

High Performance Work System, Psychological Efficacy, Job Satisfaction and Task Performance in the Hotel Workplace

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Abstract

Extending from the perspective and literature of strategic human resource management, this study investigated the possible relationships among high performance work system, psychological efficacy, and employee outcomes. This study aimed to understand how high performance work system affected employees' psychological efficacy, and their employee outcomes, including job satisfaction and task performance. We found that high performance work system can help employees develop higher degree of psychological efficacy, and thus leading higher job satisfaction and task performance. Implication for managers and practical suggestions were proposed.

Keywords

High Performance Work System, Psychological Efficacy, and Employee Outcomes

1. Introduction

High performance work system (HPWS) has been regard as a mean to enhance employee motivation, competencies, and performance (Fu and Ma, 2015; Heffernan and Dundon, 2016; Takeuchi, Chen, and Lepak, 2009; Lawler, Chen, Wu, Bao, and Bai, 2011) [1]-[4]. HPWS includes a series of separate but interconnected HR practices that can enhance employees' competitiveness, including flexible job assignment and adequate work empowerment, rigorous recruitment and selection procedure, extensive training and development, merit-based performance appraisal, and competitive compensation and high wage (Batt, 2002; Chen, 2007; Takeuchi, Lepak, Wang, & Takeuchi, 2007; Patel, Messersmith and Lepak, 2013) [5]-[8]. Researchers have demonstrated that the use of HPWS would lead to higher employee productivity (Guthrie, 2004) [9], lower employee turnover rate (Guthrie, 2004) [9], better employee performance (Chen *et al.*, 2007) [10], higher helping behavior (Chuang *et al.*, 2010) [11], and better organizational performance (Becker *et al.*, 1996) [12]. Although the positive relationship between HPWS and performance criteria has been demonstrated by prior literature (Huselid, Jackson, and

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Psychological Work And Human Performance

**Christopher D. Wickens, William S.
Helton, Justin G. Hollands, Simon
Banbury**



Psychological Work And Human Performance:

The Psychology of Work and Human Performance Robert D. Smither, 1994 Suitable for business and psychology students this introduction to industrial organizational psychology emphasizes productivity and performance The scientist practitioner model is used to show how theories are developed through research and are then translated into applications issues like changes in workplace demographics drug testing and genetic screening AIDS in the workplace and a whole chapter offering an in depth examination of women and minorities Many real life examples tie the material together An instructor s manual is also available

Psychology and Human Performance in Space Programs Lauren Blackwell Landon, Kelley J. Slack, Eduardo Salas, 2020-10-08 In Psychology and Human Performance in Space Programs Extreme Application operations experts from multiple space agencies with support from spaceflight researchers outline existing and proposed operations for selecting training and supporting space crews who currently live and work on the International Space Station and who are preparing for future missions to the moon and Mars Highlighting applied psychology in spaceflight whilst acknowledging real world complexities that occur when integrating across an international multi agency collective this volume provides both historical and current perspectives toward spaceflight operations with expert contributions from NASA and international partners such as the Japanese Space Agency Russian space researchers and the Canadian Space Agency Helpfully outlining the progress that has been made so far this book includes topics such as the selection and hiring of astronauts the process of training a crew for a mission to Mars and workload and mission planning Discussing operational psychology in space and on the ground this book looks to the future of research and operational needs for future missions to Mars with an essay from astronaut Dr Don Pettit on his experiences in space and how the Mars mission will challenge us in new ways This second of two volumes will be of interest to professionals in the field of human factors and psychology in extreme environments

Engineering Psychology and Human Performance Christopher D. Wickens, William S. Helton, Justin G. Hollands, Simon Banbury, 2021-09-27 Forming connections between human performance and design this new edition of Engineering Psychology and Human Performance examines human machine interaction The book is organized directly from a psychological perspective of human information processing and chapters correspond to the flow of information as it is processed by a human being from the senses through the brain to action rather than from the perspective of system components or engineering design concepts Upon completing this book readers will be able to identify how human ability contributes to the design of technology understand the connections within human information processing and human performance challenge the way they think about technology s influence on human performance and show how theoretical advances have been or might be applied to improving human machine interactions This new edition includes the following key features A new chapter on research methods Sections on interruption management and distracted driving as cogent examples of applications of engineering psychology theory to societal problems A greatly increased number of references to

pandemics technostress and misinformation New applications Amplified emphasis on readability and commonsense examples Updated and new references throughout the text This book is ideal for psychology and engineering students as well as practitioners in engineering psychology human performance and human factors The text is also supplemented by online resources for students and instructors

The Psychology of Enhancing Human Performance Frank L. Gardner, Zella E. Moore, 2007-07-30 The MAC approach developed by connecting the more traditional scientific knowledge base on human performance and self regulation to more contemporary findings to do with meta cognitive processes emotion regulation and acceptance based behavioral interventions Written by the originators of the MAC model this book will provide both the necessary theory empirical background and a structured step by step easy to use protocol for the understanding assessment conceptualization and enhancement of human performance It is a protocol that can be readily adapted for a wide variety of high performing clientele from athletes and business people to sales people professionals in a variety of fields and emergency military personnel The material can be integrated by practicing clinicians as an adjunctive intervention strategy to help clients with specific performance problems Numerous case examples forms handouts in and out of session assignments and activities and verbatim client instructions are included

The psychology behind sports performance Sam N. Thrower, Vaithehy Shanmuganathan-Felton, Chris G. Harwood, 2023-08-11 Have you ever watched sport on TV and wondered how athletes like LeBron James Serena Williams Lionel Messi Simone Biles and Virat Kohli are able to perform so well in front of thousands of people Just the thought of it is enough to make most people throw up and pass out For over 100 years sport psychologists scientists interested in how the brain influences sport performance have been studying athletes and teams in order to understand more about the psychology behind successful sport performance These scientific studies have uncovered some fascinating insights regarding what it takes to become an elite athlete and perform at the highest level In this collection we will reveal some of the secrets that sport psychologists have uncovered in relation to sport performance Specifically we will highlight what has been learnt from research which has explored elite athletes background their personalities what motivates them how they are able to maintain their concentration where they get their confidence from and how they are able to cope under pressure The collection will help children and young athletes understand how the way they think and feel in different situations influences their performances and how those in their surrounding environment e g coaches parents friends and teammates can influence their performances and long term development These insights are not only exciting they start to highlight how young athletes can play a crucial role in enhancing their own performances both within and outside of sport e g school music performing arts and dance

Psychological Work and Human Performance Robert D. Smithers, 1997-01 *Historical Perspectives in Industrial and Organizational Psychology* Laura L. Koppes, 2014-02-04 This unique book is the first to contain a comprehensive history of industrial and organizational psychology covering numerous topics in the discipline The history presented offers various perspectives including the

contributions of individuals organizations and contextual or situational forces as well as an international viewpoint The authors all highly regarded experts in their respective topics use a range of approaches to examine history demonstrating to readers that there are multiple ways to understand history This volume will be of interest to industrial and organizational psychologists business and management academics and professionals historians of psychology business science and science and technology undergraduate and graduate students

Work Activity Studies Within the Framework of Ergonomics, Psychology, and Economics Gregory Z. Bedny, Inna S. Bedny, 2018-09-21 Systemic structural activity theory SSAT founded by Gregory Bedny is a relatively new unified framework for the study of efficiency of human performance equipment and software design This book presents new recently obtained data in the field of SSAT that can be used in the study of efficiency and complexity of human performance With increased cognitive demands to task performance psychological methods of study of human activity play an important role New principles and revised methods for the study of human work are supplemented by practical examples in manufacturing construction industry aviation and human computer interaction Features Presents new SSAT data Offers for the first time comparative analysis of studying efficiency and productivity from the perspective of ergonomics psychology and economics Includes examples of evaluation of economic efficiency of ergonomic innovations Provides advanced self regulative models of activity and of all cognitive processes that describe strategies of task performance Introduces a new efficient method of morphological and analytical quantitative analysis Discusses new methods of evaluation of complexity and reliability of highly variable computerized and computer based tasks

Work Activity Studies Within the Framework of Ergonomics Psychology and Economics presents a comprehensive unified psychological theory that can be utilized as a general approach to the study of human activity not only for ergonomists and psychologists but also for economists that study the efficiency of human performance

Psychological Management of Individual Performance Sabine Sonnentag, 2003-01-17 Psychological Management of Individual Performance is a unique combination of contributions from an academic and a practitioner for each topic Leading international authors come together in this integrative and comprehensive handbook to combine academic research findings and to provide detailed practice relevant information on subjects such as performance concepts work design cognitive ability and personality as predictors of performance performance appraisal and potential analysis goal setting training mentoring reward systems strategic HRM as well as broader issues such as well being and organizational culture This Handbook is a valuable resource for researchers academics and advanced students in psychology and related fields as well as consultants practitioners and professionals in HR who want to contribute to the enhancement and maintenance of high individual performance

Human Performance and Productivity Marvin D. Dunnette, Edwin A. Fleishman, 2014-01-14 These volumes represent a concerted attempt to link what is known from human performance research to recognized national needs for improving productivity The product of a National Science Foundation project directed by the series editor the set features authoritative reviews by leading

psychologists in the field The volumes cover many areas of human performance not included in other books **The Cognitive Era in Sports Performance: Mental Fatigue, Cognitive Training, and Psychological Ergogenic Substances** Dalton de Lima-Junior, Samuele Maria Marcora, Fábio Yuzo Nakamura, Leonardo De Sousa Fortes, Thiago Ribeiro Lopes, 2025-09-08 In the past century numerous articles have explored enhancing sports performance primarily focusing on aspects such as physical training fatigue and physiological parameters Nevertheless in recent decades there has been a notable recognition of the pivotal role played by cognitive parameters in achieving superior results Over the last decade the volume of articles specifically addressing mental fatigue has surged into the thousands Consequently various strategies aimed at mitigating its adverse effects have emerged in the literature These strategies encompass cognitive training and the use of substances such as caffeine Furthermore it has been observed that these interventions may not only alleviate the negative impact of mental fatigue but also enhance performance concerning baseline values Despite these advancements a comprehensive understanding of these phenomena remains elusive and there is a pressing need for the development of a substantial body of evidence to unravel the intricacies involved **Human Performance** D. Roy Davies, Gerald Matthews, Rob B. Stammers, Steve J. Westerman, 2013-10-23 Human Performance provides the student and researcher with a comprehensive and accessible review of performance in the real world and essential cognitive science theory Four main sections cover both theoretical and practical issues Section One outlines the perspectives on performance offered by contemporary cognitive science including information processing and neuroscience perspectives Section Two presents a multi level view of the performer as biological organism information processor and intentional agent It reviews the development of the cognitive theory of performance through experimental studies and also looks at practical issues such as human error Section Three reviews the impact of stress factors such as noise fatigue and illness on performance Section Four assesses individual and group differences in performance with accounts of ability personality and aging **The Sports Performance Optimization Manual** Pasquale De Marco, 2025-08-15 In the competitive world of sports athletes are constantly striving to push the boundaries of human performance and achieve peak potential The Sports Performance Optimization Manual is the ultimate guide to unlocking athletic potential and maximizing performance for athletes of all levels and disciplines Written by a team of renowned experts in the fields of sports science nutrition psychology and training this comprehensive manual provides a wealth of knowledge and practical advice to help athletes optimize their performance and gain a competitive edge Through in depth explanations real world examples and the latest research this manual covers a wide range of topics essential for sports performance optimization including Advanced training techniques to enhance strength speed power and endurance Cutting edge nutrition strategies to fuel athletic performance and promote recovery Mental conditioning practices to build mental toughness focus and resilience Effective injury prevention and management protocols to minimize downtime and maximize longevity The latest advancements in sports technology and their application

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Handbook of Work and Organizational Psychology: Work psychology Pieter Johan Diederik Drenth, Henk Thierry, Charles Johannes Wolff, 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 *The Oxford Handbook of Personnel Psychology* Susan Cartwright, Cary L. Cooper, 2008-10-31 The field of Personnel Psychology is broadly concerned with the study of individual differences and their consequences for the organization As human resource costs continue for most organizations to be the single largest operating cost 50 80% of annual expenditure achieving optimal performance from individual employees is of paramount importance to the sustained development and financial performance of any organization The Oxford Handbook of Personnel Psychology brings together contributions from leading international scholars within the field to present state of the art reviews on topical and emergent issues constructs and research in personnel psychology The book is divided into six sections Individual Difference and Work Performance Personnel Selection Methodological Issues Training and Development Policies and Practices Future Challenges While the Handbook is primarily a review of current academic thinking and research in the area the contributors keep a strong focus on the lessons for HR practitioners and what lessons they can take from the cutting edge work presented The SAGE Handbook of Industrial, Work & Organizational Psychology, 3v Deniz S Ones, Neil Anderson, Chockalingam Viswesvaran, Handan Kepir Sinangil, 2017-12-14 The second edition of this best selling Handbook presents a fully updated and expanded overview of research providing the latest perspectives on the analysis of theories techniques and methods used by industrial work and organizational psychologists Building on the strengths of the first edition key additions to this edition include in depth historical chapter overviews of professional contexts across the globe along with new chapters on strategic human resource management corporate social responsibility diversity stress emotions and mindfulness in the workplace environmental sustainability at work aging workforces among many others Providing a truly global approach and authoritative overview this three volume Handbook is an indispensable resource and essential reading for professionals researchers and students in the field Volume One Personnel Psychology and Employee Performance Volume Two Organizational Psychology Volume Three Managerial Psychology and Organizational Approaches *Instructor's Manual to Accompany The Psychology of Work and Human Performance* Robert D. Smither, 1988 **Work in the 21st Century, with EEPUB Access** Jeffrey M. Conte, 2024-09-24

PROVIDES READERS WITH A WIDE RANGING EXPLORATION OF THE RICH AND INTRIGUING NATURE OF THE MODERN WORKPLACE Now in its seventh edition Work in the 21st Century An Introduction to Industrial and Organizational Psychology is the most current and engaging textbook for courses on Industrial and Organizational I O Psychology This market leading textbook ties together themes and topics such as diversity cognitive and physical abilities personality emotional intelligence technology multicultural dynamics and evidence based I O psychology with a clear reader friendly narrative style This new edition retains the accessibility of the previous editions incorporating the latest research findings into every chapter and providing up to date organizational applications of the principles of I O psychology The scientist practitioner model continues to be the philosophical cornerstone of the text further reinforcing the systems approach and stressing the interplay among different I O psychology variables and constructs AN INTERACTIVE MULTIMEDIA LEARNING EXPERIENCE This textbook includes access to an interactive multimedia e text Icons throughout the print book signal corresponding digital content in the e text Video Content Two types of videos complement the text and engage readers more deeply with the fascinating field of I O Psychology Psychology Work Videos explore interesting topics in industrial and organizational psychology Informed by educational materials from the Society for Industrial and Organizational Psychology SIOP these videos feature vibrant footage and ask students thought provoking questions General psychology videos provide overviews of topics such as the Five Factor Model of Personality and theories of motivation that might come to bear in the discussion of industrial and organizational psychology Interactive Figures Charts and Tables Appearing throughout the enhanced e text interactive figures diagrams and tables facilitate study and help students retain important information Even many of the simplest figures are interactive to encourage online readers to pause and absorb the information they present before scrolling on to additional reading Interactive Self Scoring Quizzes Each chapter includes a self scoring Practice Quiz with feedback at both the question and quiz level to help students prepare for higher stakes assessments and exams

Handbook of Industrial, Work & Organizational Psychology Neil Anderson,2001-12-20 This volume mainly focuses on theories techniques and methods used by industrial and work psychologists Internationally renowned authors summarize advances in core topics

Measurement and Evaluation in Human Performance James R. Morrow,Dale P. Mood,Weimo Zhu,Minsoo Kang,2022-10-27 Measurement and Evaluation in Human Performance Sixth Edition With HKPropel Access guides students through the essentials of collecting and analyzing data of human performance and using that data in practical application Introductory algebraic concepts are combined with the technological capabilities of Microsoft Excel and IBM s SPSS software to aid students in calculations and data analysis Focusing on the core concepts of reliability and validity of data the text provides all the necessary tools for evidence based decision making to apply in kinesiology sport and exercise science physical therapy allied health physical education health and fitness The sixth edition of Measurement and Evaluation in Human Performance has been reorganized to offer a logical progression of information that

makes it easy for instructors and students to apply the content to their specific courses and career goals. It is enhanced with added expertise from new coauthor Weimo Zhu, an internationally known scholar in Kinesmetrics who served as the chair of the Measurement and Evaluation Council of SHAPE America. The amount of information on physical activity assessment has been increased across all chapters, and the text includes new content about sport video analysis apps, employment-related testing, and more. The text is divided into four parts: Part I introduces the concepts of measurement and evaluation and their importance for decision making in human performance; Part II explains the use of statistics as core tools and resources for these evaluations and explains the various forms of statistical procedures often used in measurement; Part III presents reliability and validity from theoretical, comprehensive, and criterion-referenced perspectives. Skills gained through previous sections are applied to human performance issues such as evaluating a person's aerobic capacity or muscular strength. Part IV applies all of the content from the previous sections to practical settings where students will use the knowledge gained in the text, covering topics like fitness assessment, performance assessment, motor behavior, and sport and exercise psychology. To enhance student comprehension and retention, related online learning aids are delivered through HKPropel. Sample data sets allow students to practice data analysis, as do a wide range of study and practice activities. Chapter quizzes may be assigned to students by instructors and are automatically graded within HKPropel. In addition, Mastery Item sidebars throughout the text include problems and activities that test student knowledge, while Measurement and Evaluation Challenge sidebars provide scenarios that can be evaluated with the information from the chapter. Measurement and Evaluation in Human Performance, Sixth Edition, continues to provide students with the tools and confidence they will need to gather reliable data, analyze it, and apply it in their work with clients. Note: A code for accessing HKPropel is not included with this ebook but may be purchased separately.

Psychological Work And Human Performance: Bestsellers in 2023 The year 2023 has witnessed a remarkable surge in literary brilliance, with numerous engrossing novels enthralling the hearts of readers worldwide. Lets delve into the realm of top-selling books, exploring the captivating narratives that have enthralled audiences this year. The Must-Read : Colleen Hoover's "It Ends with Us" This poignant tale of love, loss, and resilience has captivated readers with its raw and emotional exploration of domestic abuse. Hoover skillfully weaves a story of hope and healing, reminding us that even in the darkest of times, the human spirit can triumph. Uncover the Best : Taylor Jenkins Reids "The Seven Husbands of Evelyn Hugo" This captivating historical fiction novel unravels the life of Evelyn Hugo, a Hollywood icon who defies expectations and societal norms to pursue her dreams. Reids captivating storytelling and compelling characters transport readers to a bygone era, immersing them in a world of glamour, ambition, and self-discovery. Psychological Work And Human Performance : Delia Owens "Where the Crawdads Sing" This evocative coming-of-age story follows Kya Clark, a young woman who grows up alone in the marshes of North Carolina. Owens spins a tale of resilience, survival, and the transformative power of nature, entrancing readers with its evocative prose and mesmerizing setting. These top-selling novels represent just a fraction of the literary treasures that have emerged in 2023. Whether you seek tales of romance, adventure, or personal growth, the world of literature offers an abundance of compelling stories waiting to be discovered. The novel begins with Richard Pape, a bright but troubled young man, arriving at Hampden College. Richard is immediately drawn to the group of students who call themselves the Classics Club. The club is led by Henry Winter, a brilliant and charismatic young man. Henry is obsessed with Greek mythology and philosophy, and he quickly draws Richard into his world. The other members of the Classics Club are equally as fascinating. Bunny Corcoran is a wealthy and spoiled young man who is always looking for a good time. Charles Tavis is a quiet and reserved young man who is deeply in love with Henry. Camilla Macaulay is a beautiful and intelligent young woman who is drawn to the power and danger of the Classics Club. The students are all deeply in love with Morrow, and they are willing to do anything to please him. Morrow is a complex and mysterious figure, and he seems to be manipulating the students for his own purposes. As the students become more involved with Morrow, they begin to commit increasingly dangerous acts. The Secret History is a masterful and thrilling novel that will keep you guessing until the very end. The novel is a warning tale about the dangers of obsession and the power of evil.

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Table of Contents Psychological Work And Human Performance

1. Understanding the eBook Psychological Work And Human Performance
 - The Rise of Digital Reading Psychological Work And Human Performance
 - Advantages of eBooks Over Traditional Books
2. Identifying Psychological Work And Human Performance
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Psychological Work And Human Performance
 - User-Friendly Interface
4. Exploring eBook Recommendations from Psychological Work And Human Performance
 - Personalized Recommendations
 - Psychological Work And Human Performance User Reviews and Ratings
 - Psychological Work And Human Performance and Bestseller Lists
5. Accessing Psychological Work And Human Performance Free and Paid eBooks
 - Psychological Work And Human Performance Public Domain eBooks
 - Psychological Work And Human Performance eBook Subscription Services
 - Psychological Work And Human Performance Budget-Friendly Options
6. Navigating Psychological Work And Human Performance eBook Formats
 - ePub, PDF, MOBI, and More
 - Psychological Work And Human Performance Compatibility with Devices
 - Psychological Work And Human Performance Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Psychological Work And Human Performance
 - Highlighting and Note-Taking Psychological Work And Human Performance
 - Interactive Elements Psychological Work And Human Performance
8. Staying Engaged with Psychological Work And Human Performance

- Joining Online Reading Communities
- Participating in Virtual Book Clubs
- Following Authors and Publishers Psychological Work And Human Performance
- 9. Balancing eBooks and Physical Books Psychological Work And Human Performance
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Psychological Work And Human Performance
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Psychological Work And Human Performance
 - Setting Reading Goals Psychological Work And Human Performance
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Psychological Work And Human Performance
 - Fact-Checking eBook Content of Psychological Work And Human Performance
 - Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
- 14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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