

The background of the image shows a person's hands holding a stack of several thick books. The person is wearing a light-colored, possibly white, sweater. The books have various colored spines, including red and brown. The overall image has a soft, slightly blurred quality, with a semi-transparent white rectangular area overlaid in the center where the text is placed.

ANNOTATED BIBLIOGRAPHY SAMPLE

**Internal Communication in the
Business World within an
Organization**

Bharadwaj, A. (2014). *Planning internal communication profile for organizational effectiveness. IIM Kozhikode Society & Management Review, 3(2), 183-192.*

This document discusses organizational communication as a multidisciplinary subject that incorporates human resource management, psychology, organizational behavior, and business communication. Its major aim is to present communication as a vital variable that is essential for the functioning of every organization. As such, it is a holistic model for communication that may be used when streamlining organizational processes.

Chmielicki, M. (2015). *Factors influencing effectiveness of internal communication. Management and Business Administration, Central Europe, 23(879110), 24-38.*

The purpose of this study is to answer the research question, "What are the most common factors influencing effectiveness of internal communications faced by Polish organizations?" In this regard, it discusses the role of internal communication practices and the role it plays in enhancing performance in an organization. It achieves this goal by conducting 29 interviews.

Jiang, L. & Probst, T. M. (2013). *Organizational communication: A buffer in times of job insecurity?. Economic and Industrial Democracy, 35(3), 557-579.*

The essence of the document is to explore the effectiveness of organizational communication. In this regard, it conducts a survey of 639 employees in six corporations. As such, they seek to show that the negative effects of ineffective communication include deteriorated physical health, behaviors, and employee attitude. Thus, buffering job insecurity involves making communication very effective.

Karanges, E., Johnston, K., Beatson, A., & Lings, I. (2015). *The influence of internal communication on employee engagement: A pilot study. Public Relations Review, 41(1), 129-131.*

The article links employee engagement to higher productivity improved organizational reputation, and lower attrition. As a consequence of this, it culminates in an engaged workforce with reduced management and increased focus. The article achieves its objective by applying a mediated and linear model that urges supervisors and their organizations to focus on internal communication organization-wide.

Kolcun, M., Teodorescu, B., & Gîfu, D. (2014). Elements of organizational communication, *International Letters of Social and Humanistic Sciences*, 35, 66-73.

The essence of this document is to prove that organizational communication is an arbitrary process whereby messages are sent to an organization via a development strategy and planning process. The researchers conduct a review of literature to prove their hypothesis. Accordingly, they prove that the interaction between humans is complicated and a status of homeostasis. As such, it is fostered through different kinds and levels of social interaction.

Poutanen, P., Siira, K., & Aula, P. (2016). Complexity and organizational communication: quest for common ground. *Human Resource Development Review*, 15(2), 182-207.

There has been an increasing awareness through research by the body from the intersection of the complicated systems sciences as well as organizational communication. However, due to nature of systems science, this body is somehow disorganized. The author in this literature seeks to search this filed node through the application of a meta-paradigmatic basis to unravel various research findings and assumptions.

Emanoil, A., Todericiu, R., & Fraticiu, L. (2013). Effective organizational communication – A key to success. *The International Conference “The European Integration Realities and Perspectives”*, 8(1), 186-190.

The aim of this research paper is evaluate organizational communication due to the fact that process of communication is a paramount activity in all organizations. The author states that effective means of communication in any operational organization is an important aspect in the coordination, management, and all the activities necessary in the smooth flow of a business. The author states that effective communication is the controlling pillar of an organization.

Kolcun, M., Teodorescu, B., & Gîfu, D. (2014). Elements of organizational communication, *International Letters of Social and Humanistic Sciences*, 35, 66-73.

The author discusses the main parts of an effective structure of communication and that the process of communication is an institutional structure that is systematized by interdependent basics that occur in any interaction. This article suggests that the process of communication is a settled procedure whereby message is sent and received.

Chmielicki, M. (2015). Factors influencing effectiveness of internal communication. Management and Business Administration, Central Europe, 23(879110), 24-38.

The purpose of this article is analyzing the common features that influence the efficacy of internal communication that is encountered by polish companies. The author of this article discusses in detail the role played by the internal communication in enhancing the performance of an organization. The article specifically focuses on the factors that impede the flow of information in any organization.

Verčič, A.T., Verčič, D., & Sriramesh, K. (2012). Internal communication: Definition, parameters, and the future. Public Relations Review, 38(2), 223-230.

The author of this article discusses the significance of internal communication on the running of an organization. This significance is apparent in several efforts by practitioner in the UK. The author addresses various communication issues that are connected to this topic as well as a presentation from a research study from Delphi.

I. N. Kamenskaya. (2010). Information Services in the Implementation of the Internal Communication Policy of an Organization: Tendencies and Perspectives of Development, 45(1), 1-7.

The author suggests that the development of an organization enacts high necessities on the traditional as well as innovative activities of information services (ISs). This article further necessitates the solution of newer problems in human resource complex management. This article also looks at the best effective methods of improving person communication.

Uusi-Rauva, C. and Nurkka, J. (2010). Effective internal environment-related communication. An employee perspective. Aalto University School of Economics, 15(3), 299-314.

In this paper, the authors aims to comprehend the types of internal messages that concern an organizational environment connected corporate social responsibly (CSR) actions that are most effectual in the engagement of employees in the procedure of implementing the environmental approach of any organization. This article has reports on the finding from conducted interviews from different multinational organizations.

Voica, O., PhD., & Vasile, M., PhD. (2013). Leadership evidences: Communication and the organizational change success. Manager, (17), 245-253. Retrieved from <http://ezproxy.liberty.edu:2048/login?url=http://search.proquest.com/docview/1518528943?accountid=12085>

The objective of this paper is to discuss the significances of the organizational communication to the most vital effects of leadership as well as the success of change in the Romanian organizations. This research employs the SPSS research software to analyses both quantitative and qualitative data. In addition, the findings of this research, restricted to the role as well as the sample scope, demonstrates that that administrative communication is responsible to the accomplishment of changes encouraged by leaders in Romanian

Juan Meng, Bruce K. Berger, (2012) "Measuring return on investment (ROI) of organizations' internal communication efforts", Journal of Communication Management, Vol. 16 Issue: 4, pp.332-354

In this article, the authors seeks to find out the manner senior communication executives evaluate the efficiency of the internal communication of organizations as well as the relationship of the effort by the performance of the case companies. This was done via an online international survey of several business communicators.

Jiang, L. & Probst, T. M. (2013). Organizational communication: A buffer in times of job insecurity?. Economic and Industrial Democracy, 35(3), 557-579.

This article applies the Hobfoll's Conservation of Resources (COR) model to explore the efficacy of internal organizational communication in attenuating the undesirable effects that are linked with job insecurity on the insolence, moods, behaviors and physical wellbeing of the employees. The author suggests that business that put on more effort in the communication procedure result to positive general outcome.

Margarida M. Krohling K. (2014). Organizational Communication: contexts, paradigms and comprehensive conceptualization, (2), 35-61

This article is basic analysis of the process of communication on organizations; the author studies the part that is play by firms in the context of the current day society, the changes, suggestions as well as the new necessities. The author also highlights the significance of reflecting on the socioeconomic setting to position the activities of any organizational communication.

Blidaru, D. M. A., & Blidaru, G. R. A. (2015). *Organizational communication forms and causes for disruption of organizational communication and their improvement. Valahian. Journal of Economic Studies*, 6(1), 37-44. Retrieved from <http://ezproxy.liberty.edu:2048/login?url=http://search.proquest.com/docview/1697675229?accountid=12085>

This article discusses the importance of the flow of information via diverse as well as numerous channels, systems or communication configurations, There are several ways to interrupt the organizational communication such as obstruction, intrusion, filtering, as well as distortions. Besides, the grounds for these conflicts are compound: general as well as to a specific organization.

Semegine, E.T. (n.d.) *Organizational internal communication as a means of improving efficiency. European Scientific Journal*, (8)15, 86-96.

In this article, the author goes beyond the organizational theories in the issue organizational communication and talks about the distinction from other aspects of organizations in terms of structure, size, leadership as well as the efficacy functioning. This article suggests that in the current day, organizations have the stage of communication in any firm plays a role in the efficiency of the company.

Agnieszka, Z., & Agnieszka, W. *Routines do matter: role of internal communication in firm-level entrepreneurship. Baltic Journal of management*, 10 (1), 119-139

The purpose of this article is the study of the relationship amid repetitive communication performs as well as corporate entrepreneurship (CE). The author evaluates past and present literature from which assumptions are established. The author further applies the competing standards outline and information from 64 Polish manufacturing companies, the study used multiple power regression testing the theorized associations.

Rezaei, M., Salehi, S., Shafiei, M., & Sabet, S. (2012). *Servant leadership and organizational trust: the mediating effect of the leader trust and organizational communication. emaj:Emerging Markets Journal*, 2(1), 70-78. doi:10.5195/emaj.2012.21

The objective of this article is the clarification of the connection between servant leadership with the organization trust. The author attempts to show the role of the leader trust as well as the role of the organizational communication. This paper also looks at previous studies that have discussed the issue of the positive impact of servant leadership, leaders trust as well as organizational trust.

Karanges, E., Johnston, K., Beatson, A., & Lings, I. (2015). *The influence of internal communication on employee engagement: A pilot study. Public Relations Review, 41(1), 129-131.*

In this study, linear regression analysis was employed to empirically assess the associations amid internal communication in terms of the basic organization as well as supervisor and the employee commitment. The objective of the author was to demonstrate the importance of the concept of internal communication and its relationship to positive employees and organizational outcomes.

Men, L. R. (2014). *Internal reputation management: The impact of authentic leadership and transparent communication. Corporate Reputation Review, 17(4), 254-272. doi:http://dx.doi.org/10.1057/crr.2014.14*

In this paper, Men, the author observes how organizational leadership impacts tremendous internal communication through the design of a linkage amid transformational leadership, balanced communication, as well as attitudinal and behavior results of the employees. The outcomes of this study indicate that transformational leadership certainly has a positive impact on the organization's balanced communication arrangement as well as employee to organization associations.

Men, L. R. (2014). *Why Leadership Matters to Internal Communication: Linking Transformational Leadership, Symmetrical Communication, and Employee Outcomes. Journal of Public Relations Research, 26(3), 256-279. doi:10.1080/1062726X.2014.908719*

In this article, the author discusses the importance of leadership to the running of internal communication. A rising and significant evidence demonstrate that operative internal communication plays an important part in the development of a constructive employee approaches like job satisfaction. Therefore, the influence of leadership skills to employees works as instrumental communication resources in the organization as well as the role of internal communication in the production of a positive working setting.

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