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The Psychology of Negotiations in the 21st Century Workplace - Barry M. Goldman 2012-05-04
The "litigation explosion" in the 21st century workplace means increasing costs and risks of lawsuits. Negotiation appears the attractive alternative to litigation. This new volume, with contributions from experts in psychology, management, and other disciplines, bridges the gap between management and negotiation research. Managers, students, and researchers interested in the field of negotiation will find this new book in SIOP's Organizational Frontiers series of interest.

Employee Surveys and Sensing - William H. Macey 2020-03-30
Professional practice in the design and execution of employee survey programs has evolved tremendously over the past decade. Advances in technology and enthusiastic new interest in talent analytics have combined to create an exciting space with a good deal of innovation along methodological lines, matched by renewed interest in the strategic role of surveys and sensing for improving organizational effectiveness. Providing solid grounding in the basic issues of content development, interpreting results, and driving action, this book also addresses cutting-edge topics in the area of survey analytics (including applications of computational linguistics and artificial intelligence). Significant emphasis is given to ethical issues which are particularly salient given the zeitgeist for ensuring the protection of data and the privacy of survey respondents. The book is appropriate for use in advanced graduate level courses in survey research and will be a valuable shelf resource for survey practitioners whether trained formally in I-O psychology or other areas of organizational science.

Introduction to Industrial/organizational Psychology - Ronald E. Riggio 2003
For courses in Industrial/Organizational Psychology and Psychology of Work Behavior.This inviting, comprehensive, student-oriented introduction to industrial/organizational psychology emphasizes the connections between theory and practice across the full spectrum of personnel issues, worker issues, work group and organizational issues, and work environment issues. Its focus on career information, employee-centered issues, and cutting-edge research ensures that students get and stay motivated--right from the beginning.

Judgment and Decision Making at Work - Scott Highhouse 2013-09-05
Employees are constantly making decisions and judgments that have the potential to affect themselves, their families, their work organizations, and on some occasion even the broader societies in which they live. A few examples include: deciding which job applicant to hire, setting a production goal, judging one's level of job satisfaction, deciding to steal from the cash register, agreeing to help organize the company's holiday party, forecasting corporate tax rates two years later, deciding to report a coworker for sexual harassment, and predicting the level of risk inherent in a new business venture. In other words, a great many topics of interest to organizational researchers ultimately reduce to decisions made by employees. Yet, numerous entreaties notwithstanding, industrial and organizational psychologists typically have not incorporated a judgment and decision-making perspective in their research. The current book begins to remedy the situation by facilitating cross-pollination between the disciplines of organizational psychology and decision-making. The book describes both laboratory and more "naturalistic" field research on judgment and decision-making, and applies it to core topics of interest to industrial and organizational psychologists: performance appraisal, employee selection, individual differences, goals, leadership, teams, and stress, among others. The book also suggests ways in which industrial and organizational psychology research can benefit the

discipline of judgment and decision-making. The authors of the chapters in this book conduct research at the intersection of organizational psychology and decision-making, and consequently are uniquely positioned to bridging the divide between the two disciplines.

Humanitarian Work Psychology - S. C Carr 2012-04-11
Contextualizing Humanitarian work in history, justice, methods and professional ethics, this book articulates process skills for transformational partnerships between diverse organizations, motivating education, organisational learning and selecting the disaster workforce.

Autonomous Learning in the Workplace - Jill E. Ellingson 2017-03-27
Traditionally, organizations and researchers have focused on learning that occurs through formal training and development programs. However, the realities of today's workplace suggest that it is difficult, if not impossible, for organizations to rely mainly on formal programs for developing human capital. This volume offers a broad-based treatment of autonomous learning to advance our understanding of learner-driven approaches and how organizations can support them. Contributors in industrial/organizational psychology, management, education, and entrepreneurship bring theoretical perspectives to help us understand autonomous learning and its consequences for individuals and organizations. Chapters consider informal learning, self-directed learning, learning from job challenges, mentoring, Massive Open Online Courses (MOOCs), organizational communities of practice, self-regulation, the role of feedback and errors, and how to capture value from autonomous learning. This book will appeal to scholars, researchers, and practitioners in psychology, management, training and development, and educational psychology.

The Psychology of Entrepreneurship - Michael M. Gielnik 2020-12-30
The Psychology of Entrepreneurship: New Perspectives is an update of the earlier landmark volume in the Society for Industrial and Organizational Psychology Organizational Frontiers Series. This new book takes stock of the advances in the field of the psychology of entrepreneurship with all new chapters and presents the latest findings on traditional topics, such as cognition, motivation, affect, personality, and action. The Psychology of Entrepreneurship: New Perspectives compiles research of the most prolific scholars in the field to produce an overview of the most important psychological topics relevant to entrepreneurship. It includes novel insights into topics such as entrepreneurial cognition, intrapreneurship and innovation, leadership, entrepreneurial competencies, action theory, entrepreneurship training, and the process of entrepreneurship. Additionally, the updated volume presents new topics that have become more and more important in entrepreneurship research. These topics include affect, clinical psychology and disorders, biological correlates of entrepreneurship, entrepreneurial teams, culture, identity, starting capital, failure and exit, contextual factors, age and demographic change, evidence-based entrepreneurship, and entrepreneurs' well-being. With a collection of authors comprising experts who have developed the field over the last decade, The Psychology of Entrepreneurship: New Perspectives is vital to all students, scholars, and instructors interested in staying abreast of the most current, novel research and insights into the psychology of entrepreneurship.

The Age of Agility - Veronica Schmidt Harvey 2021
"The Age of Agility: Building Learning Agile Leaders and Organizations focuses on learning agility, one of the most important trends in the business world during the past decade. Some surveys have found it was the most frequently used criterion to measure leadership potential. Despite this popularity there are fundamental questions that need to be answered such as (a) What specifically is learning agility? (b) How many

facets or dimensions does it have? (c) How do we measure it? and (d) Can it be developed? It appears that much of what is known about the construct of learning agility has been gleaned from its application by practitioners. While this knowledge is an extremely useful place to begin, there is an urgent need to undergird this understanding with science. The purpose of this edited book is to systematically examine the construct through a more scholarly lens. Over 50 authors - both academic researchers and talent management practitioners - have contributed to the contents. The goal is to enhance knowledge of learning agility, distilling and synthesizing scientific evidence with best practices"--

The SAGE Encyclopedia of Industrial and Organizational Psychology - Steven G. Rogelberg 2016-09-27

The well-received first edition of the Encyclopedia of Industrial and Organizational Psychology (2007, 2 vols) established itself in the academic library market as a landmark reference that presents a thorough overview of this cross-disciplinary field for students, researchers, and professionals in the areas of psychology, business, management, and human resources. Nearly ten years later, SAGE presents a thorough revision that both updates current entries and expands the overall coverage, adding approximately 200 new articles, expanding from two volumes to four. Examining key themes and topics from within this dynamic and expanding field of psychology, this work offers a truly cross-cultural and global perspective.

The Surprising Science of Meetings - Steven G. Rogelberg 2018-12-12

Preface -- Setting the meeting stage -- So many meetings and so much frustration -- Get rid of meetings? no, solve meetings through science -- Evidence-based strategies for leaders -- The image in the mirror is likely wrong -- Meet for 48 minutes -- Agendas are a hollow crutch -- The bigger, the badder -- Don't get too comfortable in that chair -- Deflate negative energy from the start -- No more talking! -- The folly of the remote call-in meeting -- Putting it all together -- Epilogue: trying to get ahead of the science' using science -- Tool: meeting quality self-assessment -- Tool: sample engagement survey and 360 feedback questions on meetings -- Tool: good meeting facilitation checklist -- Tool: huddle implementation checklist -- Tool: agenda template -- Tool: guide to taking good meeting minutes/notes -- Tool: expectations assessment -- Acknowledgments -- References -- Index

Using Industrial Organizational Psychology for the Greater Good - Julie Olson-Buchanan 2013

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 .

The Cambridge Handbook of Technology and Employee Behavior - Richard N. Landers 2019-02-14

Experts from across all industrial-organizational (IO) psychology describe how increasingly rapid technological change has affected the field. In each chapter, authors describe how this has altered the meaning of IO research within a particular subdomain and what steps must be taken to avoid IO research from becoming obsolete. This Handbook presents a forward-looking review of IO psychology's understanding of both workplace technology and how technology is used in IO research methods. Using interdisciplinary perspectives to further this understanding and serving as a focal text from which this research will grow, it tackles three main questions facing the field. First, how has technology affected IO psychological theory and practice to date? Second, given the current trends in both research and practice, could IO psychological theories be rendered obsolete? Third, what are the highest priorities for both research and practice to ensure IO psychology remains appropriately engaged with technology moving forward?

Personal Relationships - Lillian Turner de Tormes Eby 2012
First Published in 2012. Routledge is an imprint of Taylor & Francis, an informa company.

Vocational Interests in the Workplace - Christopher D. Nye 2019-05-29

Vocational Interests in the Workplace is an essential new work, tying together past literature with contemporary research to present the most comprehensive coverage on vocational interests to date. With increasing recognition of the importance of vocational interests and their relevance to the workplace, this book emphasizes the strong links between vocational interests and work behavior. It proposes new models and approaches that facilitate thorough exploration of the implications of this

relationship between interests and practice. The authors, drawing on knowledge and experience from a range of professional backgrounds, cover essential topics, including: interest measurement; personnel selection; motivation and performance; expertise; meaningful work; effects of a global business environment; diversity; and the ongoing development of interests through adulthood to retirement. Endorsed by the Society for Industrial and Organizational Psychology board, this book is a valuable resource for researchers, professionals, and educators in the fields of human resources, organizational behaviour, and industrial or organizational psychology.

Mastering Industrial-Organizational Psychology - Elizabeth L. Shoenfelt 2020

"An Introduction to Industrial-Organizational Psychology provides a brief introduction to Industrial-Organizational (I-O) psychology; a definition of the field; an explanation of the knowledge, skills, and abilities needed by master's level I-O practitioners; and a description of I-O master's professional practice areas. I-O graduate training is introduced, highlighting differences between master's training and doctoral training. The exponential growth of I-O master's programs over the past several decades and the growing demand in the job market for I-O practitioners is noted. The authors conclude with a discussion of issues relevant to the master's degree in I-O psychology"--

Mastering the Job Market - Elizabeth L. Shoenfelt 2020-12-11
"Mastering the Job Market: Career Issues for Master's Level Industrial-Organizational Psychologists begins with an introduction to the field of I-O psychology and presents the empirical basis for the book, a large scale survey of I-O master's graduates and a second survey of their employers. Survey methodology and demographic data for I-O master's graduates and employers are presented. The remaining six chapters of this volume address a myriad of issues related to the careers of master's level I-O psychologists based on the survey data and insights from I-O master's faculty from top ranked I-O master's programs.In Chapter 2, L'Heureux and Van Hein provide information about job opportunities available to I-O master's graduates. The authors draw heavily on the Graduate Survey data to identify common occupational titles, organizational roles, and salary ranges for both recent I-O graduates and those later in their careers. Job positions reflect a broad range of roles that include talent management, data analytics, human resources, organizational development, and consulting. I-O psychology master's graduates overwhelming perceive their I-O degree to be valuable and report a high level of career satisfaction"--

Performance Management Transformation - Elaine D. Pulakos 2020-02-28
No other business process has endured such great debate as performance management. Viewed as a critical cornerstone for organizational alignment, it is often met with anxiety and confusion by both managers and employees. For over 50 years, strategies such as cascading goals and employee ranking have tried to add value to performance management with little success. But in recent years, new ideas have transformed the field into a less formal process designed to encourage employee behaviors that actually drive performance. Performance Management Transformation takes a practical approach to the current and future state of performance management across the organizational landscape. Case studies from Toyota, Patagonia, Medtronic, GoGo Inflight, and AbbVie, alongside research and commentary by thought leaders in the field, showcase how organizations are taking control and redesigning their performance management processes to address their specific organizational goals, strategies, needs, and preferences.

Workforce Readiness and the Future of Work - Fred Oswald 2019-02-07

Workforce readiness is an issue that is of great national and societal importance. For the United States and other countries to thrive in a globally interconnected environment of wide-ranging opportunities and threats, the need to develop and maintain a skilled and adaptable workforce is critical. National investments in job training and schools remain essential in stimulating businesses and employment agencies to collaborate productively with educators who provide both training and vocational guidance. Workforce Readiness and the Future of Work argues that the large-scale multifaceted efforts required to ensure a reliable and strong supply of talent and skill in the U.S. workforce should be addressed systematically, simultaneously, and systemically across disciplines of thought and levels of analysis. In a four-part framework, the authors cover the major areas of: education in the K-12, vocational, postsecondary, and STEM arenas; economic and labor market

considerations; employment, organizations, and the world of work; laws, policies, and budgets at the federal, state, local, and military levels. With contributions from leading scholars, this volume informs high-priority workforce effectiveness issues of current and future concern and concrete research, practice, and policy directions to generate novel insights of a multilevel and system-wide nature.

The Ethical Practice of Psychology in Organizations - Rodney L. Lowman 2006
Illustrated by case examples based on real-life situations, this volume covers personnel selection, organizational diagnosis and intervention, consulting relationships, research and academic issues, professional training and certification, billing and marketing, and the ethics of professional behavior.

The Psychology of Conflict and Conflict Management in Organizations - Carsten K. W. De Dreu 2013-01-08
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.

Understanding the High Performance Workplace - Neal M. Ashkanasy 2016-06-10
This book asks the crucial question: When does high performance supervision become abusive supervision? As more organizations push to adopt high performance work practices (HPWP), the onus increasingly falls on supervisors to do whatever it takes to maximize the productivity of their work teams. In this rigorous, research-based volume, international contributors offer insight into how and when seemingly-beneficial workplace practices cross the line from motivation to abuse. By reviewing critical issues in both high performance work practices and abusive supervision, it illuminates the crossover between these two modes of work, and forges a path for future scholarship.

Commitment in Organizations - Howard J. Klein 2012-11-12
Commitment is one of the most researched concepts in organizational behavior. This edited book in the SIOP Organizational Frontiers series, with contributions from many scholars, attempts to summarize current research and suggests new directions for studies on commitment in organizations. Commitment is linked to other concepts ie. satisfaction, involvement, motivation, and identification and is studied across cultural lines. Both the individual and group levels of building and maintaining commitment are discussed.

Errors in Organizations - David A. Hofmann 2011-07-21
Despite the significance and prevalence of errors in organizations, there has been no attempt within the field of Industrial and Organizational Psychology to create a single source summarizing what we know regarding errors in organizations and providing a focused effort toward identifying future directions of research. This volume answers that need and provides contributions by researchers who have conducted a considerable amount of research on errors occurring in the work context. Students, academics and practitioners in a wide range of disciplines, i.e., industrial organizational psychology, medicine, aviation, human factors and systems engineering, will find this book of interest.

The Psychology of Workplace Technology - Michael D. Coovert 2013-07-24
Recent advances in technology have dramatically altered the manner in which organizations function, transforming the way people think about and perform their work. The implications of these trends continue to evolve as emerging innovations adapt to and are adapted by organizations, workers, and other components of the socio-technical systems in which they are embedded. A rigorous consideration of these implications is needed to understand, manage, and drive the reciprocal interplay between technology and the workplace. This edited volume brings together top scholars within and outside of the field of industrial and organizational (I-O) psychology to explore the psychological and organizational effects of contemporary workplace technologies. A special section is included at the end of the book by four experts in the field entitled Reflections and Future Directions.

Big Data at Work - Scott Tonidandel 2015-11-06
The amount of data in our world has been exploding, and analyzing large data sets—so called big data—will become a key basis of competition in business. Statisticians and researchers will be updating their analytic approaches, methods and research to meet the demands created by the availability of big data. The goal of this book is to show how advances in data science have the ability to fundamentally influence and improve organizational science and practice. This book is primarily designed for researchers and advanced undergraduate and graduate students in psychology, management and statistics.

The Long-Distance Leader - Kevin Eikenberry 2018-06-05
Leadership first, location second As more organizations adopt a remote workforce, the challenges of leading at a distance become more urgent than ever. The cofounders of the Remote Leadership Institute, Kevin Eikenberry and Wayne Turmel, show leaders how to guide their teams by recalling the foundational principles of leadership. The authors' "Three-O" Model refocuses leaders to think about outcomes, others, and ourselves—elements of leadership that remain unchanged, whether employees are down the hall or halfway around the world. By pairing it with the Remote Leadership Model, which emphasizes using technology as a tool and not a distraction, leaders are now able to navigate the terrain of managing teams wherever they are. Filled with exercises that ensure projects stay on track, keep productivity and morale high, and build lasting relationships, this book is the go-to guide for leading, no matter where people work.

Teams That Work - Scott Tannenbaum 2020-09-01
Why do some teams thrive, while others struggle? In the modern workplace, employees collaborate. Managers are expected to be effective team leaders and employees are expected to be valued teammates. But many teams struggle. Being part of a struggling team can be unpleasant, but it can also hurt your career and waste company resources. In Teams That Work, Scott Tannenbaum and Eduardo Salas present the seven drivers of team effectiveness and the clearest recommendations on what really makes teams great. Applying the lessons they've learned from working with high-stakes, high-risk team situations to any kind of organization, they will dispel some of the most enduring myths (e.g., can you be both a star and a great team player?), feature the most useful psychological research, and share real-world illustrations of effective teams in action. Readers will find actionable, evidence-based tips for being an effective team leader, a great team member, a supportive senior leader, or an impactful consultant.

The Self at Work - D. Lance Ferris 2017-12-14
The Self at Work brings researchers in industrial and organizational psychology and organizational behavior together with researchers in social and personality psychology to explore how the self impacts the workplace. Covering topics such as self-efficacy, self-esteem, self-control, power, and identification, each chapter examines how research on the self informs and furthers understanding of organizational topics such as employee engagement, feedback-seeking, and leadership. With their combined expertise, the chapter authors consider how research on the self has influenced management research and practice (and vice-versa), limitations of applying social psychology research in the organizational realm, and future directions for organizational research on the self. This book is a valuable resource for researchers, graduate students, and professionals who are interested in how research on the self can inform industrial/organizational psychology.

Adverse Impact - James L. Outtz 2010-06-10
This text is the best single repository for a comprehensive examination of the scientific research and practical issues associated with adverse impact. Adverse impact occurs when there is a significant difference in organizational outcomes to the disadvantage of one or more groups defined on the basis of demographic characteristics such as race, ethnicity, gender, age, religion, etc. This book shows, based on scientific research, how to design selection systems that minimize subgroup differences. The primary object of this volume in the SIOP series is to bring together renowned experts in this field to present their viewpoints and perspectives on what underlies adverse impact, where we are in terms of assessing it and what we may have learned (or not learned) about minimizing it.

Social Networks at Work - Daniel J. Brass 2019-11-26
Social Networks at Work provides the latest thinking, from top-notch experts, on social networks as they apply to industrial and organizational (I/O) psychology. Each chapter provides an in-depth review along with discussions of future research and managerial implications of the social network perspective. Altogether, the volume illustrates the importance of adding a social capital perspective to the traditional human capital focus of I/O psychology. The volume is organized into two groups of chapters:

the first seven chapters focus on specific network concepts (such as centrality, affect, negative ties, multiplexity, cognition, and structural holes) applied across a variety of topics. The remaining eight chapters focus on common I/O topics (such as personality, creativity, turnover, careers, person–environment fit, employment, teams, and leadership) and examine each from a network perspective, applying a variety of network concepts to the topic. This volume is suited for students and academics interested in applying a social network perspective to their work, as well as for practicing managers. Each topic area provides a useful review and guide for future research, as well as implications for managerial action.

Learning, Training, and Development in Organizations - Steve W.J. Kozlowski 2009-08-06
This scholarly book in SIOP's Organizational Frontier series looks at research on enhancing knowledge acquisition and its application in organizations. It concentrates on training, design and delivery given the changing nature of work and organizations. Now that work is increasingly complex, there is greater emphasis on expertise and cognitive skills. Advances in technology such as computer simulations and web-based training are necessitating a more active role for the learner in the training process. In the broad context of the organization systems, this book promotes learning and development as a continuous lifelong endeavor.

Team Effectiveness In Complex Organizations - Eduardo Salas 2008-11-20
Over the past 40 years, there has been a growing trend toward the utilization of teams for accomplishing work in organizations. Project teams, self-managed work teams and top management teams, among others have become a regular element in the corporation or military. This volume is intended to provide an overview of the current state of the art research on team effectiveness.

Discrimination at Work - Robert L. Dipboye 2013-06-17
This volume in the "SIOP Organizational Frontiers" Series brings together scholars in Industrial and Organizational Psychology with social psychologists to explore the research and theory relating to the various areas of workplace discrimination.

Work in the 21st Century - Landy 2013-03-04

Encyclopedia of Industrial and Organizational Psychology - Steven G. Rogelberg 2007
Publisher description
Work Motivation - Ruth Kanfer 2012-10-02
This edited volume in SIOP's Organizational Frontiers Series presents the current thinking and research on the important area of motivation.Work Motivation is a central issue in Industrial organizational psychology, human resource management and organizational behavior. In this volume the editors and authors show that motivation must be seen as a multi-level phenomenon where individual, group, organizational and cultural variables must be considered to truly understand it. The book adopts an overall framework that encompasses "internal" - from the person - forces and "external" - from the immediate and more distant environment - forces. It is destined to challenge scholars of organizations to give renewed emphasis and attention to advancing our understanding of motivation in work situations.
Work Psychology - Pieter Johan Diederik Drenth 1998
Volume two of a four volume set. This second edition has been extensively rewritten and should be of interest to both practitioners and students of organizational psychology.
Perceived Organizational Support - Robert Eisenberger 2011

Today's constantly changing work environment is fraught with job uncertainty, frequent mergers and acquisitions, and a general breakdown of trust between employer and employee. More than ever, it is critical for managers to proactively shift away from devaluing employees as marginal capital to empowering them as human capital. Perceived organizational support-employees' perception of how much an organization values their contribution and cares about their well-being-mutually benefits both employees and their organizations and is integral to sustainable employer–employee relationships. Using organizational support theory and evidence gathered from hundreds of studies, Eisenberger and Stinglhamber demonstrate how perceived organizational support affects employees' well-being, the positivity of their orientation toward the organization and work, and behavioral outcomes favorable to the organization. The authors illustrate these findings with employee experiences and strategic approaches of major organizations such as Southwest Airlines, Wal-Mart, Costco, and Google. Organizational psychologists, management consultants, managers, and graduate students will obtain a clear understanding of perceived organizational support and the practical knowledge needed to foster its development and positive outcomes.

Age and Work - Hannes Zacher 2022
"The edited volume, Age and Work presents a systematic collection of key advances in theory, methods, and practice regarding age(ing) and work. This leading-edge collection breaks new ground by developing novel and useful theory, explaining underutilized but important methodological approaches, and suggesting original practical applications of emerging research topics. The book begins with a prologue by the World Health Organization's unit head for aging and health, an introduction on the topic by the editors, and an overview of past, current, and future workforce age trends. Subsequently, the first main section outlines theoretical advances regarding alternative age constructs (e.g., subjective age), intersectionality of age with gender and social class, paradoxical age-related actions, generational identity, and integration of lifespan theories. The second section presents methodological advances regarding behavioral assessment, age at the team and organizational levels, longitudinal and diary methods, experiments and interventions, qualitative methods, and the use of archival data. The third section covers practical advances regarding age and job crafting, knowledge exchange, the work/non-work interface, healthy aging, and absenteeism and presenteeism, and organizational meta-strategies for younger and older workers. The book concludes with an epilogue by an eminent scholar in age and work. Written in a scientific yet accessible manner, the book offers a valuable resource for undergraduate and graduate students, academics in the fields of psychology and business, as well as practitioners working in the areas of human resource management and organizational development"--
Handbook of Research Methods in Industrial and Organizational Psychology - Steven G. Rogelberg 2008-04-15
Handbook of Research Methods in Industrial and Organizational Psychology is a comprehensive and contemporary treatment of research philosophies, approaches, tools, and techniques indigenous to industrial and organizational psychology. Only available research handbook for Industrial & Organizational Psychology. Contributors are leading methodological & measurement scholars. Excellent balance of practical and theoretical insights which will be of interest to both novice and experienced organizational researchers. Great companion to the content-oriented Handbooks. Now available in full text online via xreferplus, the award-winning reference library on the web from xrefer. For more information, visit www.xreferplus.com