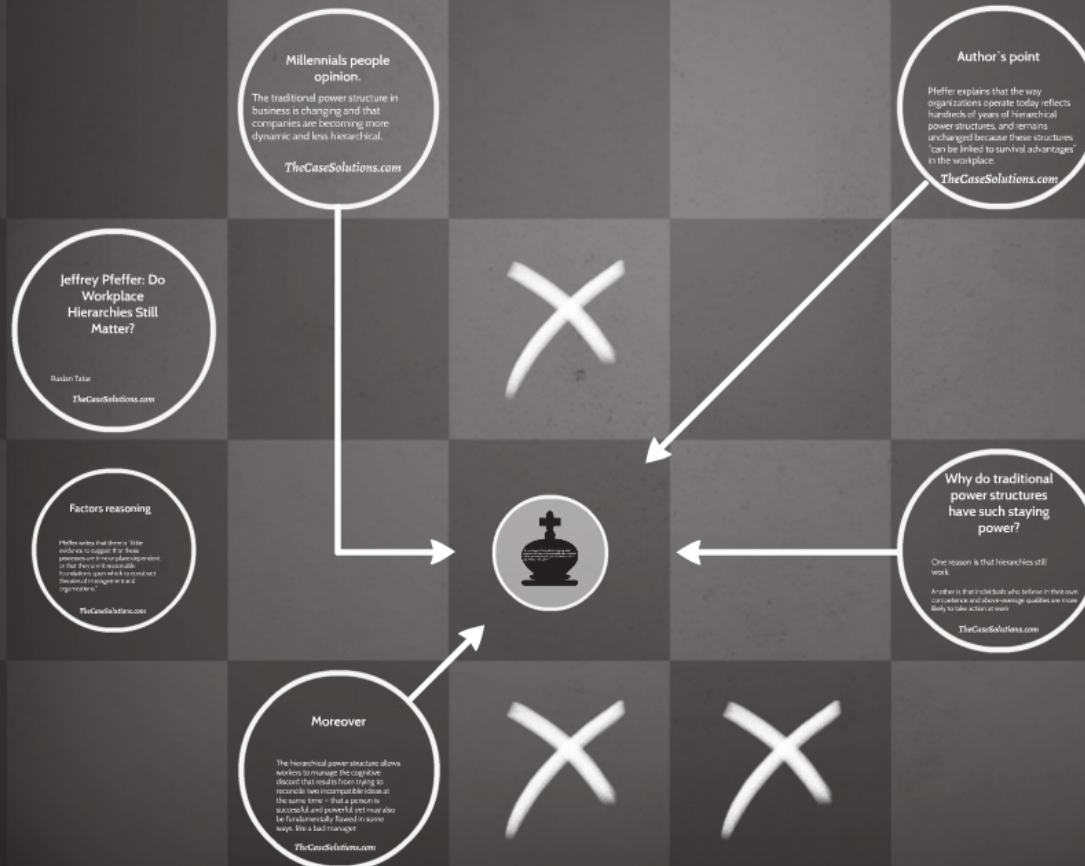


Why Managers Still Matter Case Solution

"Relationships with managers still matter when it comes to job tenure and career opportunities. So do networking skills."

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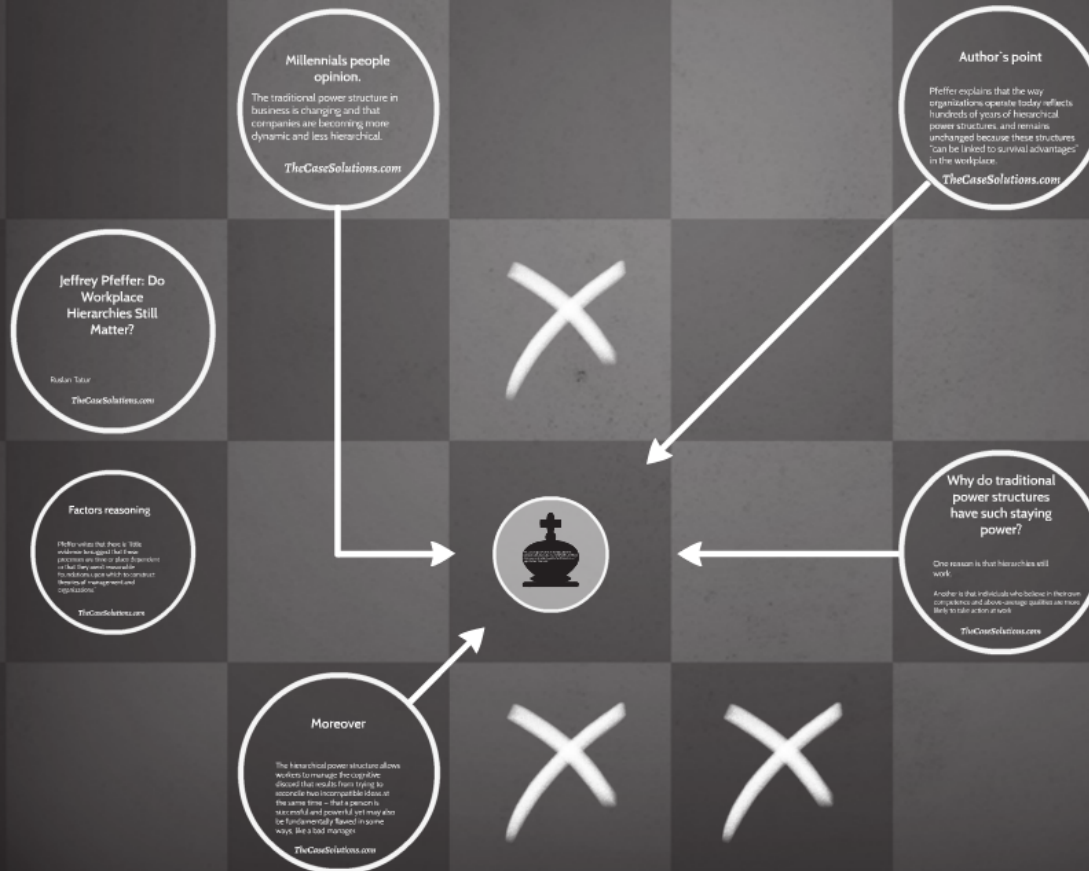



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Jeffrey Pfeffer: Do Workplace Hierarchies Still Matter?

Ruslan Tatur

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Millennials people opinion.

The traditional power structure in business is changing and that companies are becoming more dynamic and less hierarchical.

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Author`s point

Pfeffer explains that the way organizations operate today reflects hundreds of years of hierarchical power structures, and remains unchanged because these structures “can be linked to survival advantages” in the workplace.

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Why do traditional power structures have such staying power?

One reason is that hierarchies still work.

Another is that individuals who believe in their own competence and above-average qualities are more likely to take action at work

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Moreover

The hierarchical power structure allows workers to manage the cognitive discord that results from trying to reconcile two incompatible ideas at the same time – that a person is successful and powerful yet may also be fundamentally flawed in some ways, like a bad manager.

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Factors reasoning

Pfeffer writes that there is “little evidence to suggest that these processes are time or place dependent or that they aren’t reasonable foundations upon which to construct theories of management and organizations.”

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