor, psychic

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prison metaphor, flux and transformation metaphor, as well as domination metaphor. Each metaphor highlights other aspects of organizational life.

Morgan Metaphors Of Organisation | Researchomatic

In the end a design team is a part of an organization and the metaphors they use do not stay within the

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group. ... Metaphors
and Organizational
Conflict; Social
Behavior and
Personality, 26(4), p ...

How do different communication metaphors shape the ...

Exploring Morgan's
Metaphors: Theory,
Research, and Practice
in Organizational
Studies - Kindle edition
by Ortenblad, Anders,
Trehan, Kiran, Putnam,

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Linda L.. Download it once and read it on your Kindle device, PC, phones or tablets. Use features like bookmarks, note taking and highlighting while reading Exploring Morgan's Metaphors: Theory, Research, and Practice in Organizational Studies.

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