Relationships in, Organizations

A Work Psychology Perspective

Edited By

Rachel L. Morrison

Auckland University of Technology, New Zealand

Helena D. Cooper-Thomas

The University of Auckland, New Zealand

Contents

List of Table	s and Figures	IX
Acknowledge	ements	x
Notes on Contributors		xi
Chapter 1	Maximizing the Good and Minimizing the Bad: Relationships in Organizations Helena D. Cooper-Thomas and Rachel L. Morrison	1
Chapter 2	Love is in the Air: Romantic Relationships at Work Fiona M. Wilson	
Chapter 3	Guanxi in Organizations: Cross-Cultural Perspectives on an Enduring Construct Kevin Lo, Shaohui Chen, and Marie Wilson	28
Chapter 4	Relationships and Organizational Politics Darren C. Treadway, jeffrey R. Bentley, Angela S. Wallace, Stephanie R. Seitz, and Brooke A, Shaughnessy	47
Chapter 5	The Influential Subordinate: An Oxymoron or a Daily Necessity? Susan Geertshuis, Rachel L. Morrison, and Helena D. Cooper-Thomas	74
Chapter 6	The People Make the Place, and They Make Things Happen: Proactive Behavior and Relationships at Work Jennifer B. Farrell and Karoline Strauss	107
Chapter 7	Gender and Workplace Relationships Barbara A. Winstead and Valerie N. Streets	137
Chapter 8	Virtually There: The Paradox of Proximity Darl G. Kolh	171

viii Contents

Chapter 9	Collegial Relationships and Social Support in Organizations , Misty M. Bennett and Terry A. Beehr	193
Chapter 10	When Workplaces Go Sour – Bullying at Work Dianne Gardner, Michael P. O'Driscoll, Tim Bentley, Bevan Catley, Helena D. Cooper-Thomas, and Linda Trenberth	218
Chapter 11	Understanding Leading, Leader-Follower Relations, and Ethical Leadership in Organizations Flora F. T. Chiang and Thomas A. Birtch	239
Chapter 12	Relationships in Family Business: The Paradox of Family Organizations Marcus Ho, Christine Woods, and Deborah Shepherd	268
Index		299