



The Organizational Woman: Power and Paradox (Communication and Information Science Series)

Beth J. Haslett, Florence L. Geis, Mae R. Carter

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This book provides a general overview of barriers to women's advancement in organizations, especially those subtle barriers created by unconscious bias in evaluating women's work and misunderstanding differences in the communication and managerial styles of men and women. The book is based on the fact that women and men face two different work worlds- even if their organizational positions are identical- because the basis for evaluating and understanding women's and men's work is different. Separate sections deal with gender expectations and sex-role differences, fostering an understanding of how and why these different expectations occur and their organizational implications; communication and how differences are carried out and reinforced in organizations; and common organizational problems faced by women. Based on social science research, this book provides a better understanding of how gender influences organizational behavior.

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