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Two deep human needs are to master the world and to feel safe and secure. The Great Recession thwarted both needs for millions of people around the world. Cooper and Antoniou’s global team of scholars address the psychological, economic, social, and cultural dimensions of our current crisis while charting pathways whereby we can again satisfy these needs. Let us rise above the chaos and follow Aristotle’s path to living well and faring well. This book offers a plan for doing so. James Campell Quick, The University of Texas at Atlanta, US An economic recession can affect the aggregate well-being of a population. This highly regarded and timely book shows a significant increase in the mean levels of distress and dissatisfaction in the work place in recent years. In particular, increasing job demands, intrinsically job insecurity and inadequately salaried contributions to psychological distress, family conflict and related behaviors. The contributors reveal that the recession has fundamentally altered the way employees think about themselves and their role in their organizations. As employees still facing a continued period of uncertainty, a severe impact on employment relations is a continuing reality. Given the difficult economic times, many people are feeling the pressure to work harder. This book will be valuable for undergraduate students and practitioners in the fields of organizational behavior and human resource management.

The Psychology of the Recession on the Workplace - Cary L. Cooper - 2013-04-01

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The Practice of Organizational Diagnosis - Clayton Alderfer - 2011

This book provides comprehensive and internationally relevant introduction to the field of organizational diagnosis. Organizational diagnosis is the practice of analyzing the intergroup dynamics of organizations by combining the procedures of organizational diagnosis with the theory of embedded intergroup relations. In this volume, Alderfer explains the relevance of the paradigm concept for the present work, shows the importance of intergroup relations in the formation of organizational studies, reviews extant modes of organizational diagnosis, and demonstrates the limitations of interpersonal and intra-group theories. He then presents the five laws of embedded intergroup relations as a response to the problems associated with earlier work. After comparing and contrasting alternative group level theories and explaining the several meanings of empirical support, the author describes the empirical basis of the five laws. Based on examining alternative concepts of conduct and context, he then goes on to provide an empirically based account of empirical support of the five laws. The book concludes by describing the five laws of embedded intergroup relations and presenting the practices of organizational diagnoses. A recurring theme comes from beginning to end that the lawfulness of human behavior in relation to organizations is an applicable to diagnostician, whether working alone or in teams, as it is to their clients. By examining theory, method, data, and values, the volume presents a complete paradigm for organizational diagnosis.

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This book provides empirical and theoretical contributions addressing two areas of the multifaceted change arena: corporate restructuring such as merger and acquisition, and changing the way business is done. The book examines the evolution of the crisis in organizational change and the relationship between the two domains of corporate restructuring and change.

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Managing in the Modern Corporation - John Hassard - 2009-10-22

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Downsizing - Cary L. Cooper - 2012-04-19

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organizational theory, research, and applications in Industrial and Organizational (I/O) Psychology. Analyzing three primary objectives of I/O psychology: improving the effectiveness of organizations and work, enhancing employee well-being, and gaining an understanding of human behavior in organizations.

The Emirau Review of Industrial and Organizational Psychology - Robert L. Dinevye - 2018-09-07
This book provides a comprehensive review of the theory, research, and applications in Industrial and Organizational (I/O) Psychology. Analyzing three primary objectives of I/O psychology: improving the effectiveness of organizations and work, enhancing employee well-being, and gaining an understanding of human behavior in organizations.

Organizations and Organizing - W. Richard Scott - 2015-08-07
This book provides an introductory overview of organizational behavior and provides the reader with a clear understanding of the complexities involved in the process of organizing people and resources to accomplish organizational goals.

Workforce Reductions - Thomas A. Hickok - 1999
Announcement Bringing together the prevailing thinking surrounding the issue of workforce reduction to help managers and executives ensure a successful transition to a more robust and effective organization. Articles and books reviewed were found in both practitioner-oriented sources such as magazines and popular books, as well as scholarly journals. Sources were selected for annotation based on their perceived relevance to the body of literature on workforce reduction in organizational psychology, industry, and management. This work is organized into five parts: background, theories, and methods; workforce reduction; organizational consequences; and implications for practical efforts to reduce discrimination. This book brings together, in one volume, a review of the current state of the evidence on discrimination based on race, age, sexual orientation, gender, physical appearance, disability and personality. In addition, it explores the multilevel antecedents and potential bases for a general model of discrimination in the workplace. This book provides a comprehensive overview of the available theories, concepts, data and research on new work organizations Examines the shift of power away from traditional hierarchical boundaries'. Explores a concept of work that is not restricted by traditional organizational rules like regular office hours, a single workplace, fixed procedures and limited responsibility Provides a comprehensive overview of the available theories, concepts, data and research on new work organizations.

The Key Concepts is the perfect companion. Taking an international and strategic perspective that balances theory and practice * suggests specific further developments in business, notably eBusiness and contemporary business ethics * covers established subjects, their unique perspective, and their general interest. Entries are in-depth, with many a page or more in length. This fascinating, highly original book will be of enormous interest to students, researchers, academics and experts. Presents the nature, origin, implications, and future course of major unresolved issues in the area. Many of the contributors to this book participated in a conference on workplace discrimination held at Rice University in 2000. The idea came from the realization that there had been no attempt to bring together the various literatures on the topic. Discrimination and issues of employment diversity are significant topics today in I/O psychology, business, and human resource management. This edited volume examines the following components of this important discrimination research area: (a) the empirical base of discrimination, (b) the impact of discrimination on various groups; and implications for practical efforts to reduce discrimination. This book brings together, in one volume, a review of the current state of the evidence on discrimination based on race, age, sexual orientation, gender, physical appearance, disability and personality. In addition, it explores the multilevel antecedents and potential bases for a general model of discrimination in the workplace. This book provides a comprehensive overview of the available theories, concepts, data and research on new work organizations Examines the shift of power away from traditional hierarchical boundaries'. Explores a concept of work that is not restricted by traditional organizational rules like regular office hours, a single workplace, fixed procedures and limited responsibility Provides a comprehensive overview of the available theories, concepts, data and research on new work organizations.
A comprehensive treatment of the science and practice of organizational psychology. Following a scientist-practitioner model, Organizational Psychology explores the practical implications of the current research in the field, expertly integrating multicultural and international issues. Beginning with a foundation of research methodology, author Steve Jex examines the behavior of individuals in organizational settings. Drawing on his experiences as a consultant and educator, he uses actual cases to illustrate workplace issues, offering balanced coverage of such key topics as occupational stress, motivation, and corporate culture. Also presented is unique information on research methods and the use of statistics in understanding organizations. With an emphasis on applying theory and research in practice, Jex explores the mechanisms that organizations use to influence employees' behavior, addressing the major motivation theories in organizational psychology. Readers will discover how psychological models can be used to improve employee morale, productivity, and quality of service. The focus then shifts from the individual to the group level-an important distinction given the increased reliance on teams in many organizations. Jex identifies the factors that have the greatest impact on group effectiveness and examines the dynamics underlying intergroup behavior. Finally, he moves to the organization ("macro") level, revealing a variety of ways in which organizations engage in planned change with the assistance of behavioral science knowledge.

**Improving Organizational Interventions for Stress and Well-being** - Carolin Bonn - 2012

This book brings together a number of experts in the field of organizational interventions for stress and well-being, and discusses the importance of process and content issues to the success or failure of such interventions. The book explores how content and process can be incorporated into program evaluation, providing examples of how this can be done, and offers insights that aim to improve working life. Although there is a substantial body of research supporting a causal relationship between working conditions and employee stress and well-being, information on how to develop effective strategies to reduce or eliminate psychological risks in the workplace is much more scarce, ambiguous and inconclusive. Indeed, researchers in this field have so far attempted to evaluate the effectiveness of organizational interventions to improve workers' health and well-being, but little attention has been paid to the strategies and processes likely to enhance or undermine interventions. The focus of this volume will help to overcome this qualitative-quantitative divide. This book discusses conceptual developments, practical applications, and methodological issues in the field. As such it is suitable for students, practitioners and researchers in the fields of organizational psychology and clinical psychology, as well as human resources management, health & safety, medicine, occupational health, risk management and public health.

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**Underemployment** - Douglas C. Maynard - 2011-05-26

Underemployment - when people are employed in some way that is insufficient, such as being overqualified or working part-time when one desires full-time employment - is a challenge faced by all industrialized nations and their organizations and individuals. Just like unemployment, some level of underemployment exists even in the best of times, but it becomes more pervasive when the job market is weak. Given the current economic climate in North America and abroad, researchers and scholars in various disciplines (psychology, business, sociology, economics) are becoming more interested in investigating the effects of underemployment and identifying possible practical solutions. Underemployment synthesizes the current understanding of the phenomenon by bringing together scholars with diverse perspectives and expertise with the aim of informing and guiding the next generation of underemployment research.

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**Key Issues in Organizational Communication** - Dennis Tourish - 2004

It is often said that the practice of management is in crisis, and that managers are now finding it harder than ever to develop strategies which withstand the shocks of the marketplace. This illuminating book cuts through these conflicting issues to show how organizational communication plays a vital role in confronting uncertainty. Arguing that many managers fail to adequately consider the communication consequences of the decision making process and its impact on organizational effectiveness, Hargie and Tourish present here numerous organizational communication insights, and show how they reveal a way through these dilemmas. Based on cutting-edge research findings and case studies, this book features contributions from the UK, USA, Canada, New Zealand and Norway, bringing multiple perspectives to this topical subject. The result is a comprehensive guide to organizational communication useful for managers, academics and students.

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