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Social Psychology Of The Work Organization

Adrian Furnham



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Social Psychology of the Work Organization (RLE: Organizations) Arnold Tannenbaum, 2013-05-02 This book discusses social psychological research in organizations and illustrates the implications of this research for organizational theory and practice The book focuses on the relationship of man to the organization in which he works his sense of satisfaction involvement feelings of identification or loyalty conflicts and tensions as well as his effort in support of or opposition to the formally defined goals of the organization

The Social Psychology of Work Michael Argyle, 1989 In this account of the social factors that affect our experience of work the author traces the biological and historical origins of work He then goes on to compare alternative contemporary forms of work organization for example those in Japan Israel and Yugoslavia and analyzes the role of technology social organization and personality differences taking into account the effect of these variables on theories of motivation leadership training in social skills and techniques of personnel selection

Social psychology of the work organization Arnold Sherwood Tannenbaum, 1973

Social Psychology of the Work Organization Arnold S. Tannenbaum, 1978

Social Psychology and Organizational Behaviour Michael M. Gruneberg, Toby D. Wall, 1984 Textbook on the social psychology of organization behaviour examines leadership and decision making models the relationship between human relations and labour productivity job satisfaction work performance absenteeism etc discusses the impact of various forms of work organization on employees attitude labour relations and the quality of working life identifies research needs

References

The Social Psychology of Organizations Joanna Wilde, 2016-03-31 Healthy and successful organizations require the people who work within them to be happy resilient and creative Just as a human body is undermined if it suffers from sickness so an organization can only function fully if the people who work within it feel engagement and well being and any toxic influences which shape or burden their working lives are resolved This important new title provides a much needed overview not only of what it means for an organization to be weakened by pervasive psychological influences within the working environment but also how this dysfunction can be addressed through psychological interventions The book is split into three core sections Toxicity and Dysfunction in the workplace outlining structural behavioural emotional and cognitive sources of toxicity that undermine organizations Principles of the healthy workplace outlining core concepts of belonging contribution and meaning from which organizations in turn benefit Creating the healthy workplace outlining a range of approaches to addressing organizational toxicity including design thinking positive psychology and evidence based approaches Written by a practicing organizational psychologist and including case studies to illustrate how toxicity at the micro level can impact upon wider organizational goals the book draws on a wide range of literature to provide an accessible focussed understanding of how the individual psychological experiences of working people can have wider consequences for an organization and how interventions within that process can address these issues It is ideal reading for students and researchers of occupational or organizational psychology

organizational behaviour business and management and HRM The Social Psychology of Organizations Daniel Katz, Robert L. Kahn, 1966 **Social psychology of the work organization, Belmont, Calif., Brooks/Cole** Arnold Sherwood Tannenbaum, The Psychology of Behaviour at Work Adrian Furnham, 2012-08-06 This superb introduction to the field of organizational psychology and organizational behaviour builds on the foundation of the highly successful first edition to provide up to date explanations of all the key topics in a clear coherent and accessible style The text is supported by numerous illustrations and examples as well as end of chapter summaries and concluding remarks Topic sections on key research studies as well as applied aspects such as human resources applications and cross cultural issues lead the reader through the complexities of the theory to its practical application The Psychology of Behaviour at Work covers all major topics in the field from vocational choice personality attitudes motivation and stress to cooperation learning training group dynamics decision making and leadership Further sections introduce corporate culture and climate as well as organisational structure change and development and a final section outlines predictions not only for the future study of organizational psychology but of the future of work itself As with the first edition The Psychology of Behaviour at Work will prove to be an invaluable resource for psychology students on work and organizational psychology courses business students on organizational behaviour courses and human resources managers eager to expand their knowledge of this fascinating field

The Social Science Encyclopedia Adam Kuper, Jessica Kuper, 2004-10-14 The Social Science Encyclopedia first published in 1985 to acclaim from social scientists librarians and students was thoroughly revised in 1996 when reviewers began to describe it as a classic This third edition has been radically recast Over half the entries are new or have been entirely rewritten and most of the balance have been substantially revised Written by an international team of contributors the Encyclopedia offers a global perspective on key issues within the social sciences Some 500 entries cover a variety of enduring and newly vital areas of study and research methods Experts review theoretical debates from neo evolutionism and rational choice theory to poststructuralism and address the great questions that cut across the social sciences What is the influence of genes on behaviour What is the nature of consciousness and cognition What are the causes of poverty and wealth What are the roots of conflict wars revolutions and genocidal violence This authoritative reference work is aimed at anyone with a serious interest in contemporary academic thinking about the individual in society **The Oxford Handbook of Work Engagement, Motivation, and Self-determination Theory** Marylène Gagné, 2014 Self determination theory argues that work motivation based on meaning and interest is superior to motivation based on pressure and rewards This book brings together self determination theory and organizational psychology experts to talk about past and future applications of the theory to the field of organizational psychology **Organizational Behaviour and Work** Fiona Wilson, 2010-01-21 This edition provides a critical approach to the study of work and organizational behaviour questioning what organizational behaviour is and how it has been researched and discussed *Social Networks at Work* Daniel J. Brass, Stephen P.

Borgatti,2019-11-26 Social Networks at Work provides the latest thinking from top notch experts on social networks as they apply to industrial and organizational I O psychology Each chapter provides an in depth review along with discussions of future research and managerial implications of the social network perspective Altogether the volume illustrates the importance of adding a social capital perspective to the traditional human capital focus of I O psychology The volume is organized into two groups of chapters the first seven chapters focus on specific network concepts such as centrality affect negative ties multiplexity cognition and structural holes applied across a variety of topics The remaining eight chapters focus on common I O topics such as personality creativity turnover careers person environment fit employment teams and leadership and examine each from a network perspective applying a variety of network concepts to the topic This volume is suited for students and academics interested in applying a social network perspective to their work as well as for practicing managers Each topic area provides a useful review and guide for future research as well as implications for managerial action

Organizational Behavior Michael A. Hitt,C. Chet Miller,Adrienne Colella,Maria Triana,2017-12-11 People processes and technology These are the three major drivers of business achievement The best leaders inherently understand that great companies start with great people This is as true now as it was during the beginning of the industrial revolution and understanding and staying current on the latest organizational behavior research and best practices paves the way for managerial success In this updated edition of Organizational Behavior theory new research and real world case studies are combined in an engaging manner to blend together the critical concepts and skills needed to successfully manage others and build a strong organization across all levels of a company Featuring an in depth view of the process and practice of managing individuals teams and entire organizations the text provides a solid foundation for students and future managers Fathers

in Work Organizations Brigitte Liebig,Mechtild Oechsle,2017-04-24 This book is dedicated to the role of work organizations when it comes to the realization of an active fatherhood Firstly it deals with barriers for active fatherhood and its correlating mechanisms of inequality Which aspects of discrimination and social closure do fathers face today if they assert a claim for active fatherhood and with what kind of barriers are they confronted Secondly capabilities of fathers are addressed Which is their possible scope of action who are relevant actors what is the effect of policies and programs on change and organizational learning with respect to fatherhood

The ^AOxford Handbook of Organizational Citizenship Behavior Philip M. Podsakoff,Scott B. MacKenzie,Nathan P. Podsakoff,2018-06-27 The Oxford Handbook of Organizational Citizenship Behavior provides a broad and interdisciplinary review of state of the art research on organizational citizenship behaviors and related constructs The overarching goal is to offer a single resource that will inform and inspire scholars and practitioners of the origins of this construct the current state of research on this topic and potentially exciting avenues for future exploration Job Demands in a Changing World of Work Christian Korunka,Bettina Kubicek,2017-03-31 This book examines the new ways of working and their impact on employees well being and performance It concentrates on job

demands and flexible work emanating from current economic and organizational change and assesses impact on workers health and performance The development of issues such as globalization rapid technological advances new management practices organizational changes and new job skills are addressed This book gives an overview and discusses the potential negative and positive effects of such new job demands and new forms of work

Envy at Work and in Organizations

Richard H. Smith, Ugo Merlone, Michelle Duffy, 2017 Competition for resources recognition and favorable outcomes are all facts of life in professional settings When one falls short in comparison to colleagues or subordinates feelings of envy may arise Fueled by inferiority hostility and resentment envy is both ubiquitous and painful Will employees level up with their envied counterpart through self improvement behaviors Or will they level down through sabotage and undermine their peers and subordinates in the process Envy at Work and in Organizations aims to determine the direction workplace envy takes Contributors are drawn from many countries and from an extraordinary range of disciplines to share their insight experimental social psychologists offer insights from lab studies psychoanalytical scholars emphasize unconscious processes organizational psychologists describe groundbreaking research from disparate work settings and cross cultural psychologists reveal the variety of ways that envy can emerge as a function of cultures as wide ranging as the Japanese school system to the fascinating structure of the Israeli kibbutzim Work and insight from behavioral economists and organizational consultants is also included Envy at Work and in Organizations is a valuable distinctive resource for both scholars and practitioners looking to grasp the nature of envy Edited by Richard H Smith Ugo Merlone and Michelle K Duffy this volume will help readers understand the factors that help individuals and organizations overcome envy and transform it into something positive to promote workplace well being

Handbook of Organizational Creativity

Roni Reiter-Palmon, Sam Hunter, 2023-06-22 Handbook of Organizational Creativity Leadership Interventions and Macro Level Issues Second Edition covers creativity from many perspectives in two unique volumes including artificial Intelligence work creativity within specific applied domains e g engineering science therapy and coverage of leadership The book includes individual team and organizational level factors and includes organizational interventions to facilitate creativity such as training Chapters focus on creative abilities and creative problem solving processes along with individual differences such as motivation affect and personality New chapters include the neuroscience of creativity creativity and meaning morality ethicality and creativity and creative self beliefs Sections on group level phenomena examine team cognition team social processes team diversity social networks and multi team systems and creativity Final coverages includes different types and approaches to leadership such as transformational leadership ambidextrous leadership leader follower relations and more Focuses on the key need to increase creativity and innovation in organizations Identifies factors influencing organizational creativity in specific subject domains Discusses effects of rewards training and performance management on creativity Contains new coverage of virtual teams creative meetings and multiteam systems Presents interventions to improve organizational creativity Explores use of

AI technology and design thinking for organizational creativity This expanded second edition is divided into two volumes For further information on Individual and Group Level Influences visit <https://shop.elsevier.com/books/handbook-of-organizational-creativity-reiter-palmon/9780323918404> The Kingdom of Evils Elmer Ernest Southard, Mary Cromwell Jarrett, 1922

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