

# Decision Making in the Workplace

A Unified Perspective

A Psychology Press Book

Edited by  
Lee Roy Beach 

# Decision Making In The Workplace A Unified Perspective

**Caroline E. Zsombok, Gary Klein**



## **Decision Making In The Workplace A Unified Perspective:**

**Decision Making in the Workplace** Lee Roy Beach, 2014-03-05 Many if not most of one's important decisions are made in the context of one's work. However, because workplace decisions cover such a broad range of issues, it often is difficult to detect underlying commonalities in how they are made and in how things go wrong when they do go wrong. As a result, there are nearly as many different descriptions of workplace decisions as there are decisions themselves. In this volume, the best features of these diverse descriptions are unified in a new intuitively compelling view of decision making called Image Theory. The result is a clear picture of real-life day-to-day workplace decision making that allows us to think constructively about how such decisions are made and about how to improve them when improvement is necessary. *The Psychology of Decision Making* Lee R. Beach, Terry Connolly, 2005-01-05 The Psychology of Decision Making provides an overview of decision making as it relates to management, organizational behavior, issues, and research. This engaging book examines the way individuals make decisions as well as how they form judgments privately and in the context of the organization. It also discusses the interplay of group and institutional dynamics and their effects upon the decisions made within and on the behalf of organizations.

**Decision Making in Behavioral Strategy** T. K. Das, 2016-11-01 Behavioral strategy continues to attract increasing research interest within the broader field of strategic management. Research in behavioral strategy has clear scope for development in tandem with such traditional streams of strategy research that involve economics, markets, resources, and technology. The key roles of psychology, organizational behavior, and behavioral decision making in the theory and practice of strategy have yet to be comprehensively grasped. Given that strategic thinking and strategic decision making are importantly concerned with human cognition, human decisions, and human behavior, it makes eminent sense to bring some balance in the strategy field by complementing the extant emphasis on the objective, economics-based view with substantive attention to the subjective, individual-oriented perspective. This calls for more focused inquiries into the role and nature of the individual strategy actors and their cognitions and behaviors in the strategy research enterprise. For the purposes of this book series, behavioral strategy would be broadly construed as covering all aspects of the role of the strategy maker in the entire strategy field. The scholarship relating to behavioral strategy is widely believed to be dispersed in diverse literatures. These existing contributions that relate to behavioral strategy within the overall field of strategy have been known and perhaps valued by most scholars all along but were not adequately appreciated or brought together as a coherent sub-field or as a distinct perspective of strategy. This book series on Research in Behavioral Strategy will cover the essential progress made thus far in this admittedly fragmented literature and elaborate upon fruitful streams of scholarship. More importantly, the book series will focus on providing a robust and comprehensive forum for the growing scholarship in behavioral strategy. In particular, the volumes in the series will cover new views of interdisciplinary theoretical frameworks and models dealing with all behavioral aspects, significant practical problems of strategy formulation, implementation, and evaluation, and

emerging areas of inquiry The series will also include comprehensive empirical studies of selected segments of business economic industrial government and non profit activities with potential for wider application of behavioral strategy Through the ongoing release of focused topical titles this book series will seek to disseminate theoretical insights and practical management information that will enable interested professionals to gain a rigorous and comprehensive understanding of the subject of behavioral strategy Decision Making in Behavioral Strategy contains contributions by leading scholars in the field of behavioral strategy research The 10 chapters in this volume cover a number of significant issues relating to the decision making processes practices and perspectives in the field of behavioral strategy covering diverse topics such as failures in acquisitions entrepreneurs under ambiguity metacognition neural correlates of emotion knowledge flows behavioral responses business modeling and alliance capability The chapters include empirical as well as conceptual treatments of the selected topics and collectively present a wide ranging review of the noteworthy research perspectives on decision making in behavioral strategy

Emerging Perspectives on Judgment and Decision Research Sandra L. Schneider, James Shanteau, 2003-06-16 Table of contents Image Theory Lee Roy Beach, 1998 will compliment Beach's book Decision Making and sell in management and Industrial organizational programs

**Organizational Behavior 2** John B. Miner, 2006 The sequel to Organizational Behavior Essential Theories of Motivation and Leadership 2005 provides a review and analysis of the key theories of macro organizational behavior It provides background on scientific method theory construction and evaluation measurement considerations research design and the nature of knowledge in organizational behavior and discusses theories in areas including decision making systems and organizational sociology The text assumes prior studies in fields such as organizational behavior and management Publisher

Spoilt for Choice: How senior managers select professional advisors Wienke Seeger, 2019-11-04 How do senior executives such as CEOs and CFOs interact select and appoint professional advisors Based on a successful PhD project the research in this book explores the interactions between advisors of large professional service firms and senior executive clients on an evidence based academic level The research journey and the author's reflections are charted step by step providing an example of how to analyse unstructured qualitative data reach theoretical saturation and capture emerging substantive theories Moreover by taking a unique holistic and inductive approach this study offers a series of practical insights on how to combine and apply Kathy Charmaz constructivist grounded theory with an auto ethnographic stance Divided into eight chapters the author uses empirical data and rigorous analysis to uncover two distinct decision making processes namely a the client's decision to develop and maintain a relationship with the advisor and b to select and appoint the advisor for a particular project or services Mapping these to one common conceptual framework a second complementary model emerges a type of decision making matrix with the foci competitiveness skills and merit continuity and embeddedness control and manage and trust and empathy which offers the reader an alternative perspective of client decision making This book will be useful for practitioners and researchers alike

who have an interest in understanding either naturalistic decision making processes the complexities of relationship development and procurement dynamics as well as applied qualitative research methods      **Proceedings of the Eighteenth Annual Conference of the Cognitive Science Society** Cognitive Science Society (U.S.). Conference, 1996 First Published in 1996 Routledge is an imprint of Taylor Francis an informa company      **Great Minds in Management** Ken G. Smith, Michael A. Hitt, 2005-09-22 In Great Minds In Management Ken G Smith and Michael A Hitt have brought together some of the most influential and original thinkers in management Their contributions to this volume not only outline their landmark contributions to management theory but also reflect on the process of theory development presenting their own personal accounts of the gestation of these theories The result is not only an ambitious and original panorama of the key ideas in management theory presented by their originators but also a unique collection of reflections on the process of theory development an area which to date little has been written about by those who have actually had experience of building theory In their concluding chapter Ken G Smith and Michael A Hitt draw together some common themes about the development of management theory over the last half a century and suggest some of the conclusions to be drawn about how theory comes into being Contributors Chris Argyris Albert Bandura Jay B Barney Lee R Beach Kim Cameron Michael R Darby Robert Folger R Edward Freeman Michael Frese J Richard Hackman Donald C Hambrick Michael A Hitt Anne S Huff Gary P Latham Edwin A Locke Henry Mintzberg Terrence R Mitchell Richard T Mowday Ikujiro Nonaka Greg R Oldham Jeffrey Pfeffer Lyman W Porter Denise M Rousseau W Richard Scott Ken G Smith Barry M Staw Richard M Steers Victor H Vroom Karl E Weick Oliver E Williamson Sidney G Winter and Lynn Zucker      Naturalistic Decision Making Caroline E. Zsombok, Gary Klein, 2014-01-02 If you aren't using the term naturalistic decision making or NDM you soon will be Even as a very young field NDM has already had far reaching applications in areas as diverse as management aviation health care nuclear power military command and control corporate teamwork and manufacturing Put simply NDM is the way people use their experience to make decisions in the context of a job or task Of particular interest to NDM researchers are the effects of high stake consequences shifting goals incomplete information time pressure uncertainty and other conditions that are present in most of today's work places and that add to the complexity of decision making Applications of NDM research findings target decision aids and training that help people in their decision making processes This book reports the findings of top NDM researchers as well as many of their current applications In addition the book offers a historical perspective on the emergence of this new paradigm describes recent theoretical and methodological advancements and points to future developments It was written for people interested in decision making research and applications relative to a diverse array of work settings and products such as human computer interfaces decision support systems individual and team training product designs and organizational development and planning      **The Theory of Narrative Thought** Lee Roy Beach, James A. Wise, 2022-02-25 The renowned naturalist Loren Eisely observed that we humans have given up the certainty of the animal

that what it senses is exactly there in the shape the eye beholds The big question is what did we get in return This book provides a convincing answer to this question arguing that instead of recording reality your brain uses your experience to create a story a narrative about how what happened to you in the past led to what is happening to you now This narrative is your private reality The book continues by showing how replacing recorded reality with private narrative enabled humans to anticipate the fundamentally unknowable immediate and remote future and expose potential threats It then shows how private narrative enabled complex thought and communication with others Drawing upon a wide range of research the book provides a stimulating new way of viewing human experience thinking communicating and action **The Oxford**

**Handbook of Job Loss and Job Search** Ute-Christine Klehe, Edwin A. J. van Hooft, 2018 Combining current knowledge from psychology sociology labor studies and economics The Oxford Handbook of Job Loss and Job Search presents one of the first comprehensive overviews of the knowledge and research on job loss and job search It provides readers with suggestions for further research and offers hands on practical advice **Organizational Behavior** John B. Miner, 2002 The book begins

with a treatment of the role of science and the nature of theory and research A discussion of the early origins and history of organizational behavior follows This is the most comprehensive coverage of how organizational behavior emerged and grew It presents and evaluates the first generation theorists whose work began during the first 20 years The subject matter covered is motivation leadership and organizational decision making The institutional culture of organizational behavior is discussed and a vision for the future of the field is stated Here the early history and the evidence from the theories are brought together in an effort to assess the identity of organizational behavior and where it might be headed

*Organizational Behavior 4* John B. Miner, 2007-03-05 This unique work bridges the gap between theory and practice in organizational behavior It provides a practical guide to real life applications of the 35 most significant theories in the field The author describes each theory then analyzes its usefulness and importance to the successful practice of management His analysis covers key managerial topics such as goal setting training and development assessment job enrichment influence processes decision making group processes organizational development organizational structuring and effective organizational operation

Value-Based Software Engineering Stefan Biffl, Aybuke Aurum, Barry Boehm, Hakan Erdogmus, Paul Grünbacher, 2006-02-23 The IT community has always struggled with questions concerning the value of an organization's investment in software and hardware It is the goal of value based software engineering VBSE to develop models and measures of value which are of use for managers developers and users as they make tradeoff decisions between for example quality and cost or functionality and schedule such decisions must be economically feasible and comprehensible to the stakeholders with differing value perspectives VBSE has its roots in work on software engineering economics pioneered by Barry Boehm in the early 1980s However the emergence of a wider scope that defines VBSE is more recent VBSE extends the merely technical ISO software engineering definition with elements not only from economics but also from

cognitive science finance management science behavioral sciences and decision sciences giving rise to a truly multi disciplinary framework Biffel and his co editors invited leading researchers and structured their contributions into three parts following an introduction into the area by Boehm himself They first detail the foundations of VBSE followed by a presentation of state of the art methods and techniques The third part demonstrates the benefits of VBSE through concrete examples and case studies This book deviates from the more anecdotal style of many management oriented software engineering books and so appeals particularly to all readers who are interested in solid foundations for high level aspects of software engineering decision making i e to product or project managers driven by economics and to software engineering researchers and students

Encyclopedia of Management Theory Eric H. Kessler, 2013-03-01 In discussing a management topic scholars educators practitioners and the media often toss out the name of a theorist Taylor Simon Weber or make a sideways reference to a particular theory bureaucracy total quality management groupthink and move on as if assuming their audience possesses the necessary background to appreciate and integrate the reference This is often far from the case Individuals are frequently forced to seek out a hodgepodge of sources varying in quality and presentation to provide an overview of a particular idea This work is designed to serve as a core reference for anyone interested in the essentials of contemporary management theory Drawing together a team of international scholars it examines the global landscape of the key theories and the theorists behind them presenting them in the context needed to understand their strengths and weaknesses to thoughtfully apply them In addition to interpretations of long established theories it also offers essays on cutting edge research as one might find in a handbook And like an unabridged dictionary it provides concise to the point definitions of key concepts ideas schools and figures Features and Benefits Two volumes containing over 280 signed entries provide users with the most authoritative and thorough reference resources available on management theory both in terms of breadth and depth of coverage Standardized presentation format organized into categories based on validity and importance structures entries so that readers can assess the fundamentals evolution and impact of theories To ease navigation between and among related entries a Reader's Guide groups entries thematically and each entry is followed by Cross References In the electronic version the Reader's Guide combines with the Cross References and a detailed Index to provide robust search and browse capabilities An appendix with a Chronology of Management Theory allows readers to easily chart directions and trends in thought and theory from early times to the present An appendix with Central Management Insights allows readers to easily understand compare and apply major theoretical messages of the field Suggestions for Further Reading at the end of each entry guide readers to sources for more detailed research and discussion Key themes include Nature of Management Managing People Personality and Perception Managing Motivation Managing Interactions Managing Groups Managing Organizations Managing Environments Strategic Management Human Resources Management International Management and Diversity Managerial Decision Making Ethics and Creativity Management Education Research and Consulting

Management of Operations Quality and Information Systems Management of Entrepreneurship Management of Learning and Change Management of Technology and Innovation Management and Leadership Management and Social Environmental Issues PLUS Appendix of Chronology of Management Theory PLUS Appendix of Central Management Insights Handbook of Communication and Social Interaction Skills John O. Greene, Brant R. Burleson, 2003-02-26 Providing a thorough review and synthesis of work on communication skills and skill enhancement this Handbook serves as a comprehensive and contemporary survey of theory and research on social interaction skills Editors John O Greene and Brant R Burleson have brought together preeminent researchers and writers to contribute to this volume establishing a foundation on which future study and research will build The handbook chapters are organized into five major units general theoretical and methodological issues models of skill acquisition methods of skill assessment fundamental interaction skills both transfunctional and transcontextual function focused skills informing persuading supporting skills used in management of diverse personal relationships friendships romances marriages and skills used in varied venues of public and professional life managing leading teaching Distinctive features of this handbook include broad comprehensive treatment of work on social interaction skills and skill acquisition up to date reviews of research in each area and emphasis on empirically supported strategies for developing and enhancing specific skills Researchers in communication studies psychology family studies business management and related areas will find this volume a comprehensive authoritative source on communications skills and their enhancement and it will be essential reading for scholars and students across the spectrum of disciplines studying social interaction Foundations for Tracing Intuition Andreas Glöckner, Cilia Witteman, 2009-12-15 These new classifications range from learning approaches to complex cue integration models **The Structure of Conscious Experience** Lee Roy Beach, 2019-08-15 There must exist a point at which the molecular and electro chemical processes that comprise brain function are transformed into rich orderly conscious experience which seamlessly blends the present moment what led up to it and what will follow it This is the stuff of our everyday lives and it raises questions about its organization and how that organization facilitates engagement with the world at large In short what is the structure of conscious experience and what is gained by it being structured that way This book argues that the structure is what is familiarly known as narrative form and that the gain is the ability to communicate about one's experience with oneself and others as well as to make informed predictions about what will happen in the fundamentally unknowable and potentially dangerous future In the latter case because the essence of narrative form is time and causality structuring events from memory the past and from perception the present in narrative form causally implies future events expectations The potential threat the bad or the absence of good of these expected future events can be assessed and if required action can be taken to prevent their occurrence or to diminish their impact The implications about thinking and action and about who we are as individuals are also discussed here *The Psychology of Narrative Thought* Lee Roy Beach, 2010-08-10 This book is about how we think and



how what we think shapes our attempts to manage the ongoing course of our lives Our primary mode of thought is in the form of stories called narratives which help us make sense of what is going on around us and provide context for it by linking it to what has happened in the past Moreover narratives allow us to use the past and present to make educated guesses called forecasts about what will happen in the future When the forecasted future is undesirable we intervene to ensure that the actual future when it arrives is more to our liking Narrative thought has its limits particularly when logical rigor is required The implications of these limits are discussed as are the ways in which people have attempted to overcome them

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