

MANAGING ORGANIZATIONAL BEHAVIOR WHAT GREAT MANAGERS KNOW AND DO

ORGANIZATIONAL BEHAVIOR ORGANIZATIONAL BEHAVIOR MANAGING ORGANIZATIONAL BEHAVIOR ORGANIZATIONAL BEHAVIOR ORGANIZATIONAL BEHAVIOR ORGANIZATIONAL BEHAVIOR ORGANIZATIONAL BEHAVIOR AND PERFORMANCE ORGANIZATIONAL BEHAVIOR ORGANIZATIONAL BEHAVIOR ORGANIZATIONAL BEHAVIOR ORGANIZATIONAL BEHAVIOR ORGANIZATIONAL BEHAVIOR HANDBOOK OF ORGANIZATIONAL BEHAVIOR ORGANIZATIONAL BEHAVIOR ORGANIZATIONAL BEHAVIOR ORGANIZATIONAL BEHAVIOR ORGANIZATIONAL BEHAVIOR UNDERSTANDING ORGANIZATIONAL BEHAVIOR STEVEN ALTMAN J. STEWART BLACK RAMON J. ALDAG DEBRA L. NELSON J. STEWART BLACK MARSHALL SASHKIN WALTER JACK DUNCAN DAVID J. CHERRINGTON ANDREW D. SZILAGYI O. JEFF HARRIS DON HELLRIEGEL MITCHELL J. NEUBERT RAE ANDRE HUGH J. ARNOLD JAY WILLIAM LORSCH STEPHEN P. ROBBINS AFSANEH NAHAVANDI DAVID J. LAWLESS FRED LUTHANS DEBRA L. NELSON ORGANIZATIONAL BEHAVIOR ORGANIZATIONAL BEHAVIOR MANAGING ORGANIZATIONAL BEHAVIOR ORGANIZATIONAL BEHAVIOR ORGANIZATIONAL BEHAVIOR ORGANIZATIONAL BEHAVIOR ORGANIZATIONAL BEHAVIOR ORGANIZATIONAL BEHAVIOR ORGANIZATIONAL BEHAVIOR ORGANIZATIONAL BEHAVIOR HANDBOOK OF ORGANIZATIONAL BEHAVIOR ORGANIZATIONAL BEHAVIOR ORGANIZATIONAL BEHAVIOR ORGANIZATIONAL BEHAVIOR UNDERSTANDING ORGANIZATIONAL BEHAVIOR STEVEN ALTMAN J. STEWART BLACK RAMON J. ALDAG DEBRA L. NELSON J. STEWART BLACK MARSHALL SASHKIN WALTER JACK DUNCAN DAVID J. CHERRINGTON ANDREW D. SZILAGYI O. JEFF HARRIS DON HELLRIEGEL MITCHELL J. NEUBERT RAE ANDRE HUGH J. ARNOLD JAY WILLIAM LORSCH STEPHEN P. ROBBINS AFSANEH NAHAVANDI DAVID J. LAWLESS FRED LUTHANS DEBRA L. NELSON

ORGANIZATIONAL BEHAVIOR THEORY AND PRACTICE COVERS THE CONCEPTS OF ORGANIZATIONAL BEHAVIOR THE BOOK DISCUSSES THE FOUNDATIONS OF MODERN ORGANIZATIONAL BEHAVIOR AND THE INDIVIDUAL OR GROUP BEHAVIOR IN ORGANIZATIONS THE TEXT THEN DESCRIBES ORGANIZATIONAL STRUCTURE AND THE WAYS IN WHICH INDIVIDUALS GROUPS AND THE STRUCTURE ALL COME TOGETHER IN AN ORGANIZATIONAL SETTING IN THIS PART OF THE BOOK MAJOR CONSIDERATION IS GIVEN TO BASIC FACTORS IN ORGANIZATIONAL DESIGN CONTINGENCY FACTORS IN ORGANIZATIONAL DESIGN AND JOB DESIGN THE ORGANIZATIONAL PROCESSES USED IN BRINGING TOGETHER THE INDIVIDUAL THE GROUP AND THE STRUCTURE ARE ALSO CONSIDERED THE BOOK FURTHER TACKLES THE WAYS IN WHICH ORGANIZATIONS DEAL WITH BEHAVIORAL PROBLEMS SUCH AS CONFLICT AND THE FEARS THAT OFTEN ACCOMPANY CHANGE BEHAVIORAL PSYCHOLOGISTS AND STUDENTS TAKING BEHAVIORAL COURSES IN MANAGEMENT WILL FIND THE TEXT USEFUL

THE FIELD OF MANAGEMENT AND ORGANIZATIONAL BEHAVIOR EXISTS TODAY IN A CONSTANT STATE OF EVOLUTION AND CHANGE CASUAL READERS OF PUBLICATIONS LIKE THE NEW YORK TIMES THE ECONOMIST AND THE WALL STREET JOURNAL WILL LEARN ABOUT THE DYNAMIC NATURE OF ORGANIZATIONS IN TODAY S EVER CHANGING BUSINESS ENVIRONMENT ORGANIZATIONAL BEHAVIOR IS DESIGNED TO MEET THE SCOPE AND SEQUENCE REQUIREMENTS OF THE INTRODUCTORY COURSE ON ORGANIZATIONAL BEHAVIOR THIS IS A TRADITIONAL APPROACH TO ORGANIZATIONAL BEHAVIOR THE TABLE OF CONTENTS OF THIS BOOK WAS DESIGNED TO ADDRESS TWO MAIN THEMES WHAT ARE THE VARIABLES THAT AFFECT HOW WHEN WHERE AND WHY MANAGERS PERFORM THEIR JOBS WHAT THEORIES AND TECHNIQUES ARE USED BY SUCCESSFUL MANAGERS AT A VARIETY OF ORGANIZATIONAL LEVELS TO ACHIEVE AND EXCEED OBJECTIVES EFFECTIVELY AND EFFICIENTLY THROUGHOUT THEIR CAREERS MANAGEMENT IS A BROAD BUSINESS DISCIPLINE AND THE ORGANIZATIONAL BEHAVIOR COURSE COVERS MANY AREAS SUCH AS INDIVIDUAL AND GROUP BEHAVIOR AT WORK AS WELL AS ORGANIZATIONAL PROCESSES SUCH AS COMMUNICATION IN THE WORKPLACE AND MANAGING CONFLICT AND NEGOTIATION NO ONE INDIVIDUAL CAN BE AN EXPERT IN ALL AREAS OF MANAGEMENT SO AN ADDITIONAL BENEFIT OF THIS TEXT IS THAT SPECIALISTS IN A VARIETY OF AREAS HAVE AUTHORED INDIVIDUAL CHAPTERS FINALLY WE ALL MADE AN EFFORT TO PRESENT A BALANCED APPROACH TO GENDER AND DIVERSITY THROUGHOUT THE TEXT IN THE EXAMPLES USED THE PHOTOGRAPHS SELECTED AND THE USE OF BOTH MALE AND FEMALE IN ALTERNATING CHAPTERS WHEN REFERRING TO GENERIC MANAGERS OR EMPLOYEES

PREFACE

ORGANIZATIONAL BEHAVIOR PROVIDES THE ESSENTIAL KNOWLEDGE BASE AND SKILL SET SO THAT FUTURE

MANAGERS CAN HARNESS THE POWER OF EMPLOYEES AND TEAMS TO SUCCESSFULLY NAVIGATE THE CHANGING WORLD OF WORK ORGANIZATIONAL BEHAVIOR IS THE STUDY OF INDIVIDUAL BEHAVIOR AND GROUP DYNAMICS IN ORGANIZATIONAL SETTINGS IT FOCUSES ON TIMELESS TOPICS LIKE MOTIVATION LEADERSHIP TEAMWORK AND COMMUNICATION THE TEXT PRESENTS THE OPPORTUNITY TO KNOW CONCEPTS IDEAS AND THEORIES AND TO PRACTICE SKILLS ABILITIES AND BEHAVIORS TO ENHANCE THE MANAGEMENT OF HUMAN BEHAVIOR AT WORK TO MAKE THE BOOK MORE RELEVANT TO THE LEARNER WE HAVE ENHANCED AND FURTHER INTEGRATED THE SUBTITLE FOUNDATIONS REALITIES CHALLENGES INTO THE THEME IN THE 5TH EDITION THE READER WILL SEE THE TIE TO THE SUBTITLE WITH NEW FEATURE TITLES FOUNDATIONS NEW TITLE SCIENCE REALITIES NEW TITLE THE REAL WORLD AND CHALLENGES NEW TITLE YOU THAT HAVE A MORE CONTEMPORARY AND PERSONAL FEEL THIS THEME WILL BE INTEGRATED THROUGHOUT THE TEXT AND SUPPLEMENTS MAKING A TRUE INTEGRATED LEARNING PACKAGE IN THIS NEW EDITION SIX NEW FOCUS COMPANIES HAVE BEEN SELECTED THE AUTHORS USE THE FOCUS COMPANIES SO THAT LEARNERS CAN SEE HOW ONE COMPANY RESPONDS TO DIFFERENT ORGANIZATIONAL SITUATIONS THE FOCUS COMPANIES ARE A VARIETY OF COMPANY TYPES FOR EXAMPLE WHOLE FOODS PIXAR AND CANINE COMPANIONS THE AUTHORS ALSO MAKE SURE TO INTEGRATE FOUR ORGANIZATIONAL BEHAVIOR KEY THEMES INTO EACH CHAPTER THESE SUPPORTING THEMES ARE GLOBALIZATION DIVERSITY TECHNOLOGY AND ETHICS SUB THEMES ARE DESIGNED TO ARM FUTURE MANAGERS WITH THE TOOLS THEY NEED TO MEET ORGANIZATIONAL CHALLENGES

THE TEXT AND IMAGES IN THIS BOOK ARE IN GRAYSCALE A HARDBACK COLOR VERSION IS AVAILABLE SEARCH FOR ISBN 9781680922905 THE FIELD OF MANAGEMENT AND ORGANIZATIONAL BEHAVIOR EXISTS TODAY IN A CONSTANT STATE OF EVOLUTION AND CHANGE CASUAL READERS OF PUBLICATIONS LIKE THE NEW YORK TIMES THE ECONOMIST AND THE WALL STREET JOURNAL WILL LEARN ABOUT THE DYNAMIC NATURE OF ORGANIZATIONS IN TODAY'S EVER CHANGING BUSINESS ENVIRONMENT ORGANIZATIONAL BEHAVIOR IS DESIGNED TO MEET THE SCOPE AND SEQUENCE REQUIREMENTS OF THE INTRODUCTORY COURSE ON ORGANIZATIONAL BEHAVIOR THIS IS A TRADITIONAL APPROACH TO ORGANIZATIONAL BEHAVIOR THE TABLE OF CONTENTS OF THIS BOOK WAS DESIGNED TO ADDRESS TWO MAIN THEMES WHAT ARE THE VARIABLES THAT AFFECT HOW WHEN WHERE AND WHY MANAGERS PERFORM THEIR JOBS WHAT THEORIES AND TECHNIQUES ARE USED BY SUCCESSFUL MANAGERS AT A VARIETY OF ORGANIZATIONAL LEVELS TO ACHIEVE AND EXCEED OBJECTIVES EFFECTIVELY AND EFFICIENTLY THROUGHOUT THEIR CAREERS MANAGEMENT IS A BROAD BUSINESS DISCIPLINE AND THE ORGANIZATIONAL BEHAVIOR COURSE COVERS MANY AREAS SUCH AS INDIVIDUAL AND GROUP BEHAVIOR AT WORK AS WELL AS ORGANIZATIONAL PROCESSES SUCH AS COMMUNICATION IN THE WORKPLACE AND MANAGING CONFLICT AND NEGOTIATION NO ONE INDIVIDUAL CAN BE AN EXPERT IN ALL AREAS OF MANAGEMENT SO AN ADDITIONAL BENEFIT OF THIS TEXT IS THAT SPECIALISTS IN A VARIETY OF AREAS HAVE AUTHORED INDIVIDUAL CHAPTERS FINALLY WE ALL MADE AN EFFORT TO PRESENT A BALANCED APPROACH TO GENDER AND DIVERSITY THROUGHOUT THE TEXT IN THE EXAMPLES USED THE PHOTOGRAPHS SELECTED AND THE USE OF BOTH MALE AND FEMALE IN ALTERNATING CHAPTERS WHEN REFERRING TO GENERIC MANAGERS OR EMPLOYEES

KEY BENEFITS PRAISED BY STUDENTS AS EASY TO UNDERSTAND AND INSIGHTFUL TO STUDY THE FIRST EDITION OF THIS TEXT HAS DEVELOPED AN OUTSTANDING REPUTATION FOR ITS CLEAR PRESENTATION OF ORGANIZATIONAL BEHAVIOR PRINCIPLES BOTH THEORETICAL AND APPLIED KEY TOPICS THIS NEW EDITION BUILDS ON THE SUCCESS OF THE FIRST WITH NEW TEXT FEATURES IN EVERY CHAPTER INCREASED COVERAGE OF NEW THEORIES AND SIGNIFICANT ADDITION OF INTERNATIONAL APPLICATIONS THE TEXT ALSO INCLUDES A CASE STUDY AT THE END OF EVERY CHAPTER TO ENABLE STUDENTS TO APPLY THE PRINCIPLES THEY HAVE LEARNED AS WELL AS AN INTRODUCTORY CASE TO PIQUE STUDENT INTEREST MARKETS DESIGNED FOR COURSES IN ORGANIZATIONAL BEHAVIOR OR MANAGEMENT AND ORGANIZATIONAL BEHAVIOR AT THE UNDERGRADUATE AND MBA LEVEL

INCLUDES INDEX

THIS COMPREHENSIVE TEXTBOOK USES REALISTIC CASE EXAMPLES SELF TESTS AND PLENTIFUL TABLES AND FIGURES TO ILLUSTRATE THE PRINCIPLES OF WORKPLACE BEHAVIOR THE CLASSIC AREAS OF ETHICS MOTIVATION CONFLICT AND ORGANIZATIONAL CULTURE ARE AMPLY COVERED WHILE SPECIAL ATTENTION IS PAID TO SUCH CURRENT ISSUES AS THE EFFECTS OF NEW TECHNOLOGIES ON WORKERS THE PITFALLS AND OPPORTUNITIES OF GLOBALIZATION AND MULTICULTURALISM THE PHYSICAL ENVIRONMENT OF THE WORKPLACE AND THE ROLE PERCEPTION PLAYS IN EFFECTIVE MANAGEMENT A TEACHER'S MANUAL WITH LECTURE NOTES AND A TEST BANK IS ALSO AVAILABLE TO VIEW AN EXCERPT ONLINE FIND THE BOOK IN OUR QUICKSEARCH CATALOG AT HAWORTHPRESS.COM

THIS TEXT NOW IN ITS TENTH EDITION PRESENTS CLASSIC AND EMERGING ORGANIZATIONAL BEHAVIOUR TRENDS AND RESEARCH MAKING THE SUBJECT ACCESSIBLE AND MEANINGFUL FOR STUDENTS THE CD ROM ACCOMPANYING THIS BOOK INCLUDES A SELF ASSESSMENT TEST AND THERE IS ALSO A SUPPORTING WEBSITE

ORGANIZATIONAL BEHAVIOR FOR A BETTER TOMORROW 2ND EDITION IS A UNIQUE BLENDED APPROACH TO THE SUBJECT COMBINING TRADITIONAL CORE COMPETENCIES WITH CONTEMPORARY RESEARCH AND INNOVATIVE PRACTICES THE TEXTBOOK S DISTINCTIVE DUAL PRESENTATION INTEGRATES CONVENTIONAL AND SUSTAINABLE ORGANIZATIONAL BEHAVIOR OB TO HELP STUDENTS UNDERSTAND HOW CREATIVITY COLLABORATION AND ETHICAL DECISION MAKING CAN POSITIVELY IMPACT PEOPLE ORGANIZATIONS AND ENTIRE COMMUNITIES THIS FULLY UPDATED SECOND EDITION PROVIDES A BALANCED REAL WORLD APPROACH THAT STRENGTHENS CRITICAL THINKING SKILLS ENABLES STUDENTS TO EXPLORE THE RATIONALE FOR SUSTAINABLE OB PRACTICES AND ILLUSTRATES AND HOW VALUES AND ETHICS INFLUENCE BUSINESS DECISIONS IN THE REAL WORLD RATHER THAN FOCUSING ONLY ON THE SHORT TERM BOTTOM LINE APPROACH OF TRADITIONAL OB THE TEXT DISCUSSES A COMPREHENSIVE RANGE OF TOPICS FROM CURRENT TRENDS IN POPULAR MEDIA AND SCHOLARLY LITERATURE TO ADDRESSING THE CURRENT AND LONG TERM NEEDS AND GOALS OF ORGANIZATIONAL STAKEHOLDERS

THIS IS THE EBOOK OF THE PRINTED BOOK AND MAY NOT INCLUDE ANY MEDIA WEBSITE ACCESS CODES OR PRINT SUPPLEMENTS THAT MAY COME PACKAGED WITH THE BOUND BOOK ROBBINS JUDGE PRESENTS CURRENT RELEVANT RESEARCH IN A CLEAR READER FRIENDLY WRITING STYLE GLOBALLY ACCEPTED AND WRITTEN BY ONE OF THE MOST FOREMOST AUTHORS IN THE FIELD THIS IS A NECESSARY READ FOR ALL MANAGERS HUMAN RESOURCE WORKERS AND ANYONE NEEDING TO UNDERSTAND AND IMPROVE THEIR PEOPLE SKILLS

THIS UNIQUE TEXT THOROUGHLY EXPLORES THE TOPIC OF ORGANIZATIONAL BEHAVIOR USING A STRENGTHS BASED ACTION ORIENTED APPROACH WITH A STRONG EMPHASIS ON CREATIVITY INNOVATION AND THE GLOBAL SOCIETY BY FOCUSING ON THE INTERACTIONS AMONG INDIVIDUALS GROUPS AND ORGANIZATIONS THIS TEXT ILLUSTRATES HOW ORGANIZATIONAL BEHAVIOR TOPICS FIT TOGETHER A UNIQUE SET OF PEDAGOGICAL FEATURES CHALLENGE STUDENTS TO DEVELOP GREATER PERSONAL INTERPERSONAL AND ORGANIZATIONAL SKILLS IN BUSINESS ENVIRONMENTS AS WELL AS UTILIZE THEIR OWN STRENGTHS AND THE STRENGTHS OF OTHERS TO ACHIEVE ORGANIZATIONAL COMMITMENT AND SUCCESS

CONTRARY TO THE COMMON SAYING WE DO WANT YOU TO JUDGE THIS NEW EDITION OF ORGANIZATIONAL BEHAVIOR BY ITS FRONT COVER SPECIFICALLY FEATURED IS THAT THIS IS THE 14TH EDITION IT TAKES AN EVIDENCE BASED APPROACH AND SIMILAR TO THE PREVIOUS EDITION THERE ARE NOW THREE LUTHANS AUTHORS THIS 14TH EDITION IS BASED ON THE FOUNDATION PROVIDED BY THE FIRST MAINLINE TEXT WHICH HAS BECOME THE CLASSIC FOR THE STUDY AND UNDERSTANDING OF ORGANIZATIONAL BEHAVIOR HOWEVER BY TAKING AN EVIDENCE BASED APPROACH THIS INSURES THAT EVEN THOUGH A CLASSIC THIS NEW EDITION ADDS THE MOST RECENT AND RELEVANT RESEARCH TO THE MOST EXTENSIVE UP TO DATE REFERENCE BASE OF ANY ORGANIZATIONAL BEHAVIOR TEXT BY ADDING THE TWO CLOSELY RELATED AUTHORS PROFESSOR SONS LITERALLY PUMPS NEW BLOOD INTO THE SUSTAINABILITY OF THIS CLASSIC TEXT BY FRED LUTHANS IMPORTANTLY FRED HAS RECENTLY BEEN RECOGNIZED WITH 1 LIFETIME ACHIEVEMENT AWARD IN ORGANIZATIONAL BEHAVIOR 2 TOP 1 OF CITATION COUNT OF ALL RESEARCHERS IN THE WORLD AND 3 THE 1 MOST CITED AUTHOR IN ORGANIZATIONAL BEHAVIOR TEXTBOOKS FINALLY THIS NEW EDITION RECOGNIZES THAT EVEN THOUGH THE THEORETICAL FRAMEWORK AND COVERAGE LARGELY REMAINS THE CONTEXT OF ORGANIZATIONAL BEHAVIOR IS RAPIDLY CHANGING THIS NEW EDITION REFLECTS THE NEW AGE ENVIRONMENT BUT STILL HOLDS TO THE PREMISE THAT IN TODAY S ORGANIZATIONS SUCCESS AND COMPETITIVE ADVANTAGE STILL COMES FROM THE UNDERSTANDING PREDICTION AND EFFECTIVE MANAGEMENT OF HUMAN RESOURCES WITH THIS NEW EDITION WE INVITE YOU TO CONTINUE THE NEVER ENDING JOURNEY GUIDED BY THE BEST ORGANIZATIONAL BEHAVIOR THEORY RESEARCH AND APPLICATION

THIS BOOK PRESENTS THE SOLID FOUNDATIONS ON WHICH THE SCIENCE OF ORGANIZATIONAL BEHAVIOR WAS BUILT AND THE REALITIES AND CHALLENGES FACED IN CONTEMPORARY LIFE IN ORGANIZATIONS THE BOOK S OVERARCHING THEME OF CHANGE IS ACCOMPANIED BY FOUR SUPPORTING SUBTHEMES GLOBALIZATION DIVERSITY TECHNOLOGY AND ETHICS THE TEXT GIVES LEARNERS THE OPPORTUNITY TO MEET THESE CHALLENGES BY PROVIDING THEM WITH CONCEPTS IDEAS AND THEORIES BACK COVER

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