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Review

The functions and dysfunctions of hierarchy

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Abstract

Functionalism accounts of hierarchy, longstanding in the social sciences, have gained recent prominence in studies of leadership, power, and status. This chapter takes a critical look at a core implication of the functionalist perspective – namely, that steeper hierarchies help groups and organizations perform better than do flatter structures. We review previous research relevant to this question, ranging from studies of communication structures in small groups to studies of compensation systems in large corporations. This review finds that in contrast to strong functionalist assertions, the effects of steeper hierarchies are highly mixed. Sometimes steeper hierarchies benefit groups and sometimes they harm groups. We thus propose five conditions that moderate the effects of hierarchy steepness: (1) the kinds of tasks on which the group is working; (2) whether the right individuals have been selected as leaders; (3) how the possession of power modifies leaders' psychology; (4) whether the hierarchy facilitates or hampers intra-group coordination; and (5) whether the hierarchy affects group members' motivation in positive or deleterious ways. © 2010 Elsevier Ltd. All rights reserved.

Keywords: Hierarchy; Power; Status; Leadership; Groups; Performance; Satisfaction

Contents

1. Introduction	000
2. Definitions and scope	000
3. Functionalist theories of hierarchy	000
3.1. Collective decision-making	000
3.2. Motivating members	000
3.3. Intra-group coordination	000
4. Do steeper hierarchies help groups function better? A Review of the empirical research	000
4.1. Laboratory studies of more hierarchical vs. flatter groups	000
4.1.1. Performance	000
4.1.2. Attitude-related outcomes	000
4.2. Field studies of more hierarchical vs. flatter organizations	000
4.2.1. Performance	000
4.2.2. Attitude-related outcomes	000
4.3. Field studies of dispersed vs. compressed compensation systems	000
4.3.1. Performance	000
4.3.2. Attitude-related outcomes	000

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Table of Contents The Functions And Dysfunctions Of Hierarchy Haas School Of

1. Understanding the eBook The Functions And Dysfunctions Of Hierarchy Haas School Of
 - The Rise of Digital Reading The Functions And Dysfunctions Of Hierarchy Haas School Of
 - Advantages of eBooks Over Traditional Books
2. Identifying The Functions And Dysfunctions Of Hierarchy Haas School Of
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an The Functions And Dysfunctions Of Hierarchy Haas School Of
 - User-Friendly Interface
4. Exploring eBook Recommendations from The Functions And Dysfunctions Of Hierarchy Haas School Of
 - Personalized Recommendations
 - The Functions And Dysfunctions Of Hierarchy Haas School Of User Reviews and Ratings
 - The Functions And Dysfunctions Of Hierarchy Haas School Of and Bestseller Lists
5. Accessing The Functions And Dysfunctions Of Hierarchy Haas School Of Free and Paid eBooks
 - The Functions And Dysfunctions Of Hierarchy Haas School Of Public Domain eBooks
 - The Functions And Dysfunctions Of Hierarchy Haas School Of eBook Subscription Services

- The Functions And Dysfunctions Of Hierarchy Haas School Of Budget-Friendly Options
- 6. Navigating The Functions And Dysfunctions Of Hierarchy Haas School Of eBook Formats
 - ePub, PDF, MOBI, and More
 - The Functions And Dysfunctions Of Hierarchy Haas School Of Compatibility with Devices
 - The Functions And Dysfunctions Of Hierarchy Haas School Of Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of The Functions And Dysfunctions Of Hierarchy Haas School Of
 - Highlighting and Note-Taking The Functions And Dysfunctions Of Hierarchy Haas School Of
 - Interactive Elements The Functions And Dysfunctions Of Hierarchy Haas School Of
- 8. Staying Engaged with The Functions And Dysfunctions Of Hierarchy Haas School Of
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers The Functions And Dysfunctions Of Hierarchy Haas School Of
- 9. Balancing eBooks and Physical Books The Functions And Dysfunctions Of Hierarchy Haas School Of
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection The Functions And Dysfunctions Of Hierarchy Haas School Of
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine The Functions And Dysfunctions Of Hierarchy Haas School Of
 - Setting Reading Goals The Functions And Dysfunctions Of Hierarchy Haas School Of
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of The Functions And Dysfunctions Of Hierarchy Haas School Of
 - Fact-Checking eBook Content of The Functions And Dysfunctions Of Hierarchy Haas School Of
 - Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
- 14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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