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The Complexity of Workplace Humour

This book discusses boundaries for organizational humour as well as the jokers and jesters that enliven modern workplaces. It has long been accepted that humour and tragedy can occupy the same space and that is eloquently demonstrated in this book. Using ethnographic research techniques, a selection of stories, ruminations, cartoons, and narratives of events is combined with theoretical ...

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This book is the first-ever authoritative work on the use and management of humor in the workplace. It is a practical guide for everyone involved: the humorists (⬚jokers⬚), the targets (sometimes ⬚victims⬚), the observers (⬚audience⬚) and most of all the managers who have to ⬚set the tone⬚ and encourage, control and manage humor. Humor is part and parcel of every workplace. However, while it usually demonstrates and fosters a united, happy workforce, it can at times be deeply damaging and divisive. The authors ⬚ academics with vast organizational experience and a research-based understanding of humor at work ⬚ bring together state-of-the art knowledge of the topic, making it fun, accessible and readable for all humor participants. The topics include how humor works, humor cultures in organizations, the many forms of workplace humor and their pros and cons, humor rituals at work, digital humor, workplace jokers, the 21st century issue of ⬚political correctness⬚, and both the ⬚bright side⬚ of humor (assisting positive cultures, making work ⬚fun⬚), and its ⬚dark side⬚ (where humor offends and humiliates). With over 60 ⬚real life⬚ illustrative stories of workplace humor, a self-completion questionnaire to measure the Humor Climate in your organization, end-of-chapter ⬚takeaways⬚ and an end-of-book summary advocating ⬚best practice⬚, the book is a ⬚fun⬚, how-to-do-it guide that will both inform and entertain.

Accessible and amusing in style, Humour, Work and Organization explores the critical, subversive and ambivalent character of humour, work and comedy as it relates to organizations and organized work. It examines the various individual, organizational, social and cultural means through which humour is represented, deployed, developed, used and understood. Considering the relationship between humour and organization in a nuanced and radical way and this book takes the view that humour and comedy are pervasive and highly meaningful aspects of human experience. The richness and complexity of this relationship is examined across three related domains. They are: how humour is constructed, enacted and responded to in organizational settings how organizations and work are represented comedically in various types of popular culture media how humour is used in organizations where there is a more explicit relationship between the comedic and work. An exciting and controversial text, Humour, Work and Organization will appeal to students of all levels as well as anyone interested the full complexities of human interactions in the workplace.

The Routledge Handbook of Language in the Workplace provides a comprehensive survey of linguistic research on language in the workplace written by top scholars in the field from around the world. The Handbook covers theoretical and methodological approaches, explores research in different types of workplace settings, and examines some key areas of workplace talk that have been investigated by workplace researchers. Issues of identity have become a major focus in recent workplace research and the Handbook highlights some core issues of relevance in this area, such as gender, leadership, and intercultural communication. As the field has developed, applications of workplace research for both native and non-native speakers have emerged. Insights can inform and improve input from practitioners training workers in a range of fields and across a variety of contexts, and the Handbook foregrounds some of the ways workplace research can do this. This is an invaluable resource for researchers and graduate students interested in learning more about workplace discourse.

This book focuses on an emerging area of study in management: managerial humor and its impact on employees' outcomes. Drawing from theoretical work that advocates humor as a managerial tool and building on existing theory and documented evidence on humor, the book explores how managers can use humor to positively affect employees⬚ short-term emotional states and long-term psychological resources at work, and thus reduce the likelihood of their leaving the organization. First, the book develops a theoretical framework for humor events at work and provides evidence-based findings on employees⬚ humor behavior within actual work contexts. Second, it explores how humor can be used to positively impact employees⬚ emotional states at work. In doing so, the book takes a multidisciplinary approach to humor by integrating theory and findings from the emotions literature, Positive Organizational Behavior, and Broaden and Build Theory into the humor literature. The book sheds new light on the consequences of managers⬚ use of humor for employees. It provides practical guidelines on how managers can use humor as an effective tool at work to bring about desired employee outcomes.

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This important new book provides a comprehensive analysis of humor from a social-psychological perspective, addressing questions about

the use of humor and its effects in daily life. It examines the social psychology of humor on micro-level phenomena, such as attitudes, persuasion, and social perception, as well as exploring its use and effect on macro-level phenomena such as conformity, group processes, cohesion, and intergroup relations. Humor is inherently a social experience, shared among people, essential to nearly every type of interpersonal relationship. In this accessible volume, Strick and Ford review current research and new theoretical advancements to identify pressing open questions and propose new directions for future research in the social psychology of humor. The book explores fascinating topics such as humor in advertising, political satire, and the importance of a sense of humor in maintaining romantic relationships. It also examines how racist or sexist humor can affect personal and intergroup relations, and discusses how to confront inappropriate jokes. Offering new, precise, and operational conceptions of humor in social processes, this book will be essential reading for students and academics in social psychology, media, and communication studies.

This book provides a comprehensive review of the state-of-the-art on the adaptive and maladaptive functions of humor. Humor is inescapable in our daily interactions - also at the work place. Affiliative, self-enhancing, self-deprecating and aggressive humor can all occur at work and have unique and sometimes ambiguous effects. The volume presents humor research on five important workplace topics: teams, leadership, negotiation, learning, and health. It combines and integrates research from a range of fields, including work and organizational psychology, social psychology, communication, linguistics and sociology. In highlighting research gaps and stating future research questions, the book provides a sufficient starting point for further research on humor in relation to the aforementioned topics. For practitioners, recommendations are provided specific to each area.

Scholars from various disciplines have studied humor since antiquity. Yet, over the centuries, these researchers have also struggled to conceptualize a viable, well-accepted notion of humor. Beyond pleasure and amusement, people use humor for a variety of social functions. On the one hand, humor can cause others to like the humorous source more, attract regard, ease conversations, promote expression and the exchange of ideas, introduce new topics of discussion, or smooth interactions. On the other hand, in aggressive forms, humor can halt verbal interactions, modify the usual rules of conversation, communicate critiques, or contribute to the creation of subversive environments. Not All Claps and Cheers: Humor in Business and Society Relationships is an original research anthology that considers different angles from which to address the use of humor by individuals, groups and business actors in their interactions within, around, and across organizations—that is, at the interfaces of business and society. Accordingly, the research anthology is organized in four sections—"Humor, Business and Society," "From Society to Business: Humor's Use and Roles in Activist Movements," "From Business to Society: Humor's Use and Roles in Marketing, Corporate Communications, and Public Relations," and "Society within Business: Humor's Use and Roles in the Workplace and in Organizations." This ground-breaking research anthology draws on material from marketing, communications, human resources and stakeholder theory to throw light on this poorly understood facet of human business behavior.

Employing a discourse analytical approach this book focuses on the under-researched strategy of humour to illustrate how discursive performances of leadership are influenced by gender and workplace culture. Far from being a superfluous strategy that distracts from business, humour performs a myriad of important functions in the workplace context.

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