

Essentials Of Organizational Behavior 12 Edition

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for one semesterundergraduate and graduate level courses in organizational behavior this global edition hasbeen edited to include enhancements making it more relevant to students outside the united states concise fundamentals for students ultimate flexibility for instructors this bestselling brief alternative for the ob course covers all the keyconcepts needed to understand predict and respond to the behavior of peoplein real world organizations this text also includes cutting edge topics andstreamlined pedagogy to allow maximum flexibility in designing and shaping yourcourse

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organisational behaviour ob is the study and application of knowledge about how people individuals and groups act in organisations it does this by taking a system approach that is it interprets people organisation relationships in terms of the whole person whole group whole organisation and whole social system its purpose is to build better relationships by achieving human objectives organisational objectives and social objectives the organisation s base rests on management s philosophy values vision and goals this in turn drives the organisational culture which is composed of the formal organisation informal organisation

and the social environment the culture determines the type of leadership communication and group dynamics within the organisation the workers perceive this as the quality of work life which directs their degree of motivation the final outcomes are performance individual satisfaction and personal growth and development all these elements combine to build the model or framework that the organisation operates from this book presents carefully selected current research on this subject

this graduate level text uses the theme of change and the impact of change on an organization and its people there is extensive coverage of cross cultural diversity and ethics contains the most up to date research it is lean on examples and heavier on current change research

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in organizational behavior solutions for management paul sweeney and dean mcfarlin have identified 4 key management skills areas that act as building blocks for successful behavior in management these skills are self insight perceptual skills ability to inspire motivate lead ability to analyze situations and personal flexibility adaptability the authors also feel strongly that successful management of organizational behavior rests on the problem solving process in fact the 4 skills listed above enable managers to use this process to deal with the people problems they face more effectively if nothing else studying what organizational behavior has to offer as a field should help a person figure out his her strengths and weaknesses

featuring comprehensive coverage of the most important modern topics in organizational behaviour this text for the junior senior or mba level ob course uses a conceptual framework to present research based coverage of ob theories always followed by applications thoroughly revised the sixth edition takes a totally up to date approach to the

field

this edition aims to provide new impetus and direction for both theorists and practitioners the title s focus has been modified to accommodate aspects of industrial psychology that are relevant to for example employment contracts collective bargaining and more

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