

Understanding And Managing Organizational Behavior

Jennifer George

designed to help readers function effectively as managers this book emphasizes behavior skills situational analysis and applies the lessons of organizational behavior the in depth macro content offers three chapters on motivation covering important topics such as performance appraisal social information processing career management and dual career couples this new edition adds topics pertinent to all managers today including ethics sexual harassment and cross cultural communication practical applications of organizational behavior theories can be found in the advice to managers and insight boxes in each chapter a unique chapter on managing global organizations will be of particular interest with its state of the art coverage and hands on perspective here is an ideal choice for those looking for a strong foundation in organizational behavior

this newly and completely revised edition of managing organizational behavior covers the field of organizational behavior in a theoretical and applied way that both students and instructors will find engaging and informative for use in introductory and advanced undergraduate courses the book covers a broad range of topics in the field including personality motivation groups power and leadership it integrates the most current research in a clear and accessible manner and incorporates new thinking in the field with tried and true practices at its heart this book is a comprehensive introduction to the present state of knowledge in the field of organizational behavior the authors treat a relevant and critical theme in organizational studies the systematic and scientific analysis of individual behavior in different organized contexts this book identifies and analyzes three distinct and interdependent perspectives on organizational behavior firstly the book analyzes organizational behavior from the perspective of the individual actor focusing on themes such as the differences in personality and their manifestations in the organization environment attitudes perceptions and the evaluation of performance and problem solving motivation to work stress emotions and organizational well being secondly the authors focus on the relationships among actors they analyze the conditions of effectiveness of workgroups decisions communications and conflict and conclude with themes tied to power and leadership lastly the authors focus their attention on the wider organization and management structures people culture and change the book will be welcomed by instructors and students of organizational behavior around the world as previous editions have been since the first edition appeared in 1977

managing organizational behavior fourth edition bridges cutting edge theory with modern leadership and managerial practices this proven textbook leads advanced undergraduates and

mbas through a discussion of individual behavior influences to a consideration of the social influences the individual encounters upon contact with groups and organizations bridges cutting edge theory with modern leadership and managerial practices contains new material on diversity international ob and ethics applies theory and research with new and superior pedagogy provides strong teaching resources within an instructor s manual and test bank

includes bibliographical references and index

this readable research based book contains a somewhat psychological approach that is balanced by engaging business and management features clearly presented theory is backed up by real world cases discussion questions and experiential exercises comprehensive coverage includes organizational behaviour and management personality and learning perception attribution and judgment of others values attitudes and work behaviour theories of work motivation motivation in practice groups and teamwork social influence socialization and culture leadership communication decision making power politics and ethics conflict and stress organizational structure environment strategy and technology organizational change development and innovation for organizations individuals who want to be successful and happy in the workplace

change is relentless disruptive and unavoidable to manage organizations today executives need new ways to look at the world their companies their jobs and most importantly the people who report to them sims sees these as the prime requisites for success in management today an ability to feel comfortable with ambiguity with constant and increasingly demanding change with a new unique commitment to teams and teamwork and with a willingness to stay customer oriented marshalling his evidence from academic research and practical experience sims shows how researchers are continuing to redefine the roles and responsibilities of executives and their reports one crucial finding the emphasis is now and must remain on people the executive today has to be a facilitator team member teacher advocate sponsor and coach and it is all of these tasks requirements outlooks responsibilities and accountabilities that sims explores here offering a new way to look at work at organizations and at oneself sims provides not only the reasons why the new organization is what it is but how to cope with it and to succeed in it a must read for supervisors managers executives and recent graduates who are ready to take their own places in the new world of business sims sees people as the key to the successful performance of any organization he provides a balance between theory and practice nuts and bolts prescriptives and interesting

anecdotes detailed wide ranging and readable his book offers up to date relevant and engaging discussions of the individual foundations of behavior perception attitudes personality plus various theories of motivation and the most useful tools derived from them to use in managing people he also covers such issues as communication groups and teams and the decision making challenges that leaders managers and employees must actively address sims highlights the increasing importance of conflict and negotiation within and between individuals groups and organizations as well as the special personal demands placed upon people as they strive to acquire flexibility to become adaptive and more responsive to new organizational designs and structures with its coverage of traditional topics as well sims book offers a balanced rounded forward looking view of what it means to work in today s changing organizations and how to help one s own organization not just to survive but to prosper

for courses in organizational behavior human relations and industrial psychology george jones offers comprehensive concept coverage and a focus on only the most current proven theories this edition offers a wealth of leaning tools that actually show students how ob can help them become better managers

prepare your students today to become strong effective managers tomorrow with the powerful concepts and practical applications found in moorhead griffin s managing organizational behavior 10e international edition this reader oriented text helps you equip your students with the skills and solid understanding to meet the management challenges of a new century the book s applied approach balances classic management ideas with the most recent ob developments and contemporary trends such as the effects of the recession how to manage people in these challenging times the new role of stress on motivation and leadership and effects of downsizing students delve into the core concepts of human behavior and industrial psychology within the help of memorable real examples and cases drawn from relevant organizations and managers such as steve jobs eddie bauer cirque du soleil snopes com whole foods nike and goldman Sachs fresh new cases activities and an optional case and exercises help you equip your students with the assets tools and resources to compete effectively amid a world of change students grasp the fundamental of human behavior in organizations and the ability to develop new answers to new challenges as they learn to understand the people who comprise an organization understand change and understand how organizations must respond to change equip and energize the next generation of managers for the most exciting task of tomorrow managing people effectively within competitive

organizations

vivid examples thought provoking activities get engaged in ob george jones uses real world examples thought and discussion provoking learning activities to help readers become more engaged in what they are learning this text also provides the most contemporary and up to date account of the changing issues involved in managing people in organizations the sixth edition features new cases material addressing the economic crisis and expanded coverage of ethics and workplace diversity

designed around the most effective learning stimuli for today s student developing management skills introduces some of the key concepts in the principles of management

this text uses realistic case examples discussion questions and self tests to illustrate principles of workplace psychology each chapter begins by posing a difficult work situation which may be a conflict a motivation problem or an issue of diversity then goes on to discuss principles and theories that apply to the case covering areas of ethics problem employees and organizational culture as well as neglected areas such as the physical atmosphere of the workplace the effects of new technologies on workers and workplace gossip harris teaches management at the university of louisiana monroe hartman at the university of new orleans annotation copyrighted by book news inc portland or

managing people and their behavior in organizations is one of the most challenging tasks anyone could face gibson s organizations behavior structure processes twelfth edition presents theories research results and applications that focus on managing organizational behavior in small large and global organizations it is organized and presented in a sequence based on behavior structure and processes each part is presented as a self contained unit and can therefore be presented in whatever sequence instructors prefer organizations is easily adaptable to individual preferences this edition emphasizes that the most successful managers in the global economy will be those who can anticipate adapt and manage change

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