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Basic Organizational Psychology

**Darren C. Treadway, Gabriele
Giorgi, Monica Thiel**



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Organizational Psychology Steve M. Jex, 2002-11-08 A comprehensive treatment of the science and practice of organizational psychology Following a scientist practitioner model Organizational Psychology explores the practical implications of the current research in the field expertly integrating multicultural and international issues Beginning with a foundation of research methodology author Steve Jex examines the behavior of individuals in organizational settings Drawing on his experiences as a consultant and educator he uses actual cases to illustrate workplace issues offering balanced coverage of such key topics as occupational stress motivation and corporate culture Also presented is unique information on research methods and the use of statistics in understanding organizations With an emphasis on applying theory and research in practice Jex explores the mechanisms that organizations use to influence employees behavior addressing the major motivation theories in organizational psychology Readers will discover how psychological models can be used to improve employee morale productivity and quality of service The focus then shifts from the individual to the group level an important distinction given the increased reliance on teams in many organizations Jex identifies the factors that have the greatest impact on group effectiveness and examines the dynamics underlying intergroup behavior Finally he moves to the organization macro level revealing a variety of ways in which organizations engage in planned change with the assistance of behavioral science knowledge

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Koppes, 2014-02-04 This unique book is the first to contain a comprehensive history of industrial and organizational psychology covering numerous topics in the discipline The history presented offers various perspectives including the contributions of individuals organizations and contextual or situational forces as well as an international viewpoint The authors all highly regarded experts in their respective topics use a range of approaches to examine history demonstrating to readers that there are multiple ways to understand history This volume will be of interest to industrial and organizational psychologists business and management academics and professionals historians of psychology business science and science and technology undergraduate and graduate students Work and Organizational Psychology Christine Doyle, 2004-01-10 In this unique text Christine Doyle provides the student with a cutting edge introduction to the field of work and organizational psychology The main focus is on recent changes that have occurred in the world of work incorporating their causes consequences proposed solutions to the associated problems and above all the challenges they pose for work and organizational psychology Among the topics covered are motivation at work the concept of stress and the causes of individual

accidents and organizational disasters Solutions to such problems might include lifelong learning and training performance management career development and employee assistance programmes This lively provocative and highly readable book will be an essential resource for advanced undergraduate and postgraduate students of work and organizational psychology as well as business management students managers and anyone with an interest in human resources management **Using Industrial Organizational Psychology for the Greater Good** Julie Olson-Buchanan, Laura L. Koppes Bryan, Lori Foster Thompson, 2013 Contributions from worldwide experts showcase the power the IO community has to foster promote and encourage pro social efforts Also included will be commentary from an eminent group of IO psychologists who give invaluable insights into the history and the future of IO psychology *Handbook of Research Methods in Industrial and Organizational Psychology* Steven G. Rogelberg, 2008-04-15 Handbook of Research Methods in Industrial and Organizational Psychology is a comprehensive and contemporary treatment of research philosophies approaches tools and techniques indigenous to industrial and organizational psychology Only available research handbook for Industrial Organizational Psychology Contributors are leading methodological measurement scholars Excellent balance of practical and theoretical insights which will be of interest to both novice and experienced organizational researchers Great companion to the content oriented Handbooks Now available in full text online via xreferplus the award winning reference library on the web from xrefer For more information visit www.xreferplus.com **The Organizational Psychology of Sport** Christopher R. D. Wagstaff, 2016-10-14 This ground breaking book is the first to provide a comprehensive overview of how organizational psychology can be used to understand and improve performance in elite sport Using recent theoretical advances from this burgeoning area of research each chapter offers key conceptual issues and practical insights across a range of topics The book is structured into four constituent parts Attitudes and emotions in sports organizations Stress and well being in sports organizations Behaviors in sports organizations Environments in sports organizations Covering key areas such as attitudes to employment conflict and change management leadership and relationships with the mass media the book shines a spotlight on how organizational issues play a fundamental role in the experience of individuals and teams In an era of ever increasing professionalism in sport the book provides an invaluable new perspective on performance at the elite level Including contributions from an international range of academics and practitioners it will be essential reading for any student or practitioners within sport and exercise psychology **Elgar Encyclopedia of Organizational Psychology** P. Matthijs Bal, 2024-07-05 In this comprehensive Encyclopedia Matthijs Bal brings together over 190 international experts to present fresh perspectives on key concepts theories and research in organizational psychology Entries cover central topics in the field such as performance and work family balance as well as upcoming and underrepresented areas such as decolonization authenticity and playful work This title contains one or more Open Access entries **A Handbook of Work and Organizational Psychology** De Charles, P J D Drenth, THIERRY HENK, 2013-05-24 Organizational processes and the

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Industrial and Organizational Psychology Paul E. Spector, 2021-08-31 Explore the foundations of and latest developments in industrial organizational psychology from employee and employer perspectives In the newly revised Eighth Edition of Industrial and Organizational Psychology Research and Practice distinguished researcher and psychologist Paul E Spector delivers a robust and up to date review of the industrial organizational field that covers the latest research on contemporary trends and traditional areas of the subject The author draws on four decades of research and teaching experience balancing employee and organizational perspectives by covering issues relating to both employee well being and productivity The new edition places a special focus on how technology is affecting a variety of issues in industrial organizational psychology especially employee selection and training The growing trend of gamification as it relates to employee assessment motivation and training is discussed Each chapter includes a special feature that links to the author's weekly blog expanding on the topics explained within the book The book includes an instructor guide for using the blog in class The book also offers Current and balanced discussions of the most pertinent issues in industrial organizational psychology today A special focus on the use of technology by employers to impact employee selection and training Practical discussions of gamification as a tool in employee assessment motivation and training Special features in each chapter that link back to the author's popular weekly blog on a variety of industrial organizational issues Perfect for undergraduate and graduate students studying industrial organizational psychology Industrial and Organizational Psychology Research and Practice will also earn a place in the libraries of business students with an interest in organizational psychology seeking an accessible overview of the industrial organizational field *Encyclopedia of Industrial and Organizational Psychology*

Steven G. Rogelberg, 2007 Publisher description **Work and Organizational Psychology** Sebastiaan Rothmann, Cary L. Cooper, 2015-04-17 Psychologists have been fascinated by the world of work and the changing relationship between people technology and the workplace since the onset of the industrial revolution And in providing a complete and contemporary overview of this evolving and fascinating field the new edition of Work and Organizational Psychology is the perfect textbook outlining not only the key theoretical ideas but also how they relate to the role of psychologists advising today's organizations The only textbook to integrate the fields of HRM and organizational behaviour the new edition is thoroughly revised to cover new technological advances such as virtual workplaces and virtual employees In an era of rapid socio economic change there

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The Psychology of Behaviour at Work Adrian Furnham, 2005 This authoritative introduction to organizational psychology and organizational behaviour builds on the foundations of the highly successful first edition Complete with thoroughly updated explanations of key topics helpful examples and end of chapter summaries The Psychology of Behaviour at Work provides a critical yet highly accessible overview Explanations of key research studies alongside examples of human resources applications and an analysis of cross cultural issues lead the reader through theoretical complexities to practical applications An essential text for psychology students on work and organizational behaviour courses The Psychology of Behaviour at Work will also be a valuable resource for students in related disciplines and for human resource managers eager to expand their knowledge of this important field

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