



Psicologia Organizacional

Herman Frank Littlewood

Zimmerman, Jesús Felipe Uribe Prado

Psicología Organizacional:

Una Introduccion a la psicologia , **Introducción a la psicología** Charles G. Morris, Albert A. Maisto, María Elena Ortiz Salinas, 2005 *Psicología* David G. Myers, 2006 Esta nueva edición mantiene el tono de las anteriores y la mayor parte de su contenido y organización Sin embargo cada una de sus páginas ha sido actualizada El resultado consiste en 664 referencias nuevas y en muchas secciones y ejemplos nuevos que reflejan la situación de la psicología a finales de la década de los noventa Las ilustraciones se basan en conceptos retocados el diseño de los capítulos es más efectivo y las numerosas fotos mejoradas deberían Psicología organizacional y del trabajo Jean David Polo Vargas, Juan David Madrid Contrera, Leidy Alejandra Gómez Franco, Andrés Muñoz Álviz, Anthony Constant Millán De Largeo, 2022-05-26 En el presente texto el lector encontrará una revisión sucinta de temas de la psicología organizacional y del trabajo Entre los temas abordados se encuentran una breve historia de los elementos que han ayudado a formar a la psicología organizacional esquemas de talento humano motivación trabajo en equipo culturas y aprendizajes organizacional salud y seguridad en el trabajo entre otros La intención de los autores de este texto es aportar en una pequeña manera a exponer y clarificar algunos de estos temas para el público interesado **Temas e investigaciones en psicología organizacional y del trabajo** Erico Rentería Pérez, Sigmar Malvezzi, 2017-10-20 Como su propio título sugiere esta obra incluye una selección de temas cruciales para el desarrollo contemporáneo de la Psicología Organizacional y del Trabajo POT en el específico marco sociocultural colombiano y en el latinoamericano en general La amplia variedad de sus contenidos está organizada en un doble plano Por un lado rescata actualiza aclimata y latinoamericaniza temas clásicos de la POT mainstream como vocación socialización identidad carrera laboral gerencia del desempeño oferta y demanda de competencias en el mercado de trabajo Por otro trata de tópicos emergentes de la metamorfosis del mundo del trabajo operada durante la transición entre milenios y caracterizada principalmente por la crisis del fordismo y la posmodernización de las condiciones normas procesos y relaciones laborales propiciadas a su vez por la globalización económica neoliberal y la informalización de la sociedad y de la cultura A ese respecto algunos capítulos se hacen eco de configuraciones locales de esta dinámica global enfocando aspectos tan centrales de la misma como la empleabilidad el teletrabajo el empleo informal o la actividad laboral flexibilizada fragmentada e individualizada El panorama descrito por este libro da una idea del largo camino que queda por andar en los niveles local y global hasta el acceso a un sistema laboral que garantice el logro de metas deseables de bienestar y de desarrollo humano Para progresar en esa dirección serán necesarios cambios en el mercado y en la regulación del trabajo orientados por más libros como este *La culturocracia organizacional en México* José Gpe Vargas Hernández, La psicología en América Latina Rubén Ardila, 1986 Ofrece una historia de la psicología en nuestro subcontinente que comprende también su situación actual y sus perspectivas futuras Describe el importante papel de esta ciencia considerando sus diversas áreas de estudio Aborda la vida y obra de sus precursores y la labor de sus mejores exponentes de hoy en día Asimismo ofrece un análisis de

las dificultades y soluciones propuestas sin olvidar factores ideológicos y políticos *Psicología organizacional en Latinoamérica* Herman Frank Littlewood Zimmerman, Jesús Felipe Uribe Prado, 2018-01-01 Los libros sobre psicología organizacional la mayoría de las veces solo describen las actividades típicas del área como la descripción medición explicación y cambio del comportamiento en el trabajo pero en la obra *Psicología organizacional en Latinoamérica* se analiza más allá pues presenta las posturas actuales y hallazgos teóricos y prácticos de líderes latinoamericanos que trabajan como consultores académicos e investigadores El libro ha sido estructurado en cinco grandes partes de conocimiento aplicado a psicología del trabajo y las organizaciones aplicada a la administración del capital humano liderazgo y habilidades sociales factores psicosociales y salud ocupacional conductas contraproductivas y cambio organizacional La lectura y consulta de este libro se recomienda tanto a estudiantes de psicología administración y carreras relacionadas con el comportamiento organizacional como a practicantes y consultores pues se encontrarán puntos de vista recomendaciones instrumentos de medición y diagnóstico además de resultados de investigaciones recientes con implicaciones aplicables a la práctica organizacional en el contexto latinoamericano Psicología(s) organizacional(es) y del (de los) trabajo(s) Erico Rentería Pérez, 2019-09-19 Es una reintroducción es una oportunidad bienvenida de revisión de conocimientos que actualiza y difunde la reflexión sobre la psicología de las organizaciones y del trabajo POT campo de conocimiento creado y desarrollado para estudiar la frontera entre la persona el trabajo y la sociedad bajo la mirada de la persona asumida con su plena subjetividad y con la capacidad de construir su existencia realizando sus potencialidades En ese campo actúan procesos regulatorios que intentan ajustar los desempeños frente a tareas racionalmente programadas que tienen alta potencialidad para inhibir la subjetividad Igualmente actúan procesos emancipatorios que instrumentalizan la búsqueda de felicidad de calidad de vida y de autorrealización Esos dos procesos son igualmente requeridos y el trabajo es un punto de convergencia entre ambos El trabajo construye pero puede limitar al mismo tiempo que realiza puede hacer de la relación y otro una fuente de injusticia y de desigualdades En esta línea la POT expone las condiciones disponibles y los riesgos encontrados en esa tarea investigando la mediación del trabajo Ese énfasis en la relación y otro analizada en todo el libro contrasta con racionalidades que asumen el individuo descontextualizado se revela así un golpe en el mecanicismo que fue siempre una sombra para la comprensión de la relación hombre trabajo y se inhibe la percepción funcionalista que predominó en los primeros años de la POT que contextualizó el trabajo restringido a la relación con la tarea como a menudo ocurre con frecuencia frente a la interface entre el trabajador y las herramientas sistemas No es solamente la tarea sino también la interacción con el otro las que construyen la relación hombre trabajo creando la intersubjetividad resocializando y fomentando la visión crítica del ser social que sensibiliza hacia la justicia y hacia las graves amenazas que hacen que las desigualdades sean más intensas y radicales Historia, Filosofía y Epistemología de la Psicología, 1998

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