

ORGANIZATIONAL EFFECTIVENESS

The Role of Psychology



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Organizational Effectiveness The Role Of Psychology

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Organizational Effectiveness The Role Of Psychology:

Organizational Effectiveness Ivan T. Robertson, Militza Callinan, Dave Bartram, 2003-10-17 Organizational Effectiveness The Role of Psychology examines psychological approaches in organizations not from the more common perspective of their impact on individuals but in relation to how the work of psychologists impacts on the overall effectiveness of the organization. It also provides a critical review of what psychology has to offer the way psychologists choose the problems they address, work with others and evaluate and demonstrate the impact they have. Robertson, Callinan and Bartram have brought together leading researchers and practitioners in work and organizational psychology. Each chapter provides a review of current knowledge, practice issues and future directions in their own area of expertise with a focus on contributions and implications for organizational functioning and the wider arena of managerial thinking. This book is for anyone interested in understanding the complex relations between individual, group and organisational performance and effectiveness. It is a valuable and challenging resource for advanced students and practitioners of occupational psychology, organizational behaviour, HRM and psychological consultancy in organizations.

Applying Psychology Andrew J. DuBrin, 2004 This introduction to success in the workplace provides an accessible overview of major psychological concepts and techniques that convey how to exercise a solid professional performance and achieve personal satisfaction. Approaches to perception, learning, personality, conflict and motivation are examined as well as theories of human behavior at work. Updated to include current issues that readers can relate to in everyday life, the Sixth Edition explores topics such as cross-cultural relations, working in teams, empowerment and other relevant matters with the goal of developing an appreciation of key principles and findings of the psychology of individual behavior. For professionals with a career or interest in industrial, organizational psychology, human relations, mediation and/or interpersonal skills.

Pay and Organizational Effectiveness: a Psychological View Edward E. Lawler (III.), Edward E. Lawler, 1971 The importance of pay. Pay as a source of motivation. Satisfaction with pay. Overview: pay and organizational effectiveness.

Organizational Effectiveness Kim S. Cameron, David A. Whetten, 2013-09-11 Organizational Effectiveness: A Comparison of Multiple Models directly addresses the issues of non-integration and non-comparability. This book not only provides well-thought-out approaches to effectiveness as a construct but also practical suggestions for improving effectiveness in organizations. A set of integrating questions that raise theoretical, conceptual, empirical, research, practical and managerial issues are also included. This text likewise compares and contrasts theoretical and philosophical roots of a particular perspective with other perspectives. This publication is intended for scholars and researchers seeking to understand and measure organizational effectiveness as well as practitioners who are faced with the problem of managing and improving their own organization's effectiveness.

Influencing Organizational Effectiveness Linda Holbeche, 2016-12-08 In this book Linda Holbeche offers an historical narrative on the changing landscape of work since the 1980s and considers how definitions of organizational effectiveness have changed over time. She

considers the characteristics and effects of the neo liberal work culture of new capitalism and how HRM practices have contributed to shaping this work culture Influencing Organizational Effectiveness challenges mainstream thinking around business strategy change and organizational effectiveness and about the roles of HRM and management While the overall tone of the book is critical Holbeche argues that HRM can play an active role in giving voice to employees and advancing organizational effectiveness Grounded in research this book includes reflective questions case studies and helpful guidelines to support HRM and organizational development professionals and master s level students It illustrates what better might look like and how HRM can contribute to a new definition of effectiveness which is aligned to the needs of modern organizations

Strategic Human Resource Management and Organizational Effectiveness Riki Takeuchi,Yaping Gong,Corine Boon,Kaifeng Jiang,2022-12-26 This book on human resource management HRM research builds upon and extends the work of Professor David P Lepak who was the Berthiaume Endowed Chair of Business Leadership in the Isenberg School of Management at the University of Massachusetts Amherst Professor Lepak was an internationally renowned HRM scholar who believed in giving back to his profession and was committed to introduce his research findings to students as well as the business community In addition to being a tribute to Professor Lepak and his work this volume aims to help organizations and managers understand how to use human resource management to benefit employees while achieving organizational effectiveness The chapters in this volume focus on strategic management of human capital resources strategic HRM and multilevel HRM areas of research that were central to Professor Lepak s academic contributions These chapters together provide important theoretical and practical implications for understanding how organizations can use HRM to generate and utilize their strategic human capital resources and how HRM interacts with internal and external factors to influence important employee and organizational outcomes The chapters in this book were originally published as a special issue of The International Journal of Human Resource Management

Analyzing Workplace Arrogance and Organizational Effectiveness: Emerging Research and Opportunities Tamzini, Khaled,Ayed, Tahar Lazhar,2018-03-30 Arrogance plays a problematic role in organizations and it is a unique and difficult challenge to address Taking proper steps towards recognizing and measuring the effect of arrogance in job performance becomes an important step in improving workplace environments Analyzing Workplace Arrogance and Organizational Effectiveness Emerging Research and Opportunities provides emerging research on the effects entitlement and superiority have in the workplace particularly from those in managerial and administrative positions Highlighting a range of pertinent topics such as contextual performance strategic scope and workplace arrogance scale this book is an important resource for academics researchers students and managers seeking current research on the relationship between performance and arrogance in the workplace

Encyclopedia of Counseling Frederick T. Leong,2008-04-25 CHOICE Outstanding Academic Title for 2009 2008 Best Reference Library Journal The scope depth breadth currency arrangement and authority of this work reflect the thorough in depth approach of

the entire editorial and publishing team Advancing current thought and models in the field this work provides an unparalleled attempt to approach this important subject from many perspectives Moreover each volume has a list of entries a reader's guide and information about the authors and the contributors The reader's guide incorporates substantive topics e.g. assessment testing and research methods biographies coping this is an essential addition to graduate and research collections Library Journal Professional counseling involves helping clients individually or in groups or as couples and families deal with various career vocational educational and emotional problems Whether performed by psychologists psychiatrists social workers psychiatric nurses or counselors thousands of professionals throughout the United States as well as the world are providing counseling services to fellow human beings to help them address and resolve the various problems of living that exceed their coping resources and social support The Encyclopedia of Counseling provides a comprehensive overview of the theories models techniques and challenges involved in professional counseling With approximately 600 entries this definitive resource covers all of the major theories approaches and contemporary issues in counseling The four volumes of this Encyclopedia are flexibly designed so they can be used together as a set or separately by volume depending on the need of the user Key Features Reviews different types of counselors their different professional identities and their different models of graduate education Examines important historical developments that have shaped the evolution of the counseling profession into its current form Provides a comprehensive compilation of information about established and emerging topics in mental health and personal emotional counseling Addresses problems in personal emotional counseling ranging from concerns about normal developmental processes and common life transitions to debilitating problems of great severity Discusses the major social scientific and professional forces that have shaped the evolution of cross cultural counseling and psychotherapy Offers complete information on conventional and up and coming areas of interest in career counseling Key Themes Assessment Testing and Research Methods Biographies Coping Counseling General Economic Work Issues Human Development and Life Transitions Legal and Ethical Issues Organizations Physical and Mental Health Professional Development and Standards Psychosocial Traits and Behavior Society Race Ethnicity and Culture Subdisciplines Theories Therapies Techniques and Interventions This ultimate resource is designed for laypeople who are interested in learning about the science and practice of counseling It is also a useful source for undergraduate and graduate students and professionals from other specialties to learn about counseling in all its forms and manifestations

The Oxford Handbook of Organizational Citizenship Behavior Philip M. Podsakoff, Scott B. MacKenzie, Nathan P. Podsakoff, 2018-06-27 The Oxford Handbook of Organizational Citizenship Behavior provides a broad and interdisciplinary review of state of the art research on organizational citizenship behaviors (OCBs) and related constructs such as contextual performance spontaneous organizational behavior prosocial behavior and proactive behavior in the workplace Contributors address the conceptualization and measurement of OCBs the antecedents correlates and consequences of these behaviors and the methodological issues that

are common when studying OCBs In addition this handbook pushes future scholarship in this and related areas by identifying substantive questions methods and issues for future research The result is a single resource that will inform and inspire scholars students and practitioners of the origins of this construct the current state of research on this topic and potentially exciting avenues for future exploration This handbook is designed to meet the needs of a broad spectrum of researchers and advanced undergraduate and graduate students in a variety of disciplines including management organizational behavior human resources management and industrial and organizational psychology as well as those interested in studying citizenship behavior in a variety of organizational contexts including marketing nursing engineering sports and education

Asia Pacific Human Resource Management and Organisational Effectiveness Alan Nankervis,Chris

Rowley,Noorziah Salleh,2016-06-24 Asia Pacific Human Resource Management and Organisational Effectiveness Impacts on Practice explores the concepts and applications of strategic human resource management SHRM theory on the roles and practices of human resource professionals employed in organizations across the Asia Pacific region It blends new conceptual frameworks with empirical evidence case illustrations and company examples from a variety of countries in the region exploring the economic political socio cultural demographic and professional dimensions of the topic Country studies for example Vietnam Thailand Malaysia China India Korea and Australia are included examining the relationships between SHRM and talent management knowledge workers quality of work and human capital management in the Asian region Presents the first book to explore the link between HRM and organizational effectiveness Provides new empirical and case study research on relevant issues regarding strategic human resource management Offers a blend of experienced global HRM scholars with enthusiastic regional academics Includes an amalgam of conceptual and practical approaches to the topic

Improving Organizational Performance Richard E. Kopelman,2019-12-06 This book presents the Cube One

framework which provides a basis for understanding diagnosing and improving organizational performance It is based on the premise that successful organizations enact practices that satisfy three key constituents the enterprise itself customers and employees This book offers a uniquely empirical approach by examining enterprise customer and employee directed practices Validity evidence is provided by survey research studies of financial metrics and the analysis of cases involving well known organizations such as Google Four Seasons and Mayo Clinic The Cube One framework is equally applicable to organizations in the for profit nonprofit and government sectors After reading this book students and scholars as well as organizational practitioners in the fields of organizational behavior and management will find a practical approach to improving organizational performance Improving Organizational Effectiveness Through Transformational Leadership

Bernard M. Bass,Bruce J. Avolio,1994 How can managers bring about optimum performance from the individuals in their organizations What leadership techniques produce the most effective organizations This book examines the theory and practice of the dynamic and innovative style of transformational leadership The transformational leader encourages followers

by acting as a role model motivating through inspiration stimulating intellectually and giving individualized consideration to their needs and goals Chapters explore how transformational leadership affects important issues in today's organizations such as delegation teamwork decision making total quality management and corporate reorganization

From Organizational Welfare to Business Success: Higher Performance in Healthy Organizational Environments Gabriele Giorgi, Mindy Shoss, Annamaria Di Fabio, 2017-10-25 This e book provides insight into the link between employee health and productivity performance with a focus on how individuals groups or organizations can intervene in this relationship to improve both well being and performance related outcomes Given the continuous changes that organizations and employees face such as the aging workforce and continued economic turbulence it is not surprising that studies are increasingly finding that employee health is related to job conditions The papers in this e book emphasize that organizations make a critical difference when it comes to employees health and well being In turn healthy employees help their organizations to flourish Such findings are in line with the recent emphasis by both the International Labour Organization ILO and the United Nations UN on the importance of work for individual well being and the importance of individual well being for productive and sustainable economic growth see e g ILO 1985 World Health Organisation 2007 UN 2015 Overall the papers report findings from a cumulative sample of nearly 19 000 workers and perspectives from 68 authors They suggest that performance cannot be successfully achieved at the cost of health and well being and provide various perspectives and tools to guide future research and practice

Enhancing Organizational Performance National Research Council, Division of Behavioral and Social Sciences and Education, Commission on Behavioral and Social Sciences and Education, Committee on Techniques for the Enhancement of Human Performance, 1997-05-02 Total quality management TQM reengineering the workplace of the twenty first century the 1990s have brought a sense of urgency to organizations to change or face stagnation and decline according to *Enhancing Organizational Performance* Organizations are adopting popular management techniques some scientific some faddish often without introducing them properly or adequately measuring the outcome *Enhancing Organizational Performance* reviews the most popular current approaches to organizational change total quality management reengineering and downsizing in terms of how they affect organizations and people how performance improvements can be measured and what questions remain to be answered by researchers The committee explores how theory doctrine accepted wisdom and personal experience have all served as sources for organization design Alternative organization structures such as teams specialist networks associations and virtual organizations are examined *Enhancing Organizational Performance* looks at the influence of the organization's norms values and beliefs its culture on people and their performance identifying cultural levers available to organization leaders And what is leadership The committee sorts through a wealth of research to identify behaviors and skills related to leadership effectiveness The volume examines techniques for developing these skills and suggests new competencies that will become required with globalization and other trends Mergers networks alliances

coalitions organizations are increasingly turning to new intra and inter organizational structures Enhancing Organizational Performance discusses how organizations cooperate to maximize outcomes The committee explores the changing missions of the U S Army as a case study that has relevance to any organization Noting that a musical greeting card contains more computing power than existed in the entire world before 1950 the committee addresses the impact of new technologies on performance With examples insights and practical criteria Enhancing Organizational Performance clarifies the nature of organizations and the prospects for performance improvement This book will be important to corporate leaders executives and managers faculty and students in organizational performance and the social sciences business journalists researchers and interested individuals

Assessing Organizational Effectiveness Raymond F. Zammuto, 1982-01-01 In this study Raymond Zammuto has cast the concept of organizational effectiveness within the framework of societal evolution He thus takes into account evolving needs expectations and environmental constraints and examines the continual process of becoming rather than being effective In this study Raymond Zammuto has cast the concept of organizational effectiveness within the framework of societal evolution He thus takes into account evolving needs expectations and environmental constraints and examines the continual process of becoming rather than being effective

Handbook of Workplace Spirituality and Organizational Performance Giacalone, 2015-05-18 An explanation of how and why the economic downturn of 2007 became the Great Recession of 2008 and 2009 It explores the root causes of the cycle of boom and bust of the economy It describes social equity in terms of its arguments and claims in political economic and social circumstances

Ecic 2017 - 9th European Conference on Intellectual Capital Ilídio Tomás Lopes, Rogério Serrasqueiro, 2017-03-20 These proceedings represent the work of researchers participating in the 9th European Conference on Intellectual Capital ECIC 2017 which is being hosted this year by the Instituto Universitário de Lisboa ISCTE IUL on 6-7 April 2017 ECIC is a recognised event on the international research conferences calendar and provides a valuable platform for individuals to present their research findings display their work in progress and discuss conceptual and empirical advances in the area of Intellectual Capital It provides an important opportunity for researchers and practitioners to come together to share their experiences of researching in this varied and expanding field The conference this year will be opened with a keynote presentation by Dr Jos Maria Viedma Mart from U P C Polytechnic University of Catalonia in Barcelona Spain and Prof Maria Do Rosario Cabrita from Universidade Nova de Lisboa Portugal who will together be talking about The Practice of Intellectual Capital in the Fourth Industrial Revolution The second day of the conference will be opened by Dr Gregorio Martín de Castro from Complutense University of Madrid Spain who will address the topic Intellectual Capital Linking Theory and Practice With an initial submission of 98 abstracts after the double blind peer review process there are 42 academic Research papers 2 PhD Research 1 Masters Research and 1 Work in Progress papers published in these Conference Proceedings These papers represent truly global research in the field with contributions from Australia Colombia Croatia Egypt Finland France Greece

Iran Italy Kazakhstan Latvia Lithuania Poland Portugal Romania Russia South Africa Spain The Netherlands Turkey United Arab Emirates UK and USA

Strategies for Performance Management Dinesh K. Srivastava, 2005 The book is divided into two parts The first part deals with antecedents of job performance A conceptual framework for identifying antecedents of job performance has been proposed Simultaneously an empirical study of job performance in two organizations is also presented The second part of the book deals with various human resource strategies like selection appraisal training development career planning etc Every chapter offers an instrument for use by HRD managers for reviewing their strategies even as the book explores appropriate strategies for managing people in almost every conceivable type of organization This book will not only benefit practicing managers who have the responsibility of improving performance of people but will forearm future managers mostly the students of MBA programmes who will be required to monitor and maximize organizational performance through better management of people

Handbook of Organizational Performance William K Redmon, Thomas C Mawhinney, Carl Merle Johnson, 2013-04-03 Capitalize on the principles of psychology to develop more effective leadership Whether you work in a smokestack industry the service sector or a high tech information based business the basic principles of industrial organizational psychology you will find in The Handbook of Organizational Performance can help you obtain better performance from your employees This comprehensive volume contains all the information you need to understand on the job behavior and effectively manage your employees The Handbook of Organizational Performance gives you the tools and techniques you need to reward positive employee behaviors and correct undesirable ones before they become destructive habits Using the principles of industrial organizational psychology you will learn how to train employees how to determine criteria for performance appraisals and how to establish leadership in the workplace The Handbook of Organizational Performance is a comprehensive guide to all areas of management including designing more effective training managing occupational stress using pay for performance plans reducing job related injury and illness taking an active role in occupational safety encouraging business ethics With its clear structure and helpful charts tables and figures The Handbook of Organizational Performance is an indispensable management tool and an essential text for students of business

The SAGE Handbook of Human Resource Management Adrian Wilkinson, Nicolas Bacon, Tom Redman, Scott Snell, 2012-07-10 The SAGE Handbook of Human Resource Management brings together contributions from leading international scholars in an influential collection that combines both global and interdisciplinary perspectives An indispensable resource for advanced students and researchers in the field the handbook focuses on familiarising the reader with the fundamentals of applied human resource management whilst contextualizing practice within wider theoretical considerations Internationally minded chapters combine a critical overview with discussion of key debates and research as well as comprehensively dealing with important emerging interests The interdisciplinary and wide ranging potential of the practising field is reflected through contributions from a diverse range of disciplines including psychology politics and sociology

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