

## Building More Effective Unions

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1. Organizational culture is one of the issues connected with the formation and reinforcement of the organizational environment. The organizational culture shapes the behavior of employees, and, according to Clark, gives them the sense of belonging, identity, togetherness, purpose in their work etc. (29). The reason for which this issue is important is that the organizational culture is a set of informal traditions, rituals, stories, and myths, is that the culture forms the unity of the organization's members.

It is the unique profile of any organization that forms the collective values, norms, and priorities of each organization member, making him or her personally interested in the success of the company (Clark 29). Under the conditions of ensuring the positive organizational climate, with the supportive atmosphere and shared values, high morale, supportive conditions etc. the engagement and commitment of employees will be incomparably higher.

2. Formal and informal socialization procedures are extremely important in the accommodation of the individual to a new working place, his or her acquaintance with formal and informal aspects of the organization's functioning, the rules, customs, traditions, and rituals that are common for a union (Clark 54).

The advantage of the informal socialization process is that it occurs on an individual level, it is less structured and more spontaneous, and thus it can give a much wider range of information about the union to the new member. The direct relationship between informal socialization and employee commitment has been proven by research findings (Clark 55). Therefore, one can see that the better one gets accustomed to the new organizational culture, the better he or she will get involved in the working team.

Consequently, getting into a close company of co-workers, achieving a high level of trust and warmth, which means acceptance by those being in the staff longer, will positively affect the employee's attitude to the union. The informal socialization can occur through seeing how staff members interrelate, learning how disputes and conflicts are resolved, what relationships with the senior staff are supported, what traditions about dressing, conduct, lunch breaks etc. are common.

# Building More Effective Unions

**Rosina Ehmman**



## **Building More Effective Unions:**

**Building More Effective Unions** Paul F. Clark,2013-09-02 Paul F Clark believes union leaders should take advantage of the valuable discoveries made in behavioral science to make their organizations more effective and in Building More Effective Unions he offers an accessible and straightforward account of how they can do so The second edition provides an updated discussion of important lessons behavioral science holds for labor organizations It also provides new examples of how unions and their leaders have benefited from putting the principles outlined in the first edition into practice **Official Journal of the Brotherhood of Painters, Decorators and Paperhangers of America** ,1918 *The Journal of the Switchmen's Union of North America* Switchmen's Union of North America,1902 *American Federationist* ,1911 Includes separately paged Junior union section **Adult Leadership** ,1957-05 **The American Federationist** ,1913 Includes separately paged Junior union section *The Painter and Decorator* ,1918 *Bulletin of the American Savings, Building and Loan Institute* ,1928 *American Industries* ,1909 *Review of Reviews for Australasia* William Henry Fitchett, Henry Stead, William H. Judkins, 1904 The Labour Gazette Canada. Department of Labour, 1929 Labor Relations Arthur A. Sloane, Fred Witney, 2007 Labor Relations the most accurate readable timely and valuable book of its kind on the market provides readers with a basic understanding of unionism in its natural habitat and a fundamental appreciation of the union management process It focuses on the negotiation and administration of labor agreements and emphasizes the more significant bargaining issues The 12th edition includes much new material and an extensively revised and updated bibliography For vice presidents and directors of labor relations union presidents and others who are full time labor management professionals for either managements or unions Bulletin Indiana. Dept. of Public Instruction, 1917 *Report of the Indianapolis Survey for Vocational Education* Indiana. State Board of Education, 1917 **Official Journal of the Brotherhood of Painters, Decorators and Paperhangers of America** Brotherhood of Painters, Decorators, and Paperhangers of America, 1903 Building Age ,1892 **Building the Union** International Union, United Automobile, Aerospace, and Agricultural Implement Workers of America. Education Department, 1945 **Open Shop Encyclopedia for Debaters** National Association of Manufacturers (U.S.), 1921 **Survey Series ...** Indiana. State Board of Education, 1917 **Educational Bulletin** Indiana. State Board of Education, 1917

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