

Desarrollo Organizacional e Inteligencia

Organizacional

Bibliografía:
“Desarrollo Organizacional”

Parte 2

Editado por The Organization Development Institute International, Latinamerica –
2005. Autor: Eric Gaynor Butterfield – RODP

www.theodinstitute.org

En esta segunda sección se incluyen aportes de expertos de la letra “M” y hasta la “Z”.

Nos renovamos a su servicio, estimado lector y participante.

Eric Gaynor Butterfield – RODP

The Organization Development Institute International,

Latinamerica

www.theodinstitute.org

Board Member of The Organization development Institute

- Worldwide

Macdaid, G.P, M.H. McCaulley, and R.I. Kainz. (1986) Myers-Briggs *The Indicator Atlas of Tables*

.
Gainesville

,
FL

: Center for Applications of Psychological Type.

Mack, T. (1987, September 21). Orderly mind in a disorderly market.
es
pp. 62, 64, 66.

Forb

Maher, J. *New Perspectives in Job Enrichment*, New York: Van N Reinhold, 1971.

Mahler, W. "A Systems Approach to Managing by Objectives," *Systems and Procedures Journal* (October 1966), p. 1.

Mahler, M. S. (1972). "On the First Three Subphases of the Separation Individuation Process." *International Journal of Psycho-Analysis*, vol 53, pp. 333—338.

Mann, Richard D. (1966). "The Development of the Member-Trainer Relationships in Self-Analytic Study Groups." *Human Relations*, vol. 19, pp. 85—115.

Mann, Richard D. (1975). "Winners, Losers, and the Search for Equality in Groups." In Cooper (ed.), *Theories of Group Processes*. London: Wiley.

Mann, Richard D., with Graham S. Gibbard and John J. Hartman (1967). *Interpersonal Styles and Group Development*. New York: John Wiley and Sons.

Mann, F. "Studying and Creating Change: A Means to Understanding Social Organizations," (Research in Industrial *Human Relations*, Industrial Relations Research Association, Publication No. 17, 1957, pp. 146—167), in W. Bennis, K. Benne, and R. Chin, *op. cit.*, p. 612.

Manz, C.C. and Neck, C.P. (1991). Inner leadership: Creating productive thought patterns. *Academy of Management Executive*. Issue 5.

Manz, C. C., & Sims, H. P. (1982). The potential for "group think" in autonomous work groups. *Human Relations*, issue 35.

March, J. G. (1978). Bounded rationality, ambiguity and the engineering choice. *Dell Journal of Economics*, 9.

March, J. G. (1982). Theories of choice and making decisions. *Society*, 19.

March, J. G., & Olsen, J. P. (1976). *Ambiguity and choice in organizations*. Bergen: Universitetsforlaget.

Margulies, N. and A. P. Raia (1972). *Organizational Development: Values, Process and Technology*. New York: McGraw-Hill.

Margulies, N. "Organizational Culture and Psychological Growth," *Journal of Applied Behavioral Science*, 5,4 (October/November/December 1969), pp. 1— 508.

Margulies, N., & Raia, A. P. (1978). *Conceptual foundations of organizational development*. New York: McGraw-Hill.

Margulies, N., Wright, P. L., & Scholl, R. W. (1977). *Organization Development* techniques: Their impact on change. *Group & Organization Studies*, issue 2.

Marks, M. L., Mirvis, P. H., Hackett, E. J., & Grady, J. F., Jr. (1986). Employee participation in a quality circle program: Impact on quality of work life, productivity, and absenteeism. *Journal of Applied Psychology*. Issue 71.

Marrow, A., Bowers, D. & Seashore, S. (1967) *Management by Participation*. New York : Harper & Row, Publishers.

Marrow, A. (1967). "Events Leading to the Establishment of the National Training Laboratories," *Journal of Applied Behavioral Science*, number 3 –2. (Jan.—Feb). Described in *Social Science Research Reports*. Vol. V. Individual and Organizational Development Standard Oil Company (New Jersey), 1962.

Marquant, M. J. and Engel, D.W. (1993). HRD competencies for a shrinking world. *Training and Development*. Issue 47 – 5.

Marton, F. (1984, April 23-27). *Research on cognitive structure and conceptual change—A Swedish perspective*. Paper presented at the AERA Annual Conference at New Orleans.

Mayo, E. (1949). *The social problems of an industrial civilization*. London: Routledge & Kegan Paul.

McClelland, D. *The achieving society*. Princeton, Ni.: Van Nostrand, 1961.

McGregor, D. M. *The human side of enterprise*. New York: McGraw-Hill, 1960.

McGregor, Douglas (1967). *The professional manager*. New York: McGraw-Hill, 1967.

McGregor, Douglas "An Uneasy Look at Performance Appraisal," *Harvard Business Review*, 35, 3 (May/June 1957), pp. 89—94.

McHolland, J. (1987) *A Positive Approach to Self Development*. Evanston, IL: National Center for Human Potential Seminars.

McLean, A. J., Sims, D., Mangham, I., & Tuffield, D. (1982). *Organization development in transition*. New York: Wiley.

McLean, D. "Volvo brings 'Team' Idea to Land of Assembly Line," *Boston Globe*, June 30, 1974.

Maier, N.; L. Hoffman, J. Hoover, and W. Read, *Superior-Subordinate Communication in Management*, New York: American Management Association, 1961.

March, J., (ed.) *A handbook of organizations*. New York: Rand-McNally, 1965.

March, J., and Simon, H. *Organizations*. New York: John Wiley, 1958.

Marrow, A. J.; D. G. Bowers, and S. E. Sheashore (1967). *Management by Participation*, New York: Harper & Row.

Martin, J. (1982). Stories and scripts in organizational settings. En A. Hastorf & A. Isen (Eds.), *Cognitive social psychology*. New York: Elsevier North Holland.

Martin, C. C. (1976). *Project management*. New York: AMACOM.

Masen, R. O., & Mitroff, I. I. (1981). *Challenging strategic planning assumptions*. New York: John Wiley.

Maslow, A. H. (1954). *Motivation and personality*. New York: Harper and Row.

Mathieu, J. E., & Leonard, R. L., Jr. (1987). Applying utility concepts to a training program in supervisory skills: A time-based approach. *Academy of Management Journal*, issue 30.

Matthews, John R. (1993) *The Beginning Entrepreneur* Lincolnwood, IL: VGM Career Horizons.

Maul L.R., and D.C. Mayfield. (1992) *The Entrepreneur's Road Map to Business Success*. Alexandria, VA: Saxton Riv

er

Maze, M., and D. Mayall, eds. (1991) *The Enhanced Guide for Occupational Exploration*. Indianapolis, IN: JIST Works.

McClelland, C. (1961). *The achieving society*. Princeton, NJ: Van Nostrand.

McCollom, Marion (1987). "*Subcultures and Stories: Reflections of a Multicultural Reality in Organizations.*" Unpublished doctoral dissertation, Yale University School of Organization and Management.

McGregor, D. M. (1960). *The human side of enterprise*. New York: McGraw-Hill.

McGregor, Douglas (1967). *The Professional Manager*. New York: McGraw-Hill Book Co., Inc.

McKenzie, R. B., & Tullock. O. (1975). *The new world of economics. Exploration into the human experience.* Homewood, IL: Irwin.

McWhinney, W. H. (1972). *Open systems and traditional hierarchies.* International Conference on the Quality of Working life, Arden House.

Medoff, J., & Brown. J. (1978, June). Trade unions in the production process. *Journal of Political Economy*.

Meininger, J. *Success Through Transactional Analysis*, New York: Grosset and Dunlap, 1973.

Menzies, I. (1975). "A Case-Study in the Functioning of Social Systems as a Defense Against Anxiety." In Colman and Bexton (eds.), *Group Relations Reader*. Sausalito, Cal: GREX.

Merkle, J. A. (1980). *Management and ideology. The legacy of the international scientific management movement*. Berkeley: University of California Press.

Merton, R. K. (1957). Bureaucratic structure and personality. En R. K. Merton (Ed.), *Social theory and social structure*. Glencoe, IL: Free Press.

Merton, Robert K. 1967). "The Bearing of Sociological Theory on Empirical Research and the Bearing of Empirical Research on Sociological Theory." In *Social Theory and Social Structure*. New York: Free Press.

Merton, R. K. (1957). *Social theory and social structure*. Glencoe, IL, Free Press.

Metcalf E., Riffle, L V & Seabury F, III Environmental scanning What is it—Who needs it—How to use it. Presented by *Business Week* on Strategic Planning, Chicago

Meyer M. W. et. Al. (1978) *Environments and organization* San Francisco Jossey-Bass

Meyer, H. H., & Raich, M. S. (1983). An objective evaluation of a behavior modeling training program. *Personnel Psychology*, issue 36.

Meyer, I.; E. Kay, and J. French, "Split Roles in Performance Appraisal," *Harvard Business Review*, 43, (January/February 1965), pp. 123—129.

Michael, J. and L. Meyerson, "A Behavioral Approach to Counseling and Guidance," *Harvard Educational Review*, 32, 4 (Fall 1962), pp. 382—402.

Michells, R. (1949). *Political parties*. Glencoe, IL: Free Press. (Original work published 1911)

Miles, Matthew, B. (1959). *Learning How to Work in Groups*. New York: Bureau of Publications, Teachers College, Columbia University, 1959.

Miles, M.; H. Hornstein, D. Callahan, P. Calder, and R. Schivao, "The Consequence of Survey Feedback Theory and Evaluation in W Bennis and R. Chin, eds; *The Planning of Change*, New York: Holt, Rinehart and Winston, 1969.

Miles, M. B., Hornstein, H. A., Callahan, D. M., Calder, P. H., & Schiavo, R. S. (1969). *The consequence of survey feedback: Theory and evaluation*. En W. G. Bennis, K. D. Benne, & R. Chin (Eds.), *The planning of change*. New York: Holt, Rinehart and Winston.

Miles, R. H. (1980). *Macro organizational behavior* Santa Monica, CA: Goodyear.

Miles, Matthew B. (1975). *Learning to Work in Groups*. New York: Teachers College Press.

Miller, Eric J. (1959). "Technology, Territory, and Time: The Internal Differentiation of Complex Production Systems." *Human Relations*, vol. 12, pp. 243—272.

Miller, Eric J., and A. Kenneth Rice (1967). *Systems of Organization: The Control of Task and Sentient Boundaries*. London: Tavistock.

Miller, Eric, and A. Kenneth Rice (1975). "Selections from 'Systems of Organization'". In Colman and Bexton (eds.), *Group Relations Reader*. Sausalito, CA: GREX.

Miller, J. C. (1974). "Aspects of Tavistock Consultation." Unpublished doctoral dissertation, Yale University.

Miller, James G. (1978). *Living Systems*. New York: McGraw-Hill.

Miller, L. M. (1978). *Behavior management: The new science of managing people at work*. New York: John Wiley.

Miller, K. I., & Monge, P. R. (1986). Participation, satisfaction, and productivity: A meta-analytic review. *Academy of Management Journal*, issue 29.

Mills, T. (1973). "The Changing Work Ethic." Address Lo the Urban Research Corporation Conference on The Changing Work Ethic, San Francisco. June 4; unpublished manuscript.

Mills, C.W (1951) *White Collar: The American Middle Class*. New York: Oxford University Press.

Mills, Theodore M. (1964). *Group transformation: An Analysis of a Learning Group*. Englewood Cliffs, N. J.: Prentice-Hall.

Mills, Theodore M. (1967). *The Sociology of Small Groups*. Englewood Cliffs, N.J.: Prentice-Hall.

Minturn, E. and L. Lansky, "The Trainerless Laboratory," *Journal of Applied Behavioral Science* 8, 3 (May—June 1972), pp. 277—284.

Mirvis, P. H. (1988) *Organization development: Part 1: An evolutionary perspective*. En W. A. Pasmore & R. W. Woodman (Eds.), *Research in organizational change and development. Volume 2*. Greenwich, CT: JAI Press.

Mitchell, R. (1986). Team building by disclosure of internal frames of reference. *Journal of Applied Behavioral Science*, issue 22.

Mockler, A. "The Systems Approach to Business Organizations and Decision Making," *California Management Review*, volume XI - 2 (Winter).

Moe, T. M. (1984). The new economics of organization. *American Journal of Political Science*, number 28 (4).

Mohrman, S. A., & Cummings, T. G. (1989). *Self-designing organizations: Learning how to create high performance*

Reading

MA

: Addison- Wesley.

Mohrman, S. A., Ledford, G. E., Lawler, E. E., & Mohrman, A. M., Jr. (1986). Quality of worklife and employee involvement. En C. L. Cooper & I. T. Robertson (Eds.), *International review of industrial and organizational psychology* 1986.

Chichester

England

: Wiley

Moorhead, G. (1982). Group think: A hypothesis in need of testing. *Group & Organization Studies*, issue 7.

Moreau, D. (1990) *Take Charge of Your Career: How to Survive and Profit from and Career Change*. Washington, DG: Kiplinger Books.

Morgan, G. (1986). *Images of Organization*. Beverly Hills, Cal.: Sage.

Morris, Robert, Binstock, R. & Bein, M. (1966). *Feasible Planning* for

Social Change . New York: Columbia
University
Press.

Morrison, P. (1978). Evaluation in OD: A review and assessment. *Group & Organization Studies*, issue 3.

Morrison, P., & Sturges, J. (1980). Evaluation of *Organization Development* in a large state government organization. *Group & Organization Studies*, issue 5.

Morrisen, W. J. (1974). *The age of bureaucracy*. Perspectives on The political sociology of Max Weber. Oxf
ord
,
UK
: Blackwell.

Morrisen, W. J. (1980). "Toward the iron cage of future serfdom"? On The methodological status of Max Weber's ideal-typical concept of bureaucratization. *Transactions of the Royal Historical Society*, 30 (5th ser.).

Morse, Nancy and Reimer, E. (1956). "The Experimental Change of a Major Organizational Variable," *Journal of Abnormal Social Psychology*, Vol. 52.

Morse, J. and J. Lorsch (May 1970) "Beyond Theory Y," *Harvard Business Review*, issue 48 – 3.

Morse, J. "Internal Organizational Patterning and Sense of Competence Motivation," Ph.D. diss., Boston: Harvard Graduate School of Business Administration, 1969.

Moscovici, S. (1976). *Social influence and social exchange*. London: Academic Press.

Motamedi, K. (1985). *Trans-organization development: Developing relations among organizations*. En D. D. Warrick (Ed.), *Contemporary Organization Development: Current thinking and applications*. Glenview, IL: Scott, Foresman.

Myers, I.B. (1987) *Introduction to Type*. Palo Alto, CA: Consulting Psychologists Press.

Myers, I. B. and M.H. McCaulley. (1985) *Manual: A Guide to the Development and the Use of the Myers-Br Type Indicator* Palo Alto, CA: Consulting Psychologists Press

Myers, I. B. & Mc Caulley (1991) *MBTI Type Booklets*. Palo Alto, CA: Consulting Psychologists Press.

Myers, I.B., and K.C. Briggs. *The Myers-Briggs Type Indicator* Palo Alto, CA: Consulting Psychologists Press.

Myers, M. (1970). *Every Employee a Manager*, New York: McGraw-Hill.

Myers, G., M. Myers, A. Goldberg, and C. Welch, "Effect of Feedback on Interpersonal Sensitivity in Laboratory Training Groups," *Journal of Applied Behavioral Science*, 5, 2, (April—May—June 1969), pp. 175—186.

Myers, D.G. (1983). *Social psychology*. New York: McGraw-Hill.

Nadler, D. A. (1977). *Feedback and Organization Development: Using data-based methods*. Reading, MA : Addison-Wesley.

Nadler, D. A. (1981). Managing organizational change: An integrative perspective. *Journal of Applied Behavioral Science*, issue 17.

Nadler, D. A., Cammann, C. T., & Mirvis, P. H. (1980). Developing a feedback system for work units: A field experiment in structural change. *Journal of Applied Behavioral Science*, issue 16.

Nadler, D. A., & Tushman, M. L. (1977). *A diagnostic model for organization behavior*. En J. R. Hackman, E. E. Lawler, & L. W. Porter (Eds.), *Perspectives on behavior in organizations*. New York : McGraw-Hill.

Naisbitt, J., & Aburdene, P. (1985). *Re-inventing the corporation: Transforming your job and your company for the new information society*. New York

: Warner Books.

Naisbitt J. and P Aburdene. (1990) *Megatrends 2000: Ten New Directions for the 1990s*. New York: Morrow

Napier, R. and M. Gershenfeld, *Groups: Theory and Experience*, Boston: Houghton Mifflin, 1973, p. 277.

Narayanan, V. K., & Nath, R. (1984). The influence of group cohesiveness on some changes induced by flexi-time: A quasi-experiment. *Journal of Applied Behavioral Science*, issue 20.

Nayak, P. R., & Ketteringham, J. M. (1986). *Breakthroughs*. New York: Rawson Associates.

Naylor, C., Pritchard, R. D., & Ilgen, D. R. (1980). *A theory of behavior in organizations*. New York: Academic Press.

Neuman, G. A., Edwards, J. E., & Raju, N. S. (1989). Organizational development interventions: A meta-analysis of their effects on satisfaction and other attitudes. *Personnel Psychology*, issue 42.

Neumann, J. E. (1989). *Why people don't participate in organizational change*. En R. W. Woodman & W. A. Pasmore (Eds.), *Research in organizational change and development Volume 3*. Greenwich, CT: JAI Press.

Newcomb, T. M. (1961). *The Acquaintance Process*. New York: Holt, Rinehart, & Winston.

Nicholas, J. M. (1982). The comparative impact of *Organization Development* interventions on hard criteria measures. *Academy of Management Review*, issue 7.

Nicholas, J. M., & Katz, M. (1985). Research methods and reporting practices in *Organization Development: A review and some guidelines*. *Academy of Management Review*, issue 10.

Nichols, T. (1969). *Ownership control and ideology. An enquiry into certain aspects of modern business ideology*. London: Allen & Unwin.

Nicholls, H. G. (1981, May). Instituting a strategic management capability. Paper and workshop presented at the McGraw-Hill *Business Week* Strategic Planning and Management Conference, Chicago.

Nord, W. "The Failure of Current Applied Behavioral Science—A Marxian Perspective." Undated manuscript.

O'Connell, Jeremiah (1968). *Managing Organizational Innovation*. Homewood, Illinois: Richard D. Irwin, Inc.

O'Day, R. (1974). "The T-Group Trainer: A Study in Conflict and the Exercise of Authority." In Gibbard, Hartman, and Mann (eds), *Analysis in Groups*. San Francisco :

Jossey-Bass.

Odiorne, G. *Management by Objectives*, New York: Pittman, 1965.

Ofshe, R. "Book Review of *Corporate Excellence Through Grid Organization Development*," *Administrative Science Quarterly*, 14, (1969), pp. 608—610.

Oldham, G. R. (1988). Effects of changes in workspace partitions and spatial density on employee reactions: A quasi—experiment. *Journal of Applied Psychology*, issue 73.

Oldham, G. R., & Brass, D. J. (1979). Employee reactions to an open-plan office: A naturally occurring quasi-experiment. *Administrative Science Quarterly*, issue 24.

Olmsted, M. S., and A. P. Hare (1978). *The Small Group*. New York: Random House.

Olson, M. (1971). *The logic of collective action. Public goods and the theory of groups*. Cambridge, MA: Harvard University Press.

Olson, M. (1982). *The rise and decline of nations. Economic growth, stagflation and social rigidities*. New Haven, CT: Yale University Press.

Ondrack, D. A., & Evans, M. G. (1986). Job enrichment and satisfaction in quality of working life nonquality of working life work sites. *Human Relations*, issue 39.

O'Reilly, C. (1989). Corporations, culture, and commitment: Motivation and social control in organizations. *California Management Review*, issue 31.

Orpen, C. (1979). The effects of job-enrichment on employee satisfaction, motivation, involvement, and performance: A field experiment. *Human Relations*, issue 32.

Oshry, Barry (1978). *Power and Systems Laboratory in Organization Behavior*. Boston: Power and Systems, Inc.

Ottaway, R. N. (1983). The change agent: A taxonomy in relation to the change process. *Human Relations*, issue 36.

Ouchi, W. G. (1981). *Theory Z: How American business can meet the Japanese challenge*. Reading, MA: Addison-Wesley.

Ouchi, W. G., & Johnson, J. B. (1978). Types of organizational control and their relationship to emotional well being. *Administrative Science Quarterly*, volume 23

Paris, N. "Some thoughts on the Qualifications for a Consultant," unpublished manuscript, 1973.

Parkinson, C. N. (1986). Parkinson's law or the pursuit of progress. Harmondsworth, England: *Penguin*. (Original work published 1957.)

Parsons, T. (1960). *Structure and process in a modern society*. Glencoe, IL Free Press.

Parsons, T. (1969). Some ingredients of a general theory of formal organization. En J. A. Litterer (Ed.), *Organizations: Systems, control and adaptation II*. New York: Wiley.

Partin, J. (1973) Ed., *Current Perspectives in Organization Development*, Reading, Mass., Addison-Wesley.

Partridge, P. H., Benn, S. I., & Mortimore, G. W. (1976). The rationality of societies. En S. I. Benn & G. W. Mortimore (Eds.), *Rationality and the social sciences*. London: Routledge & Kegan Paul.

Pascale, R. T., & Athos, A. G. (1981). *The art of Japanese management*. New York: Simon & Schuster.

Pasmore, W. A. (1978). *The comparative impacts of sociotechnical system, job-redesign, and survey feedback interventions*. En W. A. Pasmore & J. J. Sherwood (Eds.), *Socio-technical systems: A sourcebook*. San Diego: University Associates.

Pasmore, W. A., Francis, C., Haldernan, J., & Shani, A. (1982). Socio-technical system: A North American reflection on empirical studies of the seventies. *Human Relations*, volume 35.

Pasmore, W. A., & King, D. C. (1978). Understanding organizational change: A comparative study of multifaceted interventions. *Journal of Applied Behavioral Science*, issue 14.

Pasmore, W., Petee, J., & Bastian, R. (1986). Socio-technical systems in health care: A field experiment. *Journal of Applied Behavioral Science*, issue 22.

Pate, L. E., Nielsen, W. R., & Mowday, R. T. (1977). A longitudinal assessment of the impact of *Organization Development* on absenteeism, grievance rates and product quality. *Academy of Management Proceedings*, number 353.

Pateman, C. (1970). *Participation and democratic theory*. London: Cambridge University Press.

Patten, T. (1981). *Organizational development through team building*. New York: Wiley.

Patterson, K. J. (1981). The failure of OD success. *Group & Organization Studies*. Issue 6.

Paul, W.; K. Robertson. and F. Herzberg, "Job Enrichment Pays Off," *Harvard Business Review*, 41, 2 (March/April 1969), pp. 61—78.

Paul, W. and K. Robertson, "Learning from Job Enrichment," London: Imperial Chemical Industries Limited, issued by A. V. Johnston, Central Personnel Department, January 1969.

Paul, C. F., & Gross, A. C. (1981). Increasing productivity and morale in a municipality: Effects of *Organization Development*. *Journal of Applied Behavioral Science*, issue 17.

Pearce, J. A., 11, & David, E (1987, May). Corporate mission statements: The bottom line. *Academy of Management Executive*, 1, 109-116.

Pearson, A. E. (1987, July-August). Muscle built the organization. *Harvard Business Review*, pp. 49-55.

Pearson, C. A. L. (1987). Participative goal setting as a strategy for improving performance and job satisfaction: A longitudinal evaluation with rail way track maintenance gangs. *Human Relations*, issue 40.

Perls, F. (1970). *Gestalt Therapy*. New York: Basic Books.

Perrow, Charles (1961). The analysis of goals in complex organizations. *American Sociological Review*, issue 26.

Perrow, Charles (1973). "The Short and Glorious History of Organizational Theory," *Organizational Dynamics*, number 2 - 1 (Summer).

Perrow, C. (1967, April). A framework for the comparative analysis of organizations. *American Sociological Review*.

Perrow, C. (1983). *Markets, hierarchies and hegemony*. En A. Van de Ven & W. Joyce (Eds.), *Perspectives on organization design and behavior*. New York: Wiley Inter-science.

- Perrow, C. (1986). Economic theories of organization. *Theory and Society*. Number 15.
- Pettigrew, A.; "Managing Under Stress," *Management Today* (April 1972), pp. 99—102.
- Peter, L J., & Hull, R. (1970). *The Peter principle*. New York: Bantam.
- Peters, T. J., & Austin, N. (1985). *A passion for excellence: The leadership difference*. New York: Random House
- Peters, T. J., & Waterman, R. W, Jr. (1982). *In search of excellence: Lessons from America's best-run companies*. New York: Harper & Row.
- Peterson, R. A. (1979). Revitalizing the culture concept. *Annual Review of Sociology*, issue 5.
- Pfeffer, J. (1982). *Organizations and organization theory*. Boston: Pitman.
- Pfeffer, J., & Salancik, G. R. (1978). *The external control of organizations*. New York: Harper & Row.
- Pfeiffer, J. W, & Jones, J. E. (1978). OD readiness. En W. E. Burke (Ed.), *The cutting edge: Current theory and practice in organization development*. San Diego

,
CA
: University Associates.

Pfeiffer, J. W., Goodstein, L. D., & Nolan, T. M. (1985). *Understanding applied strategic planning: A manager's guide*

.
San Diego

,
CA
: University Associates.

Pfeiffer, J. W., Goodstein, L. D., & Nolan, T. M. (1986). *Applied strategic planning: A how to do it guide*

.
San Diego

,
CA
: University Associates.

Pheysey, D.; R. Payne, and D. Pugh, "Influence of Structure at Organizational and Group Levels," *Administrative Science Quarterly*, 16, 1 (1971), pp. 61—72.

Piaget, Jean (1963). *The Origins of Intelligence in Children*. New York: Norton.

Piaget, Jean (1973). *The Child and Reality: Problems of Genetic Psychology*. New York: Grossman.

Pittel, L. (1986, March 24). Too little, too late. *Forbes*.

Pinchot, G. P., III. (1985). *Intrapreneuring*. New York: Harper & Row.

Pinchot, G., III. (1985). *Intrapreneuring*. New York: Harper & Row.

Pollan, S., and M. Levine. (1990) *The Field Guide to Starting a Business*. New York: Simon and Schuster.

Pondy, L. R., Frost, P. J., Morgan, G., & Dandridge, T. C. (Eds.). (1983). *Organizational symbolism*. Greenwich, CT: JAI Press.

Pondy, L. "Organizational Conflict: Concepts and Models," in N. Margulies and A. Raia, eds., *Organizational Conflict*. New York: McGraw-Hill, 1972, pp. 270—271.

Poole, P. P., Gioia, D. A., & Gray, B. (1989). Influence modes, schema change, and organizational transformation. *Journal of Applied Behavioral Science*, issue 25.

Poor, E. ed., *Four Days, Forty Hours; Reporting a Revolution in Work and Leisure*. Cambridge, Mass.: Bursk and Poor, 1970.

Porras, J. I. (1979). The comparative impact of different OD techniques and intervention intensities. *Journal of Applied Behavioral Science*, issue 15.

Porras, J. I. (1986). *Organization Development*. In G. E. Germane (Ed.), *The executive course: What every manager needs to know about the essentials of business*.

Reading

MA

: Addison-Wesley.

Porras, J. I. (1987). *Stream analysis: A powerful way to diagnose and manage organizational change*. Reading, MA: Addison-Wesley.

Porras, J. I., & Berg, P. O. (1978). The impact of *Organization Development*. *Academy of Management Review*, issue 3.

Porras, J. I., Hargis, K., Patterson, K. J., Maxfield, D. G., Roberts, N., & Bies, R. 1. (1982). Modeling based organizational development: A longitudinal assessment *Journal of Applied Behavioral Science*, volume 18.

Porras, J. I., & Hoffer, S.J. (1986). Common behavior changes in successful *Organization Development*. *Journal of Applied Behavioral Science*, number 22.

Porras, J. I., & Robertson, P. J. (1987). *Organization Development theory: A typology and evaluation*. En R. W. Woodman & W. A. Pasmore (Eds.), *Research in organization change and development*. Volume 1. Greenwich. CT: JAI.

Porras, J. I., & Silvers, R. C. (1991) *Organization Development and formation*. *Annual Review of Psychology*, volume 42.

Porras, J. I., & Wilkins, A. (1980). *Organization Development in a large system: An empirical assessment*. *Journal of Applied Behavioral Science*, number 16. J

Porter, L. W., & Lawler, E. E., III (1968). *Managerial attitudes and performance*. Homewood, IL: Irwin.

Porter, L. "Turning Work into NonWork: The Rewarding Environment," in M. Dunnette, ed., *Work and Non Work in the Year 2001*, Monterey, Calif.: Brooks/Colc, 1973.

Porter, L. W. and E. E. Lawler, "Properties of Organization Structure in Relation to Job Attitudes and Job Behavior," *Psychological Bulletin*, 64, 1(1965), pp. 23—51.

Posthurna, A. and B. Posthurna, "Some Observations on Encounter Group Casualties," *Journal of Applied Behavioral Science*, 9, 5 (September/October 1973), pp. 575—609.

Powers, J. "Transition to More Meaningful Work—Job Design: The Case of Cryovac-Camarillo," undated manuscript.

Prakash, S. "Some Characteristics of an Effective Organization Development Agent," Ph.D. diss., Cambridge: Massachusetts Institute of Technology, 1969.

Presthus, R. (1962). *The organizational society*. New York: Knopf.

Preston, J. (1992) *You Can Beat Depression: A Guide to Recovery*. San Luis Obispo, CA: Impact Publishers.

Price, James (1968) *Organizational Effectiveness: An Invention of Propositions*. Homewood, Illinois: Richard D. Irwin, Inc.

Pugh, D. S. (1966). Modern organization theory: A psychological and sociological study. *Psychological Bulletin*, number 66.

Quinn, R. F. (1977). "Coping with Cupid: The Formation, Impact, and Management of Romantic Relationships in Organizations." *Administrative Science Quarterly*, vol. 22, pp. 122—145.

Rasmussen, R. V. (1982). Team training: A behavior modification approach. *Group & Organization Studies*, number 7.

Redlich, F. C. and Boris Astrachan (1975). "Group Dynamics Training." In Colman and Bexton (eds.), *Group Relations Reader*. Sausalito, Cal: GREX.

Redl, F. (1942). "Group Emotion and Leadership." *Psychiatry*, vol.5, pp. 573— 596.

Reed, B. D. (1976). "Organizational Role Analysis." In Cooper (ed.), *Developing Social Skills in Managers*. London: Macmillan.

Reynolds, M. (1982). Learning the ropes. *Society*, 19(6), 30-33.

Rice, A. Kenneth (1963). *The Enterprise and Its Environment*. London: Tavistock.

Rice, A. Kenneth (1965). *Learning for Leader Interpersonal and Intergroup Relationships*. London: Tavistock.

Rice, A. Kenneth (1969). "Individual, Group, and Intergroup Processes." *Human Relations*, vol. 22, pp. 565—584.

Richards, M. S. (1978). *Organizational goal structures*. St. Paul, MN: West.

Ringwald, John W. (1974). "An Investigation of Group Reaction to Central Figures." In Gibbard, Hartman and Mann (eds.) *Analysis of Groups*. San Francisco: Jossey-Bass.

Rioch, Margaret J. (1971). "Are We Like Sheep—(Isaiah 53:6): Followers and Leaders." *Psychiatry*, vol. 34, pp. 258—273.

Rioch, Margaret J. (1975). "Group Relations: Rationale and Technique." In Colman and Bexton (eds.), *Group Relations Reader*. Sausalito, Cal: GREX.

Robert, M. (1982). *Managing conflict from the inside out*. San Diego, CA: University Associates.

Roberts, D. R., & Robertson, P. J. (1991). Positive findings bias in *Organization Development* evaluation research: An expanded investigation.

Academy
of
Management
Proceedings.

Roberts, N. C., & Porras, J. I. (1982). Progress in *Organization Development* research. *Group & Organization Studies*, number 7.

Robertson, P. J. (1986). *The excellence framework: A review and discussion*. Paper prepared for the Conference on Organizational Excellence in the U.S. and Europe, London.

Robertson, P. J. (1990). *The relationship between work setting characteristics and employee job behavior: An exploratory study*. Paper presented at the annual meeting of the Academy of Management, San Francisco.

Robertson, P. J., Roberts, D. R., & Porras, J. I. (1991). A *meta-analytic review of the impact of planned organizational change interventions*. Unpublished manuscript, University of Southern California, School

of
Public Administration

,
Los Angeles

,
CA

Robertson, I. T., & Smith, M. (1985). *Motivation and job design: Theory, research, and practice*. London: Institute of Personnel Management.

Robey, D., & Altman, S. (1982) *Organization development: Progress and perspectives*. New York: Macmillan.

Robson, M. (1986). *Journey to excellence*. Chichester, England: John Wiley.

Roeber, R. J. C. (1973). *The organization in a changing environment*. Reading, MA: Addison-Wesley.

Rosen, S., & Temer, A, (1971). *Fear of negative evaluation and the reluctance to transmit bad news*. Proceedings of the 79th Annual Convention of the American Psychological Association, 6, 301-302.

Rosen, C., Klein, K.J., & Young, K. M. (1986). *Employee ownership in America: The equity solution*

.
Lexington

,
MA

:
Lexington

Books.

Rosenfeld, A., and E. Stark (1987). "The Prime of Our Lives." *Psychology Today*, vol. 21, pp. 62—72.

Rosenfeld, H. W. (1952). "Notes on the Psychoanalysis of the Super-Ego Conflict of an Acute Schizophrenic Patient." *International Journal of Psycho-Analysis*, vol. 33.

Ross, Raymond (1989). *Small Groups in Organizational Settings*. Englewood Cliffs, N. J.: Prentice-Hall.

Rousseau, D. M. (1977). Technological differences in job characteristics, employee satisfaction, and motivation: A synthesis of job design research and socio-technical systems theory. *Organizational Behavior and Human Performance*, number 19.

Rubenstein, Albert, Chadwick J., Haberstroh (1966), *Some Theories of Organization*. Irwin-Dorsey Series in Behavioral Science. Homewood, Illinois: Richard D. Irwin, Inc.

Raia, A. "Goal Setting and Self-Control: An Empirical Study," *Journal of Management Studies*, 2, (1965), pp. 34—53.

Raia, A. "A Second Look at Management Goals and Controls, *California Management Review*, 8, (1965), pp. 49—58.

Randall, L. *P-A-C at Work, An On-the-Job Guide for Answering the Question: "Hey, What's Going o Here?"* American Airlines, January 1971.

Rice, A. K. *The enterprise and the environment*. London: Tavistock, 1963.

Rice, A. (1958). *Productivity and Social Organization: The Ahmedabad Experiment*, London: Tavistock Publications.

Ridgway, V. "Dysfunctional Consequences of Performance Measures," *Administrative Science Quarterly*, 50 (1956), pp. 240—247.

Roberts, K. H., Hulin, C. L., & Rousseau, D. M. (1978). *Developing an interdisciplinary science of organizations*. London: Jossey-Bass.

Robertshaw, J. E., Mecca, S. J., & Rerick, M. N. (1978). *Problem-solving: A systems approach*. New York: Petrocelli Books.

Roethlisberger, F. (1941). *Management and morale*. Cambridge, MA: Harvard University Press.

Roethlisberger, E. & Dickson, W. J. (1941). *Management and the worker*. Cambridge

MA
:
Harvard
University
Press.

Rogers, Carl and B. Skinner (November 1956). "Some Issues Concerning the Control of Human Behavior: A Symposium," *Science*, 124.

Rogers, Carl "The Process of the Basic Encounter Group," in J. Bugenthal, ed., *Challenges of Humanistic Psychology, op. cit.*, pp. 79—115.

Rogers, Carl *On Becoming a Person*, Cambridge, Mass.: Riverside Press, 1961, pp. 39—40.

Rogers, Carl "Interpersonal Relationships: U.S.A. 2000," *Journal of Applied Behavioral Science*, 4, 3 (May—June 1968), pp. 265—280.

Rosner, M., & Cohen. N. (1979). *Is direct democracy feasible in modern society? The lesson of the kibbutz experience*. Haifa : University of Haifa Kibbutz University Centre.

Ross, R. (September 1971). "Comment on the Two Preceding Articles, OD for Whom?" *Journal of Applied Behavioral Science*, issue 7 - 5.

Rothschild-Whitt, J. (1979, August). The collectivist organization: An alternative to rational-bureaucratic models. *American Sociological Review*, 44.

Rowan, R. (1986). *The intuitive manager*. Boston, MA: Little, Brown.

Roy, D. "Banana Time'—Job Satisfaction and Informal Interaction," *Human Organization*, 18, 4 (Winter 1959—1960), pp. 158—168.

Rozen, M. E. (1983). *The economics of work organization*. New York: Praeger.

Rubin, I.; M. Plovnick, and R. Fry, "Initiating Planned Systems." Paper presented at the New Technology Conference, February 18—19, 1974. Change in Health Care in Organization Development

Ruedi, A. "Cultural Factors in Contingency Theory: A Comparative Study of Six U.S. and One German Plastics Producers," Ph.D. diss., Boston, Harvard Graduate School of Business Administration, 1972.

Rush, H. *Behavioral Science: Concepts and Applications*, New York: National Industrial Conference Board, 1969.

Rush, H. *Job Design for Motivation*. New York: The Conference Board, 1971.

Rush, H. and P. McGrath, "Transactional Analysis Moves into Corporate Training," *The Conference Board Record*, 10, 7 July 1973), p. 42.

Sackmann, S. (1989). The role of metaphors in organization transformation. *Human Relations*, number 42.

Sargent, A. G. (1981). Training men and women for androgynous behaviors in organizations. *Group & Organization Studies*, number 6.

Sashkin, M., & Burke, W. W. (1987). *Organization Development* in the 1980s. *Journal of Management*, number 13.

Sashkin, M. and M. Frohman, "Participation as a Factor in Organization Development." Undated manuscript

Sashkin, S. "Comments on a TORI Experience," undated manuscript.

Sashkin, M.; W. Morris, and L. Horst (1973) "A Comparison of Social and Organizational Change Models: Information Flow and Data Use Processes," *Psychological Review*, issue 80 - 6.

Sashkin, M. (1974) "Participation in Organizations, A Contingency Analysis." Paper presented at the Michigan Psychological Association, Eastern Michigan University.

Sathe, Y. (1985). *Culture and related corporate realities*. Homewood, IL: Irwin.

Sayles, Leonard (1964) *Managerial Behavior: Administration in Complex Organizations*. New York: McGraw-Hill Book Co., Inc.

Sayles, Leonard (1966) and Strauss George (1966) *Human Behavior in Organizations*. Englewood Cliffs, New Jersey : Prentice-Hall, Inc.

Sayles, L. *Managerial Behavior*; New York: McGraw-Hill, 1964.

Scarpello, V. (1983). Who benefits from participation in long-term human process interventions? *Group & Organization Studies*, number 8.

Schattschneider, E. E. (1960). *The semi-sovereign people*. New York: Holt, Rinehart & Winston.

Scheidlinger, S. (1964). "Identification, the Sense of Belonging and of Identity in Small Groups." *International Journal of Group Psychotherapy*, vol. 14, pp. 291—306.

Schein, E. H. (1969). *Process consultation: Its role in organization development*. Reading, MA: Addison- Wesley.

Schein, E. H. (1985). *Organizational culture and leadership*. San Francisco : Jossey-Bass.

Schein, Edgar H. (1965) *Organization Psychology* Englewood Cliffs, New Jersey: Prentice-Hall, Inc.

Schein, Edgar "The Individual, the Organization and the Career: A Conceptual Scheme" Cambridge, Mass.: Massachusetts Institute of Technology, Working Paper 326—68, May 1968.

Schein Edgar H. & Bennis, Warren (1965) *Personal and Organizational Change Through Group Methods: The Laboratory Approach*.
New York
: John Wiley & Sons, Inc.

Schein, E. H. (1978). *Human resource planning and development: A total system*. In W. W. Burke (Ed.), *The cutting edge: Current theory and practice in Organization Development*. San Diego, CA
: University Associates.

Schermerhorn, J. (1979). Interorganizational development. *Journal of Management*, number 5.

Schlossberg, N.K. (1989) *Overwhelmed: Coping with the Ups and Downs*. Lexington, MA
:
Lexington
Books.

Schmidt, W. and A. Johnson, "A Continuum of Consultancy Styles," unpublished manuscript, London, July 1970.

Schmitt, N. (1982). The use of analysis of covariance structures to assess beta and gamma change. *Multivariate Behavioral Research*, number 17.

Schmuck, R. and M. Miles, *Organizational Development in Schools*, Palo Alto, Calif.: National Press Books, 1971; R. Havelock, *The Change Agent's Guide to Innovation in Education*, Englewood Cliffs, N.J.: Educational Technology Publications, 1973.

Schmuck, R.; P. Runkel, and D. Langmeyer, "Improving Organizational Problem Solving in a School Faculty," *Journal of Applied Behavioral Science*, 5, 4 (October—November 1969), pp. 455—482.

Schneider, C. "Behavior Modification: Training the Hard-Core Unemployed," *Personnel*, 50, 3 (May—June 1973), Pp. 65—69.

Schon, D. A. -(1983). *The Reflective Practitioner*. New York: Basic Books.

Schumpeter, J. (1942). *Capitalism socialism and democracy*. New York: Harper.

Schuster, M. (1984). The Scanlon Plan: A longitudinal analysis. *Journal of Applied Behavioral Science*, number 20.

Schutz, William C. (1958). *FIRO: A Three-Dimensional Theory of Interpersonal Behavior*. New York: Holt and Rinchart.

Schutz, William C.(1967). *Joy: Expanding Human Awareness*. New York: Grove.

Schwartz, H., & Davis, S. M. (1981). Matching corporate culture and business strategy. *Organizational Dynamics*, number 10.

Scott, W. R. (1970). *Social processes and social structures: An introduction to Sociology*. New York: Holt, Rinehart and Winston.

Seashore, Stanley & Bowers, David (1963) *Changing the Structure and Functioning of an Organization: Report of a Field Experiment*

.
Ann Arbor

,
Michigan

: The Institute for Social Research, University of

Michigan

.
Seashore, S. and D. Bowers (March 1970) "Durability of Organizational Change,"
American Psychologist number 25 – 3

Seashore, S.E. (1954). *Group cohesiveness and the industrial work group*. Ann Arbor, MI
: Institute for Social Research.

Seiler, J. (1967). *Systems Analysis in Organizational Behavior*, Homewood, In.: R. D. Irwin Dorsey Press.

Selden, I.L. (1988) *Going into Business for Yourself: New Beginnings after* 50. Wash
ington

,
DC

: American Association of Retired Persons and

Glenview

,
IL

: Scott, Foresman.

Seligman, M.E.P (1990) *Learned Optimism: How to Change Your Mind and Your Life* New York: Pocket Books.

Sellitz, C., M. Jahoda, M. Deutsch, and S. Cook, *Research Methods in Social Relations*, New York: Holt, Rinehart and Winston, 1959, pp. 200—234.

Sellitz, C.; M. Jahoda, M. Deutsch, and S. Cook, *Research Methods in Social Relations*, Rev. one-volume edition, New York, Holt, Rinehart and Winston © 1959, 1951 662 p.

Selvini Palazzoli, M., L. Boscolo, G. Cecchin, and G. Prata (1978). *Paradox and Counterparadox*

New York
: Jason Aronson.

Selznick, P. (1957). *Leadership in administration*. New York: Harper and Row.

Selznick, P. (1968). *Modern organizations theory*. Stockholm: Prisma.

Sen, A. (1982). Rational fools? A critique of the behavioral foundations of economic theory. En A. Sen (Ed.), *Choice, welfare and measurement*. Oxford, UK: Blackwell.

Shadish, W. R. (1984). "Intimate Behavior and the Assessment of Benefits in Clinical Groups." *Small Group Behavior*, vol. 15, pp. 204—221.

Shambaugh, P. (1978). "The Development of the Small Group." *Human Relations*, vol. 31, no. 3, pp. 283—295.

Shaw, M. E. (1976). An overview of small group behavior. En J. W. Thibaut, J. T. Spence, & R. C. Carson (Eds.), *Contemporary topics in social psychology*. Morristown, NJ : General Learning Press.

Shaw, M.E. (1981). *Group dynamics: The psychology of small group behavior*. New York : McGraw-Hill.

Shepard, H. "Personal Growth Laboratories: Toward an Alternative Culture," *Journal of Applied Behavioral Science*, 6, 3 (May/June 1970), p. 260.

Sherif, M. (1937). An experimental approach to the study of attitudes. *Sociometry*, number 1.

Siehl, C. (1984). *Cultural sleight—of—hand: The illusion of consistency*. Unpublished doctoral dissertation, Stanford University, Stanford, CA.

Siehl, C. (1985). *After the founder: An opportunity to manage culture*. En P. J. Frost et al. (Eds.), *Organizational culture*. Beverly Hills : Sage.

Sikes, W.; L. Schlesinger, W. Kraus, D. Appley, D. Carew, and K. Blanchard, "Two Approaches to Collaboration and Change in Higher Education." Paper presented at the New Technology in Organization Development Conference, New Orleans, February 18—19, 1974.

Silverman, D. (1970). *The theory of organizations*. London: Heinemann.

Simon, H. A. (1955). *Administrative behavior. A study of decision-making processes in administrative organization*. New York: Macmillan

Simon, H. A. (1964). On the concept of organizational goal. *Administrative Science Quarterly*, number 9.

Simon, S. B. (1988) *Getting Unstuck Breaking Through Your Barriers to Change*. New York: Warner Books.

Simons, H. C. (1944). Some reflections on syndicalism. *The Journal of Political Economy*, number 52(1).

Singer, David L, Boris M. Astrachan, Lawrence J. Gould, and Edward B. Klein (1975). "Boundary Management in Psychological Work with Groups." *Journal of Applied Behavioral Science*, vol. 11, pp. 137—176.

Sirota, D. and A. Wolfson, "Job Enrichment: What are the Obstacles?" *Personnel*, 49, 3 (May/June 1972), pp. 8—17

Skinner, B. F. (1953). *Science and human behavior*. New York: Free-Press.

Skinner, B. F. (1969). *Contingencies of reinforcement*. New York: Appleton-Century-Crofts.

Slater, F. *Microcosm: Structural, Physiological and Religious Evolution* in Groups, New York: Wiley, 1969.

Sloan, S. and D. Schreiber, *Hospital Management. An Evaluation*, Monograph No 4. Madison: Bureau of Business Research and Service, Graduate School of Business, University of Wisconsin, 1971. *op. cit.* "Development Program that Works,"

Smith, A.W (1990) *Overcoming Perfectionism: The Super Human Syndrome*. Deerfield Beach, FL: Health Communications.

Smith, Kenwyn K. (1977). "An Intergroup Perspective on Individual Behavior." In Hackman, Lawler, and Porter (eds.), *Perspective on Behavior in Organizations*. New York: McGraw-Hill.

Smith, Kenwyn K. (1982). *Groups in Conflict: Prisons in Disguise*. Dubuque, Iowa: Kendall/Hunt.

Smith, Kenwyn K. (1989). "The Movement of Conflict in Organizations: The Joint Dynamics of Splitting and Triangulation." *Administrative Sciences Quarterly*, vol. 34, no. 1.

Smith, Kenwyn, and David N. Berg (1987). *Paradoxes of Group Life: Understanding Conflict, Paralysis, and Movement in Group Dynamics*. San Francisco: Jossey-Bass.

Sofer, Cyril (1961). *The Organization from Within: A Comparative Study of Social Institutions Based on a Socio-therapeutic Approach*. Chicago: Quadrangle Books.

Sokolik, S. (Spring 1969). "Reorganize the Personnel Department," *California Management Review*, volume XI, 3.

Sorcher, M. and A. Goldstein, "A Behavior Modeling Approach in Training," *Personnel Administration*, 35, 2 (March—April 1972), p. 36.

Spector, P. E. (1986). Perceived control by employees: A meta-analysis of studies concerning autonomy and participation at work. *Human Relations*, number 39.

Sperling, K. "Getting OD to Really Work," *Innovation*, 26, (November 1971),

pp. 39—45.

Spier, M. S. (1973). Kurt Lewin's "force-field analysis." En J. E. Jones & J. W. Pfeiffer (Eds.), *The 1973 annual handbook for group facilitators*. San Diego, CA: University Associates.

Srivastva, S., & Barrett, F. J. (1988). The transforming nature of metaphors in group development: A study in group theory. *Human Relations*, number 41.

Srivastva, Suresh, and Frank Barrett (1988). "The Transforming Nature of Metaphors in Group Development: A Study in Group Theory." *Human Relations*, vol. 41, no. 1.

Stagner, R. *The psychology of industrial conflict*. New York: John Wiley, 1956.

Staw, B. M. (1984). Organizational behavior: A review and reformulation of the field's outcome variables. *Annual Review of Psychology*, number 35.

Steel, R. P., & Lloyd, R. F. (1988). Cognitive, affective, and behavioral outcomes of participation in quality circles: Conceptual and empirical findings. *Journal of Applied Behavioral Science*, number 24.

Steel, R. P., Mento, A. J., Dilla, B. L., Ovalle, N. K., & Lloyd, R. F. (1985). Factors influencing the success and failure of two quality circle programs. *Journal of Management Studies*, number 11.

Steel, R. P., & Shane, G. S. (1986). Evaluation research on quality circles: Technical and analytical implications. *Human Relations*, number 39.

Steele, E. (1971). *Physical settings and organization development*. En H. A. Hornstein, B. B. Bunker, W. W. Burke, M. Gindes, & R. J. Lewicki (Eds.), *Social intervention: A behavioral science approach*. New York: Free Press.

Steele, F. (1973). *Physical settings and organization development*. Reading, MA: Addison-Wesley.

Steele, F. (1980). Defining and developing environmental competence. En C. Alderfer & C. Cooper (Eds.), *Advances in experiential social processes*. Volume 2. Chichester, England: Wiley.

Steele, F. (1983). The ecology of executive teams: A new view of the top. *Organizational Dynamics*, number 11.

Steele, F. (1986). *Making and managing high-quality workplaces: An organizational ecology*. New York: Teachers College Press.

Steele, F., & Jenks, S. (1977). *The feel of the workplace*. Reading, MA: Addison-Wesley.

Stein, B. A. (1980). Quality of work life in context: What every practitioner should know. Unpublished manuscript. Cambridge MA: Goodmeasure.

Stein, B. A., & Kanter, E. M. (1980). Building the parallel organization: Creating mechanisms for permanent quality of work life *Journal of Applied Behavioral Science*, 16.

Steiner, G. A. (1979). *Strategic planning: What every manager must know*. New York: Free Press.

Stevens, M. (1988) *The Macmillan Small Business Handbook*. New York: MacMillan.

Stogdill, R.M. (1972). Group productivity, drive, and cohesiveness. *Organizational Behavior and Human Performance*. Issue number 8.

Stoner, J.A. F. (1968). Risky and cautious shifts in group decisions: The influence of widely held values. *Journal of Social Psychology*. Issue 4.

Strauss, G. (1963). The personality-versus-organization hypothesis. En H. J. Leavitt (Ed.). *The social science of organizations: Four perspectives*. Englewood Cliffs, NJ: Prentice-Hall.

Strauss, G. "Organizational Development: Credits and Debits," *Organizational Dynamics*, 1, 3, (Winter, 1973), p. 14.

Strong, Jr., E.K., J.C. Hansen, and D.P Campbell. *The Strong Interest Inventory*. Palo Alto, CA: Consulting Psychologists Press.

Sullivan, Harry Stack (1953). *The Interpersonal Theory of Psychiatry*. New York: Norton. (1954). *The Psychiatric Interview*. New York: Norton.

Sundstrom, E., Herbert, R. K., & Brown, D. W. (1982). Privacy and communication in an open-plan office: A case study. *Environment and Behavior*, number 14.

Super, D. *The Psychology of Careers*, New York: Harper & Row, 1957.

Susman, G. "Job Enlargement: Effects of Culture on Worker Responses," *Industrial Relations*, 12, 1 (February 1973), pp. 1—15.

Susman, G. I. (1976). *Autonomy at work*. New York: Praeger.

Swedberg, R., Himmelstrand, U., & Brulin, G. (1985). *The paradigm of economic sociology: Premises and promises* (Research Report no. 1). Uppsala: Uppsala University, Department of Sociology.

Sykes, A. (1962). "The Effect of a Supervisory Training Course in Changing Supervisors' Perception and Expectations of the Role of Management," *Human Relations*, number 15.

Szilagyi, A. D., & Holland, W. E. (1980). Changes in social density: Relationships with functional interaction and perceptions of job characteristics, role stress, and work satisfaction. *Journal of Applied Psychology*, number 65.

Takeuchi, H. (1985). *Motivation and productivity*. En L. C. Thurow (Ed.). *The management challenge: Japanese views*. Cambridge, MA: MIT Press.

Tannenbaum, R. (1971). Organizational change has to come through individual change. *Innovation*, number 23.

Tannenbaum, Robert, Weschler, Irving & Massarik, Fred (1961) *Leadership and Organization: A Behavioral Science Approach* New York: McGraw-Hill Book Co., Inc.

Tannenbaum, R., Margulies, N., & Massarik, F. (1985). *Human systems development: New perspectives on people and organizations*. San Francisco: Jossey Bass.

Tarachow, S. (1963). *Introduction to Psychotherapy*. New York: International Universities Press.

Taylor, F. W. (1911). *The principles of scientific management*. New York: Harper.

Taylor, J. and D Bowers *Survey of Organzzations A Machine Scored Standardized Questionnai
re Instrument*
Ann Arbor
Center
for Research on Utilization of Scientific Knowledge Institute for
Social Research
University
of Michigan
1972.

Taylor, J. ed., *The Quality of Working Life: An Annotated Bibliography, 1957—1972,*
Los Angeles
:
University
of California
, Center for Organizational Studies, Graduate School of Management, undated.

Telling, E. R. (1985). *Restructuring for growth. In J. IN. Rosow (Ed.),
Vieses from the top*. New York: Facts on File.

Terborg, J R., Howard, G. S., & Maxwell, S. E. (1980). Evaluating planned
organizational change: A method for assessing alpha, beta, and gamma change. *Aca
demy of Management Review*
, number 5.

Terpstra, D. E. (1981). Relationship between methodological rigor and reported
outcomes in *Organization Development* evaluation research. *Journal of Applied
Psychology*
number 66.

Terpstra, D. E., Olson, P. D., & Lockeman, B. (1982). The effects of MBO
on levels of performance and satisfaction among university faculty. *Group &*

Organization Studies
, number 7.

Thelen, H. and W. Dickerman, "Stereotypes and the Growth of Groups," *Educational Leadership*, 6, (1949), pp. 306—316.

Thibaut, J. W., and H. H. Kelly (1959). *The Social Psychology of Groups*. New York: John Wiley and Sons.

Thomas, K. W. (1976). Conflict and conflict management. In M. D. Dunnette (Ed.), *Handbook of industrial and organizational psychology*. Chicago: Rand McNafly.

Thomas, J. and W. Bennis, eds., *Management of Change and Conflict*, Baltimore: Penguin Books, 1972.

Thompson, J. D. (1967). *Organizations in action*. New York: McGraw—Hill.

Thorndike, F. *Animal Intelligence*, New York: Macmillan, 1911.

Tichy, N. and I. Hornstein, "Stand When your Number is Called: An Empirical Attempt Lo Classify Types of Social Change Agents," New York: Columbia University Graduate School of Business, Undated manuscript.

Tichy, N. "Current Trends in Organizational Change: The Professional Change Agents and Organization Development," *Columbia FWorld Journal of Business* (in press).

Tichy, N.; H. Hornstein, and J. Wisberg, "Organization Diagnosis and Intervention Strategies: Developing Emergent Pragmatic Theories of Change." *Organization Development*

t Theory, Values, and Approaches
. Paper presented at the New Technology in Organization Development Conference

, NTL Institute,
New Orleans
, February 18—19, 1974.

Tichy, N. M. (1975). How different types of change agents diagnose organizations. *Human Relations*, issue 28.

Tichy, N. M..(1983) *Managing strategic change: Technical, political and cultural dynamics*. New York: Wiley.

Tillich, Paul (1952). *The Courage To Be*. New Haven, Conn.: Yale University Press.

Toffler, A. (1970). *Future Shock*, New York: Random House, 1970.

Torbert, W. R. (1989). Leading organizational transformation. En R. W. Woodman & W. A. Pasmore (Eds.), *Research in organizational change and development*. Volume 3. Greenwich, CT: JAI Press.

Torstendahl, R. (1985). Bureaucratization as an historical phenomenon. Unpublished manuscript, *Historiska institutionen*, Uppsala.

Toscano, D. J. (1983). Toward a typology of employee ownership. *Human Relations*, number 36.

Tosi, Henry; R. Aldag, and R. Storey, "On the Measurement of the Environment: An Assessment of the Lawrence and Lorsch Environmental Uncertainty Sub scale," *Administrative Science Quarterly*, 18, (1973) pp. 27—36.

Trice, H. M., & Beyer, J. M. (1984) Studying organizational cultures through rites and ceremonials. *Academy of Management Review*, number 9.

Trice, H. M., & Beyer, J. M. (1985). *Using six organizational rites to change culture*. En R. H. Kilmann, M. J. Saxton, R. Serpa, & Associates (Eds.), *Gaining control of the corporate culture*. San Francisco : Jossey-Bass.

Trist, E. L. (1983). Referent organizations and the development of interorganizational domains. *Human Relations*, number 36.

Trist, E. L. (1985). Intervention strategies for interorganizational development. En R. Tannenbaum, N. Margulles, F. Massarik, & Associates (Eds.), *Human systems development: New perspectives on people and organizations*. San Francisco : Jossey-Bass.

Trist, E. L. (1985). "Working with Bion in the 1940s: The Group Decade." In Pines (ed.), *Bion and Group Psychotherapy*. London: Routledge and Kegan Paul.

Trist, E. L., and K. W. Bramforth (1951). "Some Social and Psychological Consequences of Goal-Getting." *Human Relations*, vol. 4, pp. 3—38.

Trist, E. L., and C. Stofer (1959). *Explorations in Group Relations*. Leicester, England : Leicester University Press.

Trist, E.; Higgin, G.; Murray, H.; and Pollack, A. *Organizational choice*. London : Tavistock, 1963.

Trist, Eric and K. Bamforth (1951) "Some Social and Psychological Consequences of the Long Wall Method of Goal..Setting," *Human Relations*, number 4, 1.

Trist, Eric (1969). "On Socio-Technical Systems," in W. Bennis, K. Benne, and R. Chin, eds., *The Planning of Change*, New York : Holt, Rinehart and Winston, Inc.

Tubbs, M. E. (1986). Goal setting: A meta-analytic examination of the empirical evidence. *Journal of Applied Psychology*, number 71.

Tuckman, Barry W. (1965). "Developmental Sequences in Small Groups." *Psychological Bulletin*, vol. 54, pp. 229—249.

Tuckman, Barry W., and M. Jensen (1977). "Stages of Small Group Development Revisited." *Group and Organizational Studies*, vol. 2.

- Turquet, P. M. (1974). "Leadership: The Individual and the Group." In Gibbard Hartmann, and Mann (eds.), *Analysis of Groups*. San Francisco: Jossey-Bass.
- Turner, A. and P. Lawrence, *Industrial Jobs and the worker*, Boston: Harvard University Division of Research, Graduate School of Business Administration, 1965.
- Tushman, M. "Organizations—A Perspective." Undated manuscript.
- Tushman, M., Newman, W., & Romanelli, E. (1986). Convergence and upheaval: Managing the unsteady pace of organizational evolution. *California Management Review*, number 29.
- Vaill, P. (1982). The purposing of high-performing systems. *Organizational Dynamics*, number 11.
- Vaill, P. B. (1980). Commentary on Lundberg "Teaching organizational development: Some core instructional issues." Exchange: *The Organizational Behavior Teaching Journal*, 5(2), 25-30.
- van de Vliert, E., Huismans, S., & Stok, J. (1985). The criterion approach to unraveling beta and alpha change. *Academy of Management Review*, number 10.
- Van Steenberg, Vich (1988). "Organizational Exits." Unpublished doctoral dissertation, Yale University School of Organization and Management.
- Van Steenberg, Vich, and Jonathon H. Gillette (1984). "Teaching Group Dynamics with a Group-on-Group Design." *Organizational Behavior Teaching*

Review, vol. 9, no. 3, pp. 14—29.

Vaughan, T. R. (1989). Validity and applied social science research: A theoretical reassessment. *Journal of Applied Behavioral Science*, number 25.

Vernon, R. (1971). *Sovereignty at bay*. The multinational spread of enterprises. London: Longman.

Vicars, W. M., & Hartke, D. D. (1984). Evaluating OD evaluations: A status report. *Group & Organization Studies*, number 9.

Vicino, F.; J. Krussell, and B. Bass, "The Impact of Process: Self-Administered Exercises for Personal and Interpersonal Development, *Journal of Applied Behavioral Science*, 9, 6 (November—December 1973), pp. 737—756.

Von Scifers, L. "A Contingency Theory Approach to Temporary Management Systems," Ph.D. diss., Boston: Harvard Graduate School of Business Administration, 1972.

Vroom, V. H. (1964). *Work and motivation*. New York: Wiley.

Wade, C., and C. Tavis (1987). *Psychology*. New York: Harper & Row.

Wagner, J. A., III, & Gooding, R. Z. (1987). Shared influence and organizational behavior: A meta-analysis of situational variables expected to moderate participation-outcome relationships. *Academy of Management Journal*, number 30

Wakeley, J. "One Way Lo Get Meaningful Results from Attitude Surveys,"
Personnel, 41, 6 (1964), pp. 43—47.

Waldie, K. F. (1981). The learning potential of the dominant personality
within small intensive training groups. *Group & Organization Studies*, number 6.

Walker, C. R., & Guest, R. H. (1952). *The man on the assembly line*. Cambridge.
MA:
Harvard
University
Press.

Wall, T. D., Kemp, N. J. Jackson, P. R., & Clegg, C. W. (1986). Outcomes
of autonomous workgroups: A long-term field experiment. *Academy of Management
Journal*, number 29.

Walton, R. "How to Counter Alienation in the Plant," *Harvard Business
Review*, 50, 6
(November—December 1972), pp. 70—81.

Walton, R. E. (1969). *Interpersonal Peacemaking: Confrontations and
Third-Party Consultation*, Reading, Mass.: Addison-Wesley.

Walton, R. "Quality of Working Life: What is it?" *Sloan Management
Review*, 15, 1 (Fall 1973), pp.
11—21.

Walton, R. "Case Studies of Behavioral Science Intervention". *Journal of
Applied the Behavioral Science*, 8, 6, (November/December 1972), p. 712.

Walton, R. (May 1973). "Ethical Issues in the Practice of Organizational Development," Harvard Graduate School of Business Administration, Working Paper # 1840.

Walton, R. and D. Warwick (November / December 1973) "The Ethics of Organization Development," *Journal of Applied Behavioral Science*, volume 9 – 6.

Walton, R. (October 1970). "A Problem-Solving Workshop on Border Conflicts in Eastern Africa," *Journal of Applied Behavioral Science*, issue 6 – 4.

Walton, R. "Using Social Psychology to Create a New Plant Culture," Working paper 73—12, AR 4, Boston: Harvard University, 1974, Division of Research, Graduate School of Business Administration, 1974.

Walton, R. E. (1965). Two strategies of social change and their dilemmas. *Journal of Applied Behavioral Science*, number 1.

Walton, R. E. (1969). *Interpersonal peacemaking: Confrontations and party consultation*. Reading, MA: Addison-Wesley. *third*

Walton, R. E. (1980). *Establishing and maintaining high commitment work systems*. En J. R. Kimberly & R. H. Miles (Eds.), *The organizational life cycle*. San Francisco: Jossey-Bass. *work*

- Walton, R. E. (1987). *Managing conflict: Interpersonal dialogue and third-party roles*. Reading, MA: Addison-Wesley.
- Wanous, J. P. (1980). *Organizational entry*. Reading, MA: Addison-Wesley.
- Ware, James (1977). "Managing a Task Force." 478—002, Boston: Harvard Business School.
- Warner, W., and Martin, N. *Industrial man*. New York: Harper & Row, 1959
- Warrick, D. D. (1985). *Contemporary organization development: Current thinking and applications*. Glenview, IL: Scott, Foresman.
- Webb, S., & Webb. B. (1897) *Industrial democracy*. London: Longmans, Green & Co.
- Weber, M. (1965). *Economy and society* (G. Roth & C. Wittich, eds.). Berkeley: University of California Press.
- Weick, K. E. (1976. March). Educational organizations as loosely coupled systems. *Administrative Science Quarterly*. Number 21 (5).

Weick, K. E. (1969). *The social psychology of organizing*. Reading, MA: Addison-Wesley.

Weir, J., and S. Weir (1978). *Personal communication*.

Weiss, A. G. (1987). "Privacy and Intimacy." *Journal of Human Psychology*, vol. 27, no. 1, pp. 118—125.

Weisbord, M. R. (1976). Organizational diagnosis: Six places to look for trouble with or without a theory. *Group & Organization Studies*, number 1.

Weisbord, M. R. (1988). Toward a new practice theory of OD: Notes on snapshooting and moviemaking. En W. A. Pasmore & R. W. Woodman (Eds.), *Research in organizational change and development*. Volume 2. Greenwich, CT: JAI Press.

Wexley, K.N., and Yukl, G.A. (1984). *Organizational behavior and personnel psychology*. Homewood, IL: Richard D. Irwin.

Weschler, I.; R. Massarik, and R. Tannenbaum, "The Self in Process: A Sensitivity Training Emphasis," in R. Weschler and E. Schein, eds., *Issues in Human Relations Training*, Washington, D.C.: National Training Laboratories, Selected Reading Series, No. 5, 1962, 33—46.

Wheeler, K.; R. Gurman, and D. Tarnowieski, *The Four Day Week: An AMA Research Repon*,

New York
: American Management Association, 1972.

Whimbey, A., & Lochhead, J. (1986). *Problem solving and comprehension*. Hillsdale, NJ
: Erlbaum.

White, J. and R. Ruh (December 1973) "Effects of Personal Values on the Relationship Between Participation and Job Attitudes" *Administrative Science Quarterly*; number 18- 4.

White, S. E., & Mitchell, T. R. (1976). *Organization Development: A review of research content and research design.* *Academy of Management Review*, number 1.

White, R. K. (1959). "Motivation Reconsidered: The Concept of Competence." *Psychological Review*, vol. 66, no. 5, pp. 297—333.

White, Robert W. (1963). "Identification as a Process of Development." In "Ego and Reality in Psychoanalytic Theory: A Proposal Regarding Independent Ego Energies." *Psychological Issues*, vol. 3, pp. 95—119.

Whitman, Roy (1964) "Psychodynamic Principles Underlying T-Group Processes." In Gradford, Gibb, and Benne (eds.), *T-Group Theory and Laboratory Method*. New York: John Wiley and Sons.

Whyte, William (1959) *Man and Organization: Three Problems in Human Relations in Industry*. Homewood, Illinois: Richard D. Irwin, Inc.

Whyte, W. *Money and motivation*. New York: Harper & Row, 1955.

Whyte, William F., and Hamilton, Edith L. (1965). *Action Research for Management: A Case Report on Research and Action in Industry*

.
Homewood

,
Ill.

: Richard D. Irwin, Inc. and The Dorsey Press.

Whyte, W. (1956). *The Organization Man*, New York: Simon and Schuster.

Wiard, H. "Why Manage Behavior? A Case for Positive Reinforcement," *Human Resource Management*, (Summer 1972), p. 16.

Wikstrom, W. *Managing by and with Objectives*, Policy 212, New York: National Industrial Conference Board, 1968, p. 1.

Wilder, D.A. (1977). Perceptions of groups, size of opposition, and social influence. *Journal of Experimental Social Psychology*. Issue 13.

Wilkins, A. L. (1978). *Organizational stories as an expression of management philosophy: Applications for social control in organizations*

.
Unpublished doctoral dissertation,

Stanford
University

,
Stanford

,
CA

Wilkins, A. L. (1983). The culture audit: A tool for understanding organizations. *Organizational Dynamics*. Number 12.

Wilkins, A. L., & Dyer, W. G. (1988). Toward culturally sensitive theories of culture change. *Academy of Management Review*, number 13.

Wilkins, A. L., & Martin, J. (1980). *Organizational legends*. Unpublished manuscript, Stanford University, Graduate School of Business, Stanford, CA.

Williams, P. and D. Ross, "Organization Development and the Educational Voucher: An Internal-External Approach to the Social, Political and Economic Redistribution of Power." Paper presented to the Conference on New Technology in Organization Development, NTL Institute, New Orleans, February 18—19, 1974.

Williamson, O. E. (1969). Corporate control and the theory of the firm. En H. G. Manne (Ed.), *Economic policy and the regulation of corporate securities* Washington: American Enterprise Institute for Public Policy.

Williamson, O. E. (1975). *Markets and hierarchies*. Analysis and anti-trust implications. New York: Free Press.

Williamson, O. E. (1981, December). The modern corporation: Original, evolution,

attributes. *Journal of Economic Literature*, 19.

Williamson, Oliver E. (1981). The economics of organization: The transaction cost approach. *American Journal of Sociology*. 87 (3).

Wilson, C. L. (1983). *A guide to good management practices and peer relations*. New Canaan, Ctl Clark Wilson.

Wilson, C. L (1988). Improving management practices through feedback and training. In J. Jones, B. Steffy, & D. Bray (Eds.), *Applying psychology in business: The manager's handbook*.
Lexington
,
MA
:
Lexington
Books.

Wilson, C. L. (1988). Task cycle theory: A learning-based view of organization behavior. In R. Ochsman & P. Whitney (Eds.), *Psychology and productivity*. New York :
Plenum.

Winnicott, D. (1953). "Transitional Objects and Transitional Phenomena." *International Journal of Psycho-Analysis* /
, vol. 34, part 2.

Wolosin, R.J., Sherman, S.J., and Till, A. (1973). Effects of cooperation and competition on responsibility by attribution after success and failure. *Journal of Experimental Social Psychology*
. Issue 9.

Wood, R. E., Mento, A. J., & Locke, E. A. (1987). Task complexity as a moderator of goal effects: A meta-analysis. *Journal of Applied Psychology*, number 72.

Woodcock, G. (1975). *Anarchism*. Harmondsworth, UK: Penguin.

Woodman, R. W. (1989). *Evaluation research on organizational change: Arguments for a "combined paradigm" approach*. En R. W. Woodman & W. A. Pasmore (Eds.), *Research in organizational change and development*. Volume 3. Greenwich, CT: JAI Press.

Woodman, R. W. (1989). Organizational change and development: New arenas for inquiry and action. *Journal of Management*, number 15.

Woodman, R. W., & Sherwood, J. J. (1980). Effects of team development intervention: A field experiment. *Journal of Applied Behavioral Science*, number 16.

Woodman, R. W., & Wayne, S. J. (1985). An investigation of positive findings bias in evaluation of *Organization Development* interventions. *Academy of Management Journal*, number 28.

Woodward, Joanne *Management and Technology*, London: Her Majesty's Printing Office, 1958.

Work in America: The Report of Special Task Force to the Secretary of Health, Education and Welfare . Cambridge, Mass.: MIT Press, 1972.

Work Research Institute: Projects 1964—1972, Oslo, Norway: Work Research Institutes, undated.

Worthy, J. "Organizational Structure and Employee Morale," *American Sociological Review* , 15, 2 (April 1950), Pp. 169—170.

Yager, E. G. (1981). The quality control circle explosion. *Training and Development Journal* , number 35.

Yalom, Irvin D. (1970). *The Theory and Practice of Group Psychotherapy*. New York: Basic Books.

Zajonc, R.B. (1965). Social facilitation. *Science*, Number 149.

Zalesny, M. D., & Farace, R. V. (1987). Traditional versus open offices: A comparison of sociotechnical, social relations, and symbolic meaning perspectives. *Academy of Management Journal* , number 30.

Zalesnik, Abraham & Moment, David (1964) *The Dynamics of Interpersonal Behavior* . New York: John Wiley & Sons, Inc.

Zmud, R. W., & Armenakis, A. A. (1978). Understanding the measurement

of change. *Academy of Management Review*, number 3.

Zollschan, George and Hirsch, Walter (1964). *Explorations in Social Change*. Boston :
Houghton Mifflin Co.

Zwerdling, D. (1979, May-June). Employee ownership: How well is it working?
Working Papers for a New Society.

[Primera parte de la Bibliografía](#)

Para mayor información puede acercarse a
The Organization Development Institute International,
a través de : www.theod institute.org
y también por este medio : info@theod institute.org

Latinamerica