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material Their findings from a range of cultural and national contexts challenge some previously accepted models and set a new agenda for future research In particular the volume provides new perspectives on the person organization relationship the political qualities of organizational change the input output model of organizations as entities and finally on research The Psychology of Organizational Change Shaul Oreg, Alexandra Michel, Rune Todnem By, 2013 In a rapidly changing world with constantly shifting dynamics organizational change may prove essential if businesses are to continue to succeed The majority of research on organizational change adopts a macro outlook focusing on strategic issues from the perspective of the organization and its management This volume presents a micro perspective focusing on the individual and more specifically the importance of the employees and their reactions to organizational change and expanding on the understanding of why change initiatives frequently fail This book constitutes an essential resource for scholars students and practitioners in the field of organizational change and development who strive to understand how to make change work not only for the organization but also for its members The Psychological Contract in the Public Sector David Guest,2000-10-01 Organizational Change Maria Vakola, Paraskevas Petrou, 2018-04-27 Organizational change is a reality of 21st century working life but what psychological effects does it have on individual workers and what coping strategies can be used to mediate its impact In today s turbulent work and career environment employees are required not only to accept changes as passive recipients but to proactively initiate changes and demonstrate attitudes behaviours and skills valued by current employers As a result organizational psychologists both researchers and practitioners have had to acknowledge and understand the myriad of challenges faced by employees as a result of organizational change In this important new book an international range of prominent scholars examine the key psychological issues around organizational change at the individual level including health and well being stress and emotional regulation performance and leadership attitudes and implications for the psychological contract Analyzing and presenting the impact of organizational change and possible coping strategies to successfully manage change the volume is ideal for students and researchers of work and organizational psychology business and management and HRM The Psychology of Organizational Change By Rune Todnem Michel Alexandra Oreg Shaul, 2013 Examines organizational change from the employee's perspective The Wiley-Blackwell Handbook of the Psychology of Leadership, Change, and Organizational Development H. Skipton Leonard, Rachel Lewis, Arthur M. Freedman, Jonathan Passmore, 2016-09-06 A state of the art reference drawing on key contemporary research to provide an in depth international and competencies based approach to the psychology of leadership change and OD Puts cutting edge evidence at the fingertips of organizational psychology practitioners who need it most but who do not always have the time or resources to keep up with scholarly research Thematic chapters cover leadership and employee well being organizational creativity and innovation positive psychology and Appreciative Inquiry and leadership culture fit Contributors include David Cooperrider Manfred Kets de Vries Emma Donaldson Feilder Staale

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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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