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Sensegiving Responsibilities, Middle Managers Face Further Sensemaking Challenges. During Change Efforts, Managers Link Executives To Employees (Kanter Et Al., 1992). Yet Balogun And Johnson (2004) Found That As Firms Become More Geograph Ically Dispersed And Leaner, Middle Managers' Sense Making Is Inhibited. Through Restructuring, Top 6th, 2024

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Of differential Piece 13th, 2024

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A Special Thanks To Dr. Edwin J. Nichols For The Time He Devoted To Participating In This Process. I Give Thanks To The Late Dr. William I. Hightower For Helping Me Initially Focus My Topic And For The Book On Writing The Doctoral Dissertation. I Appreciated The Encouragement From My Friends Karen Harding, Janice Wilson, And Janie ... 6th, 2024

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Contrasting Organizational Cultures E X H I B I T 16-1 Page 487 E X H I B I T 16-1 Page 487 14th, 2024

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And Organizations Are Complex, Organizational Theory Draws Its Inspiration From A

Variety Of Fields Of Study And Accounts For Phenomena From Three Perspectives: Modern, Symbolic-interpretive And Postmodern. Table 1, Culled From Orga 1th, 2024

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Or Ultur R 461 A 113 213 Olis Zation By Allowing Members To Be Part Of Something Larger Than Themselves, Ensures Members Abide By Or - Ganizational Norms, And Frames The Outside World So Its Members Can More Easily Interpret Reality (Smir-cich 1983). Culture Provides Sustainability To An Orga - Nization And Maintains Social Cohesion And Solidarity 7th, 2024

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Of Organizational Change. Integrating These Theories Would Provide A General Organizational Theory Of Evolution Within The Context Of Knowledge Societies. ORGANIZATIONAL INNOVATION AND CHANGE Although Many Lament The Absence Of Cumulative Findings In Sociology, The Study Of Organizational Innovation Is One Instance Where Consistent Findings 2th, 2024

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“normative Commitment” (Meyer & Allen 1997). Affective Commitment Tells An Employee’s Personal Attachment And Identification To The Organization Which Reflects A Strong Belief In The Values And Goals Of Organization. “Continuous Commitment” Is The Individual’s Perception Of The 13th, 2024

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1990s As Management Scholars Explored The Reasons Behind The Failure Of U.S. Firms In Competing With Their Japanese Counterparts (Ojo, 2010). An Organization"s Culture Is Considered To Be An Important Factor Affecting Organizational Success Or Failure (Sawner, 2000). It Is Fr 13th, 2024

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