The Social Psychology Of Organizations Diagnosing Toxicity And Intervening In The Workplace

The Psychology of Decision Making

Business Psychology and Organizational Behaviour


the Labour Movement in Eastern Australia, 1900-1921 The Oxford Handbook of Inter-organizational Relations The Social Psychology of Procedural Justice


The Psychology of Decision Making

This SIOP Organizational Frontiers volume will be one of the first to show how the field of Industrial Organizational psychology can help address societal concerns, and help focus research on the greater good of society. 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. By presenting the prosocial contributions, from personal satisfaction and career commitment to organizational effectiveness to societal development, the imperative and easibility of using I-O psychology for the greater good becomes increasingly compelling.

Business Psychology and Organizational Behaviour

This five-volume set brings together articles from internationally-renowned scholars, seeking to address the various questions that have arisen; the forms of analysis that have developed in the field; the accumulation of theoretical and empirical knowledge about IOR; the continuing debates; and to offer suggestions about the next generation of research. Overseen by an international team of editors who provide a map of the field through a new comprehensive introduction, this work will be of interest to scholars across a wide range of disciplines, and is structured to reflect both chronology in development of the topic, and the conceptual and empirical knowledge that has accumulated.
Social Psychology of the Work Organization (RLE: Organizations)

People interact and perform in group settings in all areas of life. Organizations and businesses are increasingly structuring work around groups and teams. Every day, we work in groups such as families, friendship groups, societies and sports teams, to make decisions and plans, solve problems, perform physical tasks, generate creative ideas, and more. Group Performance outlines the current state of social psychological theories and findings concerning the performance of groups. It explores the basic theories surrounding group interaction and development and investigates how groups affect their members. Bernard A. Nijstad discusses these issues in relation to the many different tasks that groups may perform, including physical tasks, idea generation and brainstorming, decision-making, problem-solving, and making judgments and estimates. Finally, the book closes with an in-depth discussion of teamwork and the context in which groups interact and perform. Offering an integrated approach, with particular emphasis on the interplay between group members, the group task, interaction processes and context, this book provides a state-of-the-art overview of social psychological theory and research. It will be highly valuable to undergraduates, graduates and researchers in social psychology, organizational behavior and business.

The Psychology of Behaviour at Work

This book is a landmark in showing how industrial-organizational psychology and related fields contribute to environmental sustainability in organizations. Industrial-organizational psychology embraces a scientist/practitioner model: evidence-based best practice to solve real-world issues. The contributors to this book are experts in science and practice, demonstrating the ways in which human-organization interactions can drive change to produce environmentally beneficial outcomes. Overall, the authors address cogent issues and provide specific examples of how industrial-organizational psychology can guide interventions that support and maintain environmentally sound practices in organizations. Green Organizations can be used as a general reference for researchers, in courses on sustainable business, corporate social responsibility, ethical management practices and social entrepreneurship. The book will provide an excellent overview for anyone interested in sustainability in organizations, and will serve as a valuable guide to industrial-organizational psychology and management professionals.

The Social Psychology of Organizations

This ground-breaking new volume reviews and extends theory and research on the psychology of justice in social contexts, exploring the dynamics of fairness judgments and their consequences. Perceptions of fairness, and the factors that cause and are caused by fairness perceptions, have long been an important part of social psychology. Featuring work from leading scholars on psychological processes involved in reactions to fairness, as well as the applications of justice research to government institutions, policing, medical care and the development of radical and extremist behavior, the book expertly brings together two traditionally distinct branches of social psychology: social cognition and interpersonal relations. Examining how people judge whether the treatment they experience from others is fair and how this affects their attitudes and behaviors, this essential collection draws on theory and research from multiple disciplines as it explores the dynamics of fairness judgments and their consequences. Integrating theory on interpersonal relations and social cognition, and featuring innovative biological research, this is the ideal companion for senior undergraduates and graduates, as well as researchers
and scholars interested in the social psychology of justice.

**Identity and the Modern Organization**

We dedicate this book to John Thibaut. He was mentor and personal friend to one of us, and his work had a profound intellectual influence on both of us. We were both strongly influenced by Thibaut's insightful articulation of the importance to psychology of the concept of procedural justice and by his empirical work with Laurens Walker in reactions to legal institutions demonstrating the role of procedural justice. The great importance we accord the Thibaut and Walker work is evident throughout this volume. If anyone person can be said to have created an entire field of inquiry, John Thibaut created the psychological study of procedural justice. (To honor Thibaut thus in no sense reduces our recognition of the contributions of his co-worker, Laurens Walker, in the creation of the field. We are as certain that Walker would endorse our statement as we are that Thibaut, with characteristic modesty, would demur from it.) Even to praise Thibaut in this fashion falls short of recognizing all of his contributions to procedural justice. Not only did he initiate the psychological study of the topic, he also built much of the intellectual foundation upon which the study of procedural justice rests. Thibaut's work with Harold Kelley (1959; Kelley & Thibaut, 1978) created a social psychological theory of interdependence that, among many other applications, serves as the basis for one of the major models of the psychology of procedural justice.

**The Social Psychology of Expertise**

Originally published in 1990, this title presents work that bridges social psychology and organizations. The primary goal is understanding, but that goal has two opposite sides: understanding organizations by bringing to bear the concepts and methods of social psychology (along with other social sciences), and understanding and developing social psychology by confronting it with the phenomena of actual organizational life. As such the authors break down some traditional stereotypical barriers between the academic world and the business world, between theoretical and applied research, between laboratory and field, and between various academic sub-disciplines. The result is a series of challenging forays into new research domains from which provocative ideas and provocative phenomena emerge.

**Work and Organizational Psychology**

This book is one of the first to provide an overview of recent developments in social psychological theory as it applies to organizational issues. It brings together outstanding scholars whose research touches the interfaces of social psychology, IO psychology and organizational behavior. Social psychology deals with social interactions between individuals and groups. As individuals populate, run, and confuse (!) organizations, analyzing individual behavior and interpersonal interactions is critical for understanding organizational effectiveness and success, as well as individual satisfaction and well-being. The chapters in this volume address the critical topics for current and future organizational life such as prosocial and antisocial behavior, ethics, trust, creativity, diversity, stress, conflict, power and leadership and many more.

**The Social Psychology of Organizations**
Online Library The Social Psychology Of Organizations Diagnosing Toxicity And Intervening In The Workplace

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.

Industrial Labour and Politics: the Labour Movement in Eastern Australia, 1900-1921

Social Psychology of Dress presents and explains the major theories and concepts that are important to understanding relationships between dress and human behavior. These concepts and theories are derived from such disciplines as sociology, psychology, anthropology, communication, and textiles and clothing. Information presented will provide summaries of empirical research, as well as examples from current events or popular culture. The book provides a broad-based and inclusive discussion of the social psychology of dress, including: - The study of dress and how to do it - Cultural topics such as cultural patterns including technology, cultural complexity, normative order, aesthetics, hygiene, ethnicity, ritual - Societal topics such as family, economy-occupation, social organizations and sports, fraternal organizations - Individual-focused theories on deviance, personality variables, self, values, body image and social cognition - Coverage of key theories related to dress and identity provide a strong theoretical foundation for further research Unique chapter features bring in industry application and current events. The end-of-chapter summaries, discussion questions and activities give students opportunities to study and research dress. Teaching resources including an instructor's guide, test bank and PowerPoint presentations with full-color versions of images from the textbook. Social Psychology of Dress STUDIO - Study smarter with self-quizzes featuring scored results and personalized study tips - Review concepts with flashcards of essential vocabulary - Download worksheets to complete chapter activities PLEASE NOTE: Purchasing or renting this ISBN does not include access to the STUDIO resources that accompany this text. To receive free access to the STUDIO content with new copies of this book, please refer to the book + STUDIO access card bundle ISBN 9781501330711.

The Oxford Handbook of Inter-organizational Relations

As their argument unfolds, the authors reveal that memories do not solely reside in a linear passage of time, linking past, present and future, nor do they soley rest within the individual's conciousness, but that memory sits at the very heart of 'lived experience'; whether collective or individual, the vehicle for how we remember or forget is linked to social interaction, object interaction and the different durations of living that we all have. It is very much connected to the social psychology of experience.

The Social Psychology of Procedural Justice
Green Organizations

Gender relations are rife with contradictions and complexities. Exploring the full range of gender issues, this book offers a fresh perspective on everyday experiences of gender; the explicit and implicit attitudes that underlie beliefs about gender differences; and the consequences for our thoughts, feelings, and behavior. Many real-world examples illustrate how the unique interdependence of men and women—coupled with pervasive power imbalances—shapes interactions in romantic relationships and the workplace. In the process, the authors shed new light on the challenges facing those who strive for gender parity. This ideal student text takes readers to the cutting edge of gender theory and research.

Social Psychology and Organizations

Organizational Psychology of Mergers and Acquisitions provides a comprehensive perspective that helps you understand, empathise and protect the wellbeing of employees who experience mergers and acquisitions. This book gives a state-of-the-art review that crosses different subjects within psychology including psychobiology, neuroscience, social psychology, interpersonal relationships, and organizational psychology. This book discusses why many employees think of mergers or acquisitions as scary or threatening events, why negative emotions are prevalent, their psychobiological impact and how to assess employees’ emotional responses using a new toolkit. It helps readers learn what counts as good leadership, considering the role of charisma, personality, context and information processing abilities. This book includes the issue of organizational learning, and the relevance of occupational health and safety to due diligence about mergers and acquisitions through case studies about organizations sued for cancer or cancer-related mortality after a merger or acquisition. This book is mandatory reading for students, academics, and practitioners working with organizations experiencing a merger or an acquisition such as consultants, human resource professionals, psychologists, occupational health professionals, and employees involved in strategy, management, or people development.

The Psychology of Green Organizations

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.

Organizational Psychology in Cross Cultural Perspective

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.

Social Psychology of Dress

Economic inequality has been of considerable interest to academics, citizens, and politicians worldwide for the past decade– and while economic inequality has attracted a considerable amount of research attention, it is only more recently that researchers have considered that economic inequality may have broader societal implications. However, while there is an increasingly clear picture of the varied ways in which economic inequality harms the fabric of society, there is a relatively poor understanding of the social psychological processes that are at work in unequal societies. This edited book aims to build on this emerging area of research by bringing together researchers who are at the forefront of this development and who can therefore provide timely insight to academics and practitioners who are grappling with the impact of economic inequality. This book will address questions relating to perceptions of inequality, mechanisms underlying effects of inequality, various consequences of inequality and the factors that contribute to the maintenance of inequality. The target audiences are students at advanced undergraduate or graduate level, as well as scholars and professionals in the field. The book fills a niche of both applied and practical relevance, strongly emphasizing theory and integration of different perspectives in social psychology. Given the broad interest in inequality within the social sciences, the book will be accessible to sociologists and political scientists as well as social, organizational, and developmental psychologists. The insights brought together in The Social Psychology of Inequality will contribute to a broader understanding of the far-reaching costs of inequality for the social health of a society and its citizens. "This edited volume brings together cutting-edge social psychological research addressing one of the most pressing issues of our times – economic inequality. Collectively, the chapters illuminate why inequality has negative effects on individuals and societies, when and for whom these negative effects are most likely to emerge, and the psychological mechanisms that maintain inequality. This comprehensive volume is an essential read for those interested in understanding and ameliorating inequality." -Brenda Major, Distinguished Professor, Department of Psychological and Brain Sciences, University of California “This invaluable volume demonstrates the indispensable and powerful contribution that social psychologists can make to our understanding of societal inequality. For those outside of social psychology it provides a unique and comprehensive overview of what social psychology has to offer, and for social psychologists it is exemplary in demonstrating how to make a systematic contribution to the understanding of a hotly debated real-world issue. Scholars and students alike and from various disciplines will gain much from reading this fascinating and inspiring social psychological journey.” -Maykel Verkuyten, Professor in Interdisciplinary Social Science, University of Utrecht “The Social Psychology of Inequality offers a superb and timely social-
psychological analysis of the causes and consequence of increasing wealth and income gaps. With its refreshingly international authorship, this volume offers profound insights into the cognitive and social mechanisms that help maintain, but potentially also to overcome, an economy that is rigged in favor of the wealthy. A new and stimulating voice, illustrating science in the service of a fairer and more democratic society.” – Anne Maass, Professor of Social Psychology, University of Padova

This volume assembles an impressive list of leading international scholars to address a timely and important issue, the causes and consequences of economic inequality. The approach to the topic is social psychological, but the editors and chapters make valuable connections to related literatures on socio-structural influences in allied disciplines, such as economics, political science, and sociology. The Social Psychology of Inequality offers cutting-edge insights into the psychological dynamics of inequality and novel synthesis of structural- and individual-level influences and outcomes of inequality. It should attract a wide audience and will set the agenda for research on economic inequality well into the future.” – John F. Dovidio, Carl Iver Hovland Professor of Psychology and Public Health, Yale University

The Social Psychology of Gender

Identity and the Modern Organization presents a lively exchange of ideas among psychology and management scholars on the realities of modern organizational life and their effect on the identities that organizations and their members cultivate. This book bridges the domains of psychology and management to facilitate a multi-disciplinary, multi-level integration of theory and research on identity processes. The volume highlights answers to important questions raised by shifting organizational forms and arrangements, such as: How are identity processes affected by, and how do they affect, the motivations of individuals and organizations? How do identity and identification shape the social processes that unfold between individuals and groups? How do strong versus weak contexts affect identity processes as the boundaries of organizations and social categories within them become more permeable? An effective tool for understanding a wide variety of organizational phenomena, this book is intended for scholars and students in the fields of management, organizational theory, organizational behavior, social psychology, and industrial/organizational psychology.

Social Psychology and Justice

This volume in SIOP’s Organizational Frontiers Series is a state-of-the-art overview of contemporary conflict research which aims to place conflict research and theory squarely within the realm of industrial and organizational psychology. This volume brings together and integrates classic and contemporary insight in conflict origins, conflict processes, and conflict consequences. In addition, it stimulates modeling conflict at work at relevant levels of analyses: the interpersonal and group, and the organizational. It is appropriate for scholars and practitioners in the areas of industrial-organizational psychology, human resource management, organizational behavior, applied psychology, and social psychology.

The Sociology of Organizations

Examines organizational change from the employee's perspective.
**Gender, Power and Organization**

The psychological aspects of social structure and behavior in large-scale organizations are viewed from the perspective of the open-system theory.

**Organizational Psychology of Mergers and Acquisitions**

**The Social Psychology of Science**

Giving a structured overview of the field of interorganizational relations, this handbook presents current thinking and research from international experts. It includes the study of strategic alliances, joint ventures, partnerships, networks and other forms of relationship between organizations.

**The Organizational Psychology of Sport**

The last two decades have seen an explosive increase in the ethnic diversity of the workforce, growth in international business, and the emergence of many more multinational companies. The potential for problems as companies operate across borders and managers manage in countries which have different values, norms and cultural behaviors is great. By looking at organizational psychology in a cross-cultural context, we can gain an understanding of the challenges facing organizations and business today. This text breaks new ground in introducing organizational psychology from a cross-cultural perspective. It provides a foundational overview of the current major theories in organizational psychology, and illuminates the impact of cultural differences on organizational dynamics. It also makes available specific research concerning our current understandings of how these dynamics play out in particular regions and countries, such as autocratic versus democratic leadership styles in Africa and Europe or conflict management in Asia. The volume offers a welcome introduction to the topic to those in industrial/organizational psychology, international relations and management, and international business/MBA programs focusing on international issues.

**Psychology in Organizations**

'Psychology in Organizations' presents an approach to organizational behaviour based on the premise that all aspects of organizational life are affected by people's social ties and group affiliations. This second edition includes a new chapter on stress, with the text presented in a student-friendly format.

**Inter-organizational Relations**

This book examines planning as the critical influence on performance at work and in organizations. Bridging theory and practice, it unites
cutting-edge research findings from cognitive science, social psychology, industrial and organizational psychology, strategic management, and entrepreneurship, and describes the practical applications of these research findings for practitioners interested in improving planning performance in organizations.

**The Social Psychology of Inequality**

The social psychology of science is a compelling new area of study whose shape is still emerging. This erudite and innovative book outlines a theoretical and methodological agenda for this new field, and bridges the gap between the individually focused aspects of psychology and the sociological elements of science studies. Presenting a side of social psychology that, until now, has received almost no attention in the social sciences literature, this volume offers the first detailed and comprehensive study of the social psychology of science, complete with a large number of empirical and theoretical examples. The volume's introductory section provides a detailed analysis of how modern social psychology might apply to the study of science. Chapters show how to analyze science in terms of social cognition, attribution theory, attitudes and attitude change, social motivation, social influence and social conformity, and intergroup relations, weaving extensive illustrations from the science studies literature into the theoretical analysis. The nature and role of experimentation are discussed, as are metaanalytic methods for summarizing the results of multiple studies. Ways to facilitate the generalization of causal inferences from experimental work are also examined. The book focuses on such topics as interactions among small groups of scientists, and the impact of social motivation, influence, and conformity on scientific work. Also covered are scientists' responses to ethical issues in research, differences in cognitive style distribution, creativity in research and development, and the sociologists's view of the social psychology of science and technology. In addition, the book provides two annotated bibliographies, one on the philosophy of science and the other on social psychology, to guide readers in both disciplines to salient recent works. Valuable to the entire science studies community, this text will be of special interest to philosophers, sociologists, psychologists, and historians of science interested in the nature of knowledge development in science. Because of its novel application of social psychological theories and methods, this book will be useful as a primary text or a secondary text in courses on science studies in psychology, sociology, or philosophy departments.

**Using Industrial Organizational Psychology for the Greater Good**

**The Social Psychology of Organizing**

Written by four leading researchers in the study of prosocial behavior, this book introduces a new perspective on prosocial behavior for the 21st century. Building on the bystander intervention work that has defined this area since the 1960s, *The Social Psychology of Prosocial Behavior* examines prosocial behavior from a multilevel perspective that explores the diverse influences that promote actions for the benefit of others and the myriad ways that prosocial actions can be manifested. The authors expand the breadth of the field, incorporating analyses of biological and genetic factors that predispose individuals to be concerned for the well being of others, as well as planned helping such as volunteering and organizational citizenship behavior and cooperative behavior within and between groups. They
identify both the common and the unique processes that underlie the broad spectrum of prosocial behavior. Each chapter begins with a question about prosocial behavior and ends with a summary that answers the question. The final chapter summarizes the questions and the answers that research provides. Conceptual models that elaborate on and extend the multilevel approach to prosocial behavior are used to tie these findings together. The book concludes with suggestions for future research. The Social Psychology of Prosocial Behavior addresses the following: *the evolution of altruistic tendencies and other biological explanations of why humans are predisposed to be prosocial; *how the situation and motives that are elicited by these situations affect when and how people help; *the causes and maintenance of long-term helping, such as volunteering; *how prosocial behavior changes over time and the developmental processes responsible for these changes; *the consequences of helping for both the people who provide it and those who receive it; *helping and cooperation within and between groups and the implications of these actions. This accessible text is ideal for advanced courses on helping and altruism or prosocial behavior, taught in psychology, sociology, management, political science, and communication, or for anyone interested in learning more about prosocial behavior in general.

**The Psychology of Conflict and Conflict Management in Organizations**

This comprehensive textbook adopts a psychological perspective to take a fresh look at organisational behaviour. It is a suitable text for accompanying undergraduate psychology courses, providing both the necessary grounding for the student and a realistic backdrop to contextualize theories and add a real-life dimension. Human resource managers should also find this book of interest.; Using a series of boxed illustrations and tables to enhance the text, the author presents the basic tools for understanding organisational psychology and helps readers to understand and grapple with the issues faced by researchers in the field. Special sections are provided on research, human resources and cross-culturalism at the end of each chapter. Key Features: * A comprehensive, up-to-date and integrated introduction to organizational psychology for students * The author is both a gifted educator/author and a leading researcher in the field * Abundant student exercises and summary tales

**The Psychology of Planning in Organizations**

For the first time, a single volume offers a comprehensive selection of primary readings and companion overview essays on the sociology of organizations. These readings and essays provide incisive and guided coverage of the subjects normally included in a one-semester sociology of organizations course. The Sociology of Organizations covers the full range of theoretical perspectives and substantive topics through readings that are either classics in the field or widely discussed and debated "new classics." Scholars and students in the fields of sociology, management, organizational behavior, and organizational psychology and those within political science and economics who are interested in how organizations function will find this work a welcome, invaluable resource.

**The Social Psychology of Experience**

This student-friendly introduction to the field focuses on understanding social and practical problems and developing intervention strategies to address them. Offering a balance of theory, research, and application, the updated Third Edition includes the latest research,
as well as new, detailed examples of qualitative research throughout.

**The Social Psychology of Organizations**

As we move further into the 21st century, the global challenges and consequences posed by climate change are becoming increasingly apparent. Although organizations are considered significant contributors to climate change, they also have the potential to positively affect it through their employees. As a result, understanding how employees' pro-environmental initiatives can positively affect climate change has increasingly become the focus of inquiry among organizational researchers. The Psychology of Green Organizations brings together a number of these researchers to review leading research in different areas of organizational environmental sustainability. In so doing, this book consolidates available knowledge on employees' contributions to corporate environmental initiatives, stimulates future empirical research on this topic, and provides recommendations for how organizations can improve their environmental performance through their employees. Many chapters provide case examples of environmentally sustainable organizations to illustrate lessons gleaned from research. Chapters in part 1 provide a conceptual, theoretical, and methodological foundation for research on workplace pro-environmental behaviors, while those in parts 2 and 3 review research on the promotion of workplace pro-environmental behaviors at the individual and organizational levels, respectively. Part 4 explores one organization that has been successful at promoting employees' environmental initiatives, highlighting how both organizational and individual factors can be used to effect major changes in corporate environmental sustainability.

**Applied Social Psychology**

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.

**The Social Psychology of Organizations**

The Social Psychology of Expertise offers an integrative perspective to the analysis of experts and expertise in organizations, social roles, management, etc. It is the first book to link the psychology of expertise to sociology, particularly the sociology of professions. By examining the converging elements of both approaches and investigating the conditions of interactions with all types of experts, The Social Psychology of Expertise makes it possible to understand the market form of expert services. This book: *introduces the expert role approach--a new and encompassing view on the role of experts and how to use the experts' expertise in organizations, financial markets, and environmental issues; *enhances a mutual understanding between the psychology of expertise and the sociology of professions (for students, as well as scholars); *provides a helpful understanding of dealing with experts in the context of organizational behavior; *shows how we can make proper use of the experts' expertise in management and planning; *demonstrates how the role of experts influences volatility in financial markets; and *defines the limits of human expertise in predicting climate change.
The Psychology of Organizational Change

Work organizations are a major site of gender politics for professional women and men, and although there are more women in senior positions than ever before, these increased opportunities have not been gained without psychological consequences. Evidence-based and theoretically driven, the new edition of Gender, Power and Organization raises important questions about gender and power in the workplace, and the psychology of women’s advancement. Twenty years on from the first edition, it re-examines gender relations at work and asks why, despite many years of feminist critique and action, we are able to understand the dynamics of the workplace but fail to make them more representative. The struggles women face in professional and public life remain intense, not least because many men experience an increasing sense of threat to their long-term aspirations and professional positions. Using examples from recent research and the author’s own consultancy experience, this important volume offers a fresh exploration of the psychology of gender and power at work, from the development of gender identities and roles, to explanations of bullying and sexual harassment in the organization. It offers an accessible survey of the subject for professional managers and students of leadership, psychology, management, sociology, gender, and women’s studies.

Applied Social Psychology and Organizational Settings

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 is also expanded coverage of the role of workplace diversity, employee commitment and globalization, as well as updated chapters on key concepts such as motivation, leadership, group behaviour and well-being at work. Also including a chapter on career development, the book is supported by a range of pedagogical features, spotlighting issues of theoretical, ethical or contemporary interest, whilst also enabling students to engage in active learning. Lucid and comprehensive, the second edition of Work and Organizational Psychology will be the cornerstone for any student of this dynamic field.

Group Performance

The focus of this collection is on micro-organizational behavior, which has almost uniquely been influenced by social psychology. Topics covered include the science of organizational behavior, decision making, negotiation & social dilemmas, groups & teams, procedural justice, relationships & trust.

The Social Psychology of Prosocial Behavior

Business Psychology and Organizational Behaviour introduces principles and concepts in psychology and organizational behaviour with
emphasis on relevance and applications. Well organised and clearly written, it draws on a sound theoretical and applied base, and utilizes real-life examples, theories, and research findings of relevance to the world of business and work. The new edition of this best-selling textbook has been revised and updated with expanded and new material, including: proactive personality and situational theory in personality; theory of purposeful work behaviour; emotional and social anxiety in communication; decision biases and errors; and right brain activity and creativity, to name a few. There are numerous helpful features such as learning outcomes, chapter summaries, review questions, a glossary, and a comprehensive bibliography. Illustrations of practice and relevant theory and research also take the reader through individual, group, and organizational perspectives. This is an essential textbook for undergraduates and postgraduates studying psychology and organizational behaviour. What is more, it can be profitably used on degree, diploma, professional, and short courses. It's also likely to be of interest to the reflective practitioner in work organizations.

The Social Psychology of Organizational Behavior

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