

Industrial/Organizational Psychology Applications, Contextual Organizational Behavior, and Work Nature



STEVEN G CARLEY

Behavior Of Industrial Work Groups

Richard E. Walton, Robert B. McKersie



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Behavior of Industrial Work Groups L. R. Sayles, 1977 **Behavior of Industrial Work Groups: Prediction and Control** Leonard R. Sayles, Sayles, 1958 *Behavior of Industrial Work Groups* Leonard R. Sayles, 1977-01-01

ORGANIZATIONAL BEHAVIOUR, SECOND EDITION CHITALE, AVINASH K., MOHANTY, RAJENDRA PRASAD, DUBEY, NISHITH RAJARAM, 2019-07-01 For creating a balance in the organizational environment harmony amongst the employees and the employer is a prerequisite The factors that help in determining an organizational balance are the sociology of an environment psychology of the people working there channels of communication along with a sound and rational management The book highlights the fundamental concepts of organizational behaviour and its applications in the Indian organizational scenario The second edition of the book maintaining the same chapters organization as in the previous edition comprises 28 chapters based on the fundamental concepts of organizational behaviour and case studies from various Indian industry verticals These case studies reveal the authors experience in real life scenario as consultants as well as their observations pertaining to the concepts of organizational behaviour Besides the text lays emphasis on some modern tools of management such as TQM BPR and Knowledge Management which is a unique feature of this book The book is designed for the students of management and psychology Moreover it is useful for the postgraduate students of commerce as well as it is of immense use to the personnel associated with technical commercial and IT based industries requiring human resource management **KEY FEATURES** Every chapter is concluded with a real life case study Appendices added to most of the chapters contain research based questionnaire instruments Discussion Questions on Case studies enhance learning among students **NEW TO THE SECOND EDITION** Includes three new sections on Case Study Method as an Important Pedagogy Classification of Case Studies and Steps of Solving a Case Incorporates 29 new short and sharp cases at the end of the book to make the reader aware of real life situations **TARGET AUDIENCE** MBA PGDM BBA BA Hons Psychology MCom

Militancy, Market Dynamics, and Workplace Authority James R. Zetka, 1995-01-01 This book is an account of the political economy of labor relations in the U S automobile industry from the end of World War II to the 1970s Zetka develops a sophisticated paradigm of hegemonic and competitive market conditions that challenges dominant theories of postwar industrial relations linking rates of workplace militancy to product market fluctuations variations in work organization and differences in authority systems legitimated on the shop floor He then uses this model to interpret in historical detail the complex market and workplace relationships that unfolded in the industry Zetka traces the postwar struggles between management and militant auto workers over the definition of a fair day s work He argues that management s selective use of a quota based authority system for occupational groups that had been the most militant during the 1940s and 1950s was primarily responsible for the decline of wildcat strike activity in the auto industry and that this system was made possible by the emergence in the 1960s of a distinctive market structure that regulated competition between the surviving auto firms

Handbook of Organizations (RLE: Organizations) James March, 2013-06-26 This book charts the state of organizational research and theory during the 1960s A compendium of results references concepts ideas and theories this Handbook will be of interest to both academics in organizational theory and managers facing operating problems of organizations

Formal Organizations Peter Michael Blau, W. Richard Scott, 2003 Upon its publication in 1962 this book became one of the founding texts of organizational sociology Bringing together diverse approaches it presented a new focus of interest the formal organization This reissue which includes a new introduction by Scott makes this seminal work accessible to a new generation of scholars and practitioners

The Handbook of Group Research and Practice Susan A. Wheelan, 2005-06 Check out sample chapters by clicking on additional materials on the left The Handbook of Group Research and Practice emphasizes the connections among basic research and theory applied research and group practice to demonstrate how theory and research translate into methods for working with groups It is an excellent resource for students academics and practitioners in the fields of psychotherapy psychology sociology management communications social work education and science and technology

Key Features Offers a multidisciplinary and international perspective from international contributors Provides a historical overview of the development of research and group practice Identifies contemporary issues with an emphasis on the research agenda in the field Describes seven different theoretical perspectives on how groups function Addresses both traditional and new methods of studying group research Advances current efforts to increase the understanding of how groups are employed and operate to solve pressing social and individual problems The Handbook of Group Research and Practice is a unique interdisciplinary resource written by world renowned researchers and practitioners who work with teams and groups in a variety of settings As a result this Handbook provides students academics and practitioners with the most comprehensive understanding about the latest findings and issues in group research and practice to date

A Behavioral Theory of Labor Negotiations Richard E. Walton, Robert B. McKersie, 1991 In this book Walton and McKersie attempt to describe a comprehensive theory of labor negotiation The authors abstract and analyze four sets of systems of activities which they believe account for much of the behavior found in labor negotiations The first system of activities termed distributive bargaining comprises competitive behaviors that are intended to influence the division of limited resources The second system is made up of activities that increase the joint gain available to the negotiating parties referred to as integrative bargaining They are problem solving behaviors and other activities which identify enlarge and act upon the common interests of the parties The third system includes activities that influence the attitudes of the parties toward each other and affect the basic relationship bonds between the social units involved This process is referred to as attitudinal structuring The fourth system of activities which occurs as an integral aspect of the inter party negotiations comprises the behaviors of a negotiator that are meant to achieve consensus within one's own organizations This fourth process is called intra organizational bargaining Each sub process has its own set of instrumental acts or tactics Therefore

each of the four model chapters is followed by a chapter on the tactics which implement the process. These chapters translate the model into tactical assignments and include an abundance of supporting illustrations from actual negotiations. This study should be of interest to several audiences including students and teachers of industrial relations, social scientists interested in the general field of conflict resolution as well as practitioners of collective bargaining and other individuals directly involved in international negotiations. The overall theoretical framework has been derived by a mixture of inductive and deductive reasoning. Extensive fieldwork and several dozen printed case studies have provided the bulk of the empirical data. In terms of meaning, the study has three touchstones: the field of collective bargaining, the field of conflict resolutions, and the underlying disciplines of economics, psychology, and sociology.

The SAGE Handbook of Industrial, Work &

Organizational Psychology, 3v Deniz S. Ones, Neil Anderson, Chockalingam Viswesvaran, Handan Kepir Sinangil, 2017-12-14

The second edition of this best-selling Handbook presents a fully updated and expanded overview of research providing the latest perspectives on the analysis of theories, techniques, and methods used by industrial work and organizational psychologists. Building on the strengths of the first edition, key additions to this edition include in-depth historical chapter overviews of professional contexts across the globe, along with new chapters on strategic human resource management, corporate social responsibility, diversity, stress, emotions, and mindfulness in the workplace, environmental sustainability at work, aging workforces, among many others. Providing a truly global approach and authoritative overview, this three-volume Handbook is an indispensable resource and essential reading for professionals, researchers, and students in the field. Volume One: Personnel Psychology and Employee Performance; Volume Two: Organizational Psychology; Volume Three: Managerial Psychology and Organizational Approaches.

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