

# PERSONALITY and performance

FOUNDATIONS  
FOR MANAGERIAL  
PSYCHOLOGY

Spillane & Martin

# Personality And Performance Foundations For Managerial Psychology

**Moshe Zeidner, Gerald  
Matthews, Richard D. Roberts**



## **Personality And Performance Foundations For Managerial Psychology:**

Personality and Performance Robert Spillane, John Martin, 2005 This book of psychology is written by two psychologists for managers and students of management It consists of a two pronged approach First it analyzes the work of psychologists who have adopted a scientific perspective In management this means treating people as predictable objects Second it offers an alternative to scientific psychology that treats people as purposive subjects The purpose of this psychology is as a psychology of self determination to enable working people to gain insight into and mastery of themselves To achieve this requires new foundations for managerial psychology based on purpose choice freedom and responsibility This book is an attempt to clarify certain ideas about managerial psychology and to suggest a new direction *Overcoming Managerialism*

Robert Spillane, Jean-Etienne Joullié, 2022-05-09 Managerialism has often been defined as an ideology according to which the effective and efficient running of commercial firms not for profit organizations and public administrations is delivered by individuals who possess superior formal knowledge and expertise in management Arguing to their exclusive education managers deprive employers and employees of decision making power and ensconce themselves systematically in the power structure of workplaces to advance their own interests and agenda The central thesis of *Overcoming Managerialism* is that resisting and overcoming managerialism necessitates the re establishing of the conceptual distinction between power and authority Second it requires the rehabilitating of authoritative management as a protection against authoritarian practices Authority properly conceived redirects power to technical experts and professionals and thereby limits managerial power The authors discuss ten contentions which taken together represent a theory of the foundation of management in which authority power and rhetoric are central concepts This book combines academic scholarship with a readable critique of managerialism It will be of interest to both management scholars and students **Philosophy of Leadership** Jean-Etienne Joullié, Robert

Spillane, 2015-10-05 Philosophy of Leadership has been written to arouse curiosity not to satisfy it The authors point out ideas about leadership which draw upon both ancient and modern wisdom This book develops a philosophy of leadership by tracing the evolution of Western ideas from philosophical perspectives ancient and modern *Learning for Organizational Development* Eileen Arney, 2017-03-03 Learning for Organizational Development presents how to design deliver and evaluate effective learning and development L D programmes This definitive guide to L D s function in enhancing individual performance and organizational success is a core text for those studying for L D qualifications such as the Chartered Institute of Personnel and Development CIPD Intermediate level as well as a useful handbook for L D professionals looking to further their understanding of the latest developments Complete with case studies and reflective questions to aid comprehension Learning for Organizational Development considers the strategic business function of L D for communicating the vital contribution that it makes to both individual performance and organizational success It explores the role of L D in talent development showing how to support line managers in developing their people to drive retention and attraction It also

addresses the importance of developing the leadership capability within the organization and provides practical guidance and examples of what works Business Communication, Australia and New Zealand Baden Eunson, 2025-09-09 em style font family Arial font size 13 3333px background color f7f3e7 Business Communication 1st Edition prepares business students to excel in their communication skills upon entering the workforce The text provides a concise and focused narrative covering a range of communication practices from written and oral communication to social media interactions It simplifies complex concepts while providing practical examples to enhance understanding **Fraud Hotlines** Chelsea A. Binns, 2017-11-02 This book provides a complete guide on fraud hotlines It is designed to educate readers with respect to the history purpose operation use and utility of fraud hotlines It also equips readers with the knowledge to create analyze and assess the performance of fraud hotlines *Management: the Essentials* Stephen Robbins, David De Cenzo, Mary Coulter, Megan Woods, 2013-08-28 Robbins Management The Essentials covers the concepts essential to management in the 21st century in a fresh lively format that is perfectly suited to a typical university semester The second edition features new and in depth coverage of sustainability ethics and corporate social responsibility and new case studies from local and international businesses **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

*Performance Under Stress* James Szalma, Peter A Hancock, 2018-10-09 The world is a dangerous place and recent events have served to make it less safe There are many arenas of conflict and even combat across the world Such situations are the quintessential expression of stress you stand in imminent danger and live with the knowledge that you may be attacked injured or even killed at any moment How do people perform under these conditions How do they keep a heightened level of vigilance when nothing may happen in their immediate location for weeks or even months What happens when the bullets actually start flying How is it you distinguish friend from foe and each from innocent bystanders when in immediate peril of your life Can we design technology to help people make good decisions in these ultimately hazardous situations To what degree does your membership in a team act to dissipate these particular effects Can we generate sufficiently stressful field

exercises to simulate these conditions and can we train and or select those most able to withstand such adverse conditions How will the next generation of servicemen deal with these inherent problems These are the sorts of questions that Performance Under Stress addresses This book is derived largely from a multiple year multiple university initiative MURI on stress and soldier performance on the modern electronic battlefield It involved leading researchers from many institutions who have brought their individual expertise to bear on these crucial contemporary concerns United by a common research framework these groups attacked the issue from different methodological and conceptual approaches ranging from traditional laboratory modeling and experimentation to realistic simulations from involved field exercises to personal experiences of actual combat conditions The insights generated have been distilled and presented as a benchmark of current understanding and provide future directions for research in this arena Although this work focuses on soldier stress and soldier performance the principles that are derived extend well beyond this single application Their findings can be applied to people facing the demands of the business world or research as much as to those who meet life or death situations such as homeland security first responders and law enforcement personnel

**Performance Appraisal and Management** Kevin R. Murphy, Jeanette N. Cleveland, Madison E. Hanscom, 2018-02-08 Organizations of all sizes face the challenge of accurately and fairly evaluating performance in the workplace Performance Appraisal and Management distills the best available research for and translate those findings into practical concrete strategies This text explores common obstacles and why certain performance appraisal methods often result in failures Using a strategic evidence based approach the authors outline best practices for avoiding common pitfalls and helping organizations achieve their maximum potential Cases exercise and spotlight boxes on timely issues like cyberbullying in the workplace and appraising team performance provides readers with opportunities to hone their critical thinking and decision making skills

**The British National Bibliography** Arthur James Wells, 2005 *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

**Performance Management** James W. Smither, Manuel London, 2009-07-28 There has been a shift in HR from performance appraisal to performance management A new volume in the SIOP Professional Practice Series this book contains a broad range of performance management topics offers recommendations grounded in research and many examples from a variety of organizations In addition to offering state of the art descriptions of performance management needs and solutions this book provides empirical bases for recommendations demonstrates how performance management tracks and helps promote organizational change and exams critical issues This book makes an ideal resource for I O psychologists HR professionals and consultants In this comprehensive and timely volume Smither and London assemble an exceptional collection of chapters on topics spanning the entire performance management process

Written by leading researchers and practitioners in the field these chapters draw on years of research and offer a blueprint for implementing effective performance management systems in organizations This volume is a must read for all those interested in performance management John W Fleenor Ph D research director Center for Creative Leadership *Personnel Selection* Mark Cook, 2016-02-19 This is a fully updated edition of *Personnel Selection* a seminal text on the psychometric approach to personnel selection by a noted expert in the field Focuses on cutting edge topics including the influence of social networking sites adverse impact age differences and stereotypes distribution of work performance and the problems of selecting new employees using research based on incumbent employees Questions established beliefs in the field especially issues that have been characterized as not a problem such as differential validity over reliance on self report and faking good Contains expanded discussion of research and practice in the US and internationally while maintaining the definitive coverage of UK and European selection approaches Provides comprehensive yet accessible information for professionals and students as well as helpful pedagogical tools technical and statistical boxes simplified figures and tables research agenda boxes key point summaries and key references

**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

Emotional Intelligence Annamaria Di Fabio, 2012-02-01 Emotional intelligence is an emerging construct for applied research and possible interventions both in scholastic academic and educational contexts organizational contexts as well as at an individual level in terms of people's well being and life satisfaction From the presented contributions it emerges how this volume is characterized by an interest to give an international overview rich of stimuli and perspectives for research and intervention in relation to a promising variable of current interest such as emotional intelligence The goal is that this book further contributes to the affirmation of a particularly promising variable such as emotional intelligence which requires a greater interest and attention in both research and application field

**Creating High Performance Teams** Ray Aldag, Loren Kuzuhara, 2015-02-11 *Creating High Performance Teams* is an accessible and thorough new introduction to this key area of business education Written by teams experts Ray Aldag and Loren Kuzuhara this book provides students with both a firm grounding in the key concepts of the field and the practical tools to become successful team managers and members Built on a solid foundation of the most up

to date research and theory chapters are packed with case studies real world examples tasks and discussion questions while a companion website supports the book with a wealth of useful resources for students team members and instructors Centered around an original model for high performance teams topics covered include Building and developing effective teams Managing diversity Effective communication Team processes meetings performance management Dealing with change and team problems Current issues virtual teams globalization With its combined emphasis on principles and application interwoven with the tools topics and teams most relevant today Creating High Performance Teams is perfectly placed to equip upper level undergraduate and MBA students with the knowledge and skills necessary to take on teams in any situation

**What We Know about Emotional Intelligence** Moshe Zeidner, Gerald Matthews, Richard D. Roberts, 2012-02-10  
Sorting out the scientific facts from the unsupported hype about emotional intelligence Emotional intelligence or EI the ability to perceive regulate and communicate emotions to understand emotions in ourselves and others has been the subject of best selling books magazine cover stories and countless media mentions It has been touted as a solution for problems ranging from relationship issues to the inadequacies of local schools But the media hype has far outpaced the scientific research on emotional intelligence In What We Know about Emotional Intelligence three experts who are actively involved in research into EI offer a state of the art account of EI in theory and practice They tell us what we know about EI based not on anecdote or wishful thinking but on science What We Know about Emotional Intelligence looks at current knowledge about EI with the goal of translating it into practical recommendations in work school social and psychological contexts **New Perspectives on Information Systems Development** Hari Harindranath, W. Gregory Wojtkowski, Joze Zupancic, Duska Rosenberg, Wita Wojtkowski, Stanislaw Wrycza, John A.A. Sillince, 2012-12-06 This book is a result of the Tenth International Conference on Information Systems Development ISD2001 held at Royal Holloway University of London United Kingdom during September 5 7 2001 ISD 2001 carries on the fine tradition established by the first Polish Scandinavian Seminar on Current Trends in Information Systems Development Methodologies held in Gdansk Poland in 1988 Through the years this seminar evolved into an International Conference on Information Systems Development The Conference gives participants an opportunity to express ideas on the current state of the art in information systems development and to discuss and exchange views on new methods tools applications as well as theory In all 55 papers were presented at ISD2001 organised into twelve tracks covering the following themes Systems Analysis and Development Modelling Methodology Database Systems Collaborative Systems Theory Knowledge Management Project Management IS Education Management issues E Commerce and Technical Issues We would like to thank all the contributing authors for making this book possible and for their participation in ISD2001 We are grateful to our panel of paper reviewers for their help and support We would also like to express our sincere thanks to Ceri Bowyer and Steve Brown for their unfailing support with organising ISD2001 **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



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