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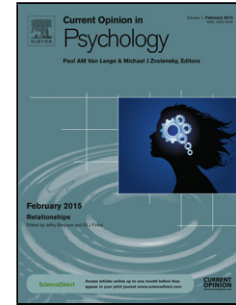
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Shared Identity in Organizational Stress and Change

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Abstract

The social identity approach has been found very useful for the understanding of a range of phenomena within and across organizations. It has been applied in particular to analyze employees' stress and well-being at work and their reactions to organizational change. In this paper, we argue that there is a mismatch between the theoretical notion of shared identities in teams and organizations and empirical research, which largely focuses on the individual employee's identification with his or her social categories at work. We briefly review the literature in the two areas of stress and change and conclude with an agenda for future research.

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