

22nd ANZAM 2008 Conference Workshop

<ul style="list-style-type: none"> Workshop Title 		
<p><i>From Alienation to Suffocation: Friends and Enemies in Organisations</i></p>		
<ul style="list-style-type: none"> Summary of the Symposium 		
<p>The symposium focuses on the ways in which friendships and enemy-ships influence and affect our experience of work. Our aim is to present a symposium that covers a broad range of relationship topics in organisations, and will therefore appeal to the thinking practitioner as well as to academics and researchers in the fields of management, human resources, psychology and organisational behaviour. Given that many organisations within the Pacific Rim are going through rapid economic and cultural transition, the issues associated with dealing with, managing and interacting with others from a variety of backgrounds has become increasingly salient. Thus the symposium will provide anyone struggling with workplace relationships, with a deeper understanding of how the workplace and organisational context may influence the quality, quantity, and content of our relationships.</p>		
<ul style="list-style-type: none"> Workshop Abstract 		
<p>Four areas with a focus on workplace relationships will be covered (alphabetically by author):</p> <ul style="list-style-type: none"> The "Dark Side": Relationships with disordered personalities at Work <i>Dr Giles St. J Burch (Management: The University of Auckland)</i> Who you know influences what you know: Relationships and organisational socialisation <i>Dr Helena Cooper Thomas (Psychology: The University of Auckland)</i> The double edged sword? Organisational outcomes of friendships <i>Dr Rachel Morrison (Management: AUT University)</i> Who helps who the most? A human systems approach to interactions at work <i>Dr Terry Nolan (Management: AUT University)</i> <p>This symposium has important implications for enabling all parties to better manage relationships with newcomers, colleagues, subordinates and managers in the workplace. Through appreciating how dysfunctional personalities may operate in the workplace, participants will improve their understanding of how to work with and manage such people. Increased attention to the quality of interpersonal relationships (both good and bad) at work is advantageous in understanding the dynamics of organisational behaviour, and improving both individual and organisational wellbeing. The symposium will also provide practical suggestions on how to best manage organisational relationships for the range of stakeholders involved.</p>		
<ul style="list-style-type: none"> Relevance of the Workshop to ANZAM members 		
<p>There has been a relative neglect by researchers and theorists, of how organisational behaviour is affected by the quality of interpersonal relationships in the workplace. This session will explore various approaches to the study of organisational relationships, drawing from literature on emotional wellbeing, social relationships and organisational climate. Presentations on personality, organisational socialisation, friendships and loneliness serve to fill the void of research available on workplace relationships. All presentations in this symposium will draw on the latest theory and research regarding workplace relationships, both good and bad, and their impact on workplace behaviour and interpersonal dynamics in organisations.</p> <p>Understanding how workplace relationships may impact workplace behaviours, leadership styles and the individual's experience of work also makes an important contribution to policy, in particular policy relating to psychological well-being at work, the way individuals are socialised into their new roles, and wider corporate governance issues.</p>		
<ul style="list-style-type: none"> Names, titles and affiliations of the organiser(s) and other presenters 		
1. Dr	<i>Rachel Morrison</i>	AUT University

2. Dr	<i>Helena Cooper Thomas</i>	University of Auckland
3. Dr	<i>Terry Nolan</i>	AUT University
4. Dr	<i>Giles St. J Burch</i>	University of Auckland
• Targeted attendees		
Academics and Practitioners		