New Titles in Industrial, Organizational & Work Psychology 2008-2009

- Introductory Industrial, Organizational & Work Psychology
- General Topics in Industrial, Organizational & Work Psychology
- The SIOP Organizational Frontiers Series
- Organizational Communication
- Consumer Psychology & Social Influence
- Leadership & Executive Coaching
- Work Motivation
- Personality & Identity at Work
- Stress & Emotion in the Workplace
- Work & Leisure
- Human Resource Management
- Experimental Research Methods & Design
Dear Industrial-Organizational/Work Psychologist,

In November 2006, Lawrence Erlbaum Associates (LEA) joined the Taylor & Francis group of companies which includes Psychology Press and Routledge. By the end of 2008, the LEA name will be phased out and all Industrial, Organizational and Work Psychology titles will be published under the Routledge imprint. This catalog integrates titles originally published by LEA with new and recent titles by Routledge and Psychology Press.

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Invitation to Authors

Are you planning to develop a textbook or monograph in Industrial, Organizational and Work Psychology? Do you feel there is a need for a new journal in this area? If so, we would like to hear from you. We welcome proposals covering any aspect of Industrial, Organizational and Work Psychology, in its theory and practice.

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Organizational Frontiers Series

The Series of SIOP, the Society for Industrial and Organizational Psychology

Series Editor 2003–2008: Robert D. Pritchard, University of Central Florida
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Launched in 1983 to make scientific contributions to the field, this series has attempted to publish books on cutting edge theory, research and theory derived from practice in industrial and organizational psychology, and related organizational science disciplines. The goal of the series is to inform and stimulate research for SIOP members (students, practitioners and researchers) and people in related disciplines including other subdisciplines of psychology, organizational behavior, human resource management, and labor and industrial relations.

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For more information on the books in this series, please turn to the SIOP series section (p10).
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The Academy of Management Annals, Volume 1 (see p39)
Introductory Industrial, Organizational & Work Psychology

The Psychology of Behaviour at Work
The Individual in the Organization
Second Edition
Adrian Furnham
University College London, UK

“It is a pleasure in these days of multi-authored volumes to see a single authored work of such magnitude and density. 5/5.” - Roger Watson, University of Sheffield

“This new edition of The Psychology of Behaviour at Work is a must buy for students of organisational behaviour and psychology. It provides all the traditional and new topic areas in the field... A real gem.” - Cary L. Cooper, Professor of Organizational Psychology and Health at Lancaster University

This superb introduction to the field of organizational psychology and organizational behaviour builds on the foundation of the highly successful first edition to provide up-to-date explanations of all the key topics in a clear, coherent and accessible style. The text is supported by numerous illustrations and examples as well as end-of-chapter summaries and concluding remarks. Topic sections on key research studies, as well as applied aspects such as human resources applications and cross-cultural issues, lead the reader through the complexities of the theory to its practical application.

The Psychology of Behaviour at Work covers all major topics in the field, from vocational choice, personality, attitudes, motivation and stress, to cooperation, learning, training, group dynamics, decision making and leadership. Further sections introduce corporate culture and climate, as well as organisational structure, change and development, and a final section outlines predictions not only for the future study of organizational psychology, but of the future of work itself.

As with the first edition, The Psychology of Behaviour at Work, Second Edition, will prove to be an invaluable resource for psychology students on work and organizational psychology courses, business students on organizational behaviour courses, and human resources managers eager to expand their knowledge of this fascinating field.

October 2005: 7x10: 848pp
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Business Psychology and Organisational Behaviour
A Student's Handbook, Fourth Edition
Eugene McKenna
Professor Emeritus, University of East London, UK

“Eugene McKenna has done it again. Business Psychology and Organisational Behaviour is an up-to-date, topical and comprehensive text, which should prove a great success among both undergraduates and post graduates. ... A must buy!” - Cary L. Cooper, Professor of Organizational Psychology and Health at Lancaster University

“This book is an outstanding achievement. It is one of the most comprehensive and up-to-date texts available anywhere on the subject of business psychology and organisational behaviour. It takes the reader through individual, group and organizational perspectives, while at the same time offering an appreciation of their historical development and methodological issues. This solid foundation provides a basis for offering extremely useful guidance on the human resource and organizational options open to practising managers.” - John Child, Birmingham Business School, University of Birmingham

Throughout the latest edition of this highly-regarded textbook there is broad coverage and well-informed evaluation of different theoretical approaches. Insightful practical examples and vivid illustrations from the business world accompany the discussion, showing how the ideas and theories can be applied.

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Pointers to additional reading are also provided. An essential textbook for undergraduates and postgraduates studying psychology and organisational behaviour, it will also be welcomed as a rich source of information by practicing professionals.

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**Group Performance**

Bernard Nijstad  
University of Amsterdam, The Netherlands

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People interact and perform in group settings in all areas of life. Organizations and businesses are increasingly structuring work around groups and teams. Every day, we work in groups such as families, friendship groups, societies and sports teams, to make decisions and plans, solve problems, perform physical tasks, generate creative ideas, and more.

Group Performance outlines the current state of social psychological theories and findings concerning the performance of groups. It explores the basic theories surrounding group interaction and development and investigates how groups affect their members. Bernard Nijstad discusses these issues in relation to the many different tasks that groups may perform, including physical tasks, idea generation and brainstorming, decision making, problem solving and making judgements and estimates. The book closes with an in-depth discussion of the context in which groups interact and perform.

Offering an integrated approach, with particular emphasis on the interplay between group members, the group task, interaction processes and context, this book provides a state-of-the-art overview of social psychological theory and research. It will be highly valuable to undergraduates, graduates and researchers in social psychology, organizational behavior and business.

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**Whistle-blowing in Organizations**

Marcia P. Miceli, McDonough School of Business, Georgetown University, USA; Janet Near, Kelley School of Business, Indiana University, USA; Terry Dworkin, Center for International Business Education and Research, Indiana University, USA (Eds.)

**Series: Organization and Management**

“Human life in increasingly lived in organizations and the project of enforcing proper conduct by these organizations falls significantly on employees. The study of whistle-blowing, while in its infancy, has the potential to make significant contributions to the quality and fate of the latest chapter in the human project.

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“I think this book will be considered required reading for anyone interested in whistle-blowing because it is such a thorough review.” - Linda Trevino, Pennsylvania State University

“The book is crammed full of valuable information about the current state of research and leading edge thinking on the subject of whistle blowing in organizations. It has potential to be the definitive scholarly handbook on the subject.” - William A. Wines, Missouri Western State University

This is a research-based book on whistle-blowing in organizations. The three noted authors describe studies on this important topic and the implications of the research and theory for organizational behavior, managerial practice, and public policy.

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Historical Perspectives in Industrial and Organizational Psychology
Laura L. Koppes (Ed.)
LK Associates, Lexington KY, USA

Series: Applied Psychology

“There is a crying need for this book in the psychology curriculum. There is no survey of IO as comprehensive as this. Given the enormous impact IO has had on modern society, I believe many teachers will assign this volume as required reading.” - Richard T. von M ay r h ause r, University of California at Berkeley

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.

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.

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Psychological and Organizational Climate Research
Contrasting Perspectives and Research Traditions
Alessia D’Amato, Center for Creative Leadership
Michael J. Burke, Freeman School of Business, Tulane University, USA (Eds.)

This special issue brings together psychological and organizational climate research from different cultural perspectives and research traditions. The articles exemplify the best of these traditions with climate research at both the individual and organizational levels of analysis as well as primary and meta-analytic climate research. Moreover, the articles offer progress toward advancing theory, research, and practice in relation to situation perception. Finally, as a communication medium, this special issue will inform those within as well as outside the field of work and organizational psychology of the knowledge gained on situational perception and notions of work climate.

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March 2008: 6x9: 172pp
Pb: 978-1-84169-844-1: £39.95
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Work Psych Arena
**European Journal of Work and Organizational Psychology**

The European Journal of Work and Organizational Psychology aims to bring together practitioners and academics from all areas of the discipline, and to stimulate the exchange of ideas, opinions and thoughts between these groups. The journal publishes empirical, theoretical and review articles of high scientific quality that are relevant to the real-world situations faced by professionals.

The journal fosters European research, but is not exclusively European, having an international authorship, readership and editorial board. Submissions from all around the world are invited.

The journal primarily publishes freely submitted contributions, but will occasionally also publish a themed issue, although all contributions are submitted to rigorous peer review. Papers and themed issues are published on a wide range of topics covered by the umbrella of work, organizational, industrial and occupational psychology. These include organizational change, organizational climate, team work, motivation, innovation, leadership, bullying, stress in the workplace, burnout, job satisfaction, job design, selection and training.

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  - Guest Editors: Fred R.H. Zijlstra and Sabine Sonnentag
  - June 2006: 112pp
  - Pb: 978-1-84169-811-3: £29.95
The SIOP Organizational Frontiers Series

Team Effectiveness in Complex Organizations
Cross-Disciplinary Perspectives and Approaches

Eduardo Salas, University of Central Florida, USA; Gerald Goodwin, Research Psychologist at the US Army Research Institute for Behavioral and Social Science; C. Shawn Burke, University of Central Florida, USA (Eds.)

Series: SIOP Organizational Frontiers

"This comprehensive text provides a powerful and scholarly overview of our understanding of team work in organizations; it is likely to be the core resource for researchers for the foreseeable future. Moreover, by offering a sophisticated understanding of teamwork in complex settings it clearly identifies the main challenges for research and theory. The contributors encompass the leading US researchers in this field of research, guaranteeing a thorough and authoritative overview of team effectiveness." - Michael West, Aston University

"Ideas that were once mere seeds for thought have sprouted into strong intellectual frameworks for understanding teams, as this book shows. This book’s coverage of what’s new by way of thinking, application, and method should appeal to a wide audience and should continue to fuel the advance of team effectiveness theory and practice." - Rick Guzzo, Mercer, Inc.

"The editors have assembled an important, state-of-the-art resource on the emerging science of team effectiveness. Research is beginning to show the way towards enhanced team performance.” - Scott Tannenbaum, President, The Group for Organizational Effectiveness (gOE), Inc.

"This is an exciting book on teams in organizations. The contributors bring both great expertise and diverse perspectives to this research area. The intersection between theoretical and methodological advances will make this book valuable for both researchers and doctoral students.” - Paul Goodman, Carnegie Mellon University

Over the past forty years, there has been a growing trend toward the utilization of teams for accomplishing work in organizations. Project teams, self-managed work teams and top management teams, among others, have become a regular element in the corporation or military. This volume is intended to provide an overview of the current state of the art research on team effectiveness.

CONTENTS

“The editors have provided, through the selection of topics and authors, a comprehensive coverage of the most current thinking and findings on work motivation. The collective set of chapters in the book emphasizes the fluid and dynamic elements of motivation, the changes that occur across time, that add to the complexity - but also the fascination - of the overall picture. This book is destined to challenge scholars of organizations to give renewed emphasis and attention to advancing our understanding of motivation in work situations.” - Lyman W. Porter, University of California, Irvine

This edited volume in SIO’s Organizational Frontiers Series presents the current thinking and research on the important area of motivation. Work motivation is a central issue in industrial organizational psychology, human resource management and organizational behavior. In this volume the editors and authors show that motivation must be seen as a multi-level phenomenon where individual, group, organizational and cultural variables must be considered to truly understand it. The book adopts an overall framework that encompasses “internal” – from the person - forces and “external” – from the immediate and more distant environment - forces. It is destined to challenge scholars of organizations to give renewed emphasis and attention to advancing our understanding of motivation in work situations.

CONTENTS

This new volume in SIOP’s Organizational Frontiers Series is a state-of-the-art overview of contemporary conflict research which aims to place conflict research and theory squarely within the realm of industrial and organizational psychology. This volume brings together and integrates classic and contemporary insight in conflict origins, conflict processes, and conflict consequences. In addition, it stimulates modeling conflict at work at relevant levels of analyses: the interpersonal and group, and the organizational. It is appropriate for scholars and practitioners in the areas of Industrial Organizational psychology, human resource management, organizational behavior, applied psychology and social psychology.

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Perspectives on Organizational Fit
Cheri Ostroff, University of Maryland at College Park, USA
Timothy A. Judge, University of Florida, Gainesville, USA (Eds.)
Series: SIOP Organizational Frontiers

This book concerns how employees consider their work lives, how well they fit their jobs, the work setting, other people, and what is important and valued in their organizations. Perspectives on Organizational Fit takes a scholarly look at fit in organizations: the relationship between individuals and the environments in which they find themselves. As the volume extends upon recent advances in fit theory, the contributors address how fit theory is used within selection, recruitment, diversity, and leadership teams. It also explores the integration of different fit perspectives, and clarifies the methodological and statistical issues that plague fit research.

The burgeoning interest in fit issues makes this book especially timely. It is comprised of three parts that cover:

- New directions in fit processes, as well as micro and macro levels of analysis
- M methodological and statistics issues that pertain to conducting fit research
- Reflections from the chapter authors and the continuing challenges of future research in fit theory.

Perspectives on Organizational Fit is appropriate for researchers and professionals in the areas of human resource management, organizational behavior, and industrial organizational psychology.

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July 2006: 6x9: 432pp
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www.psypress.com/siop-organizational-frontiers

Dipboye & Colella (Eds.)
Discrimination at Work
The Psychological and Organizational Bases
Series: SIOP Organizational Frontiers
November 2004: 6x9: 536pp
Hb: 978-0-8058-5207-3: £50.00
www.psypress.com/siop-organizational-frontiers

Weekley & Ployhart (Eds.)
Situational Judgment Tests
Theory, Measurement, and Application
Series: SIOP Organizational Frontiers
December 2005: 6x9: 408pp
Hb: 978-0-8058-5251-6: £39.95
www.psypress.com/siop-organizational-frontiers

www.workpsychologyarena.com
Auditing Organizational Communication

A Handbook of Research, Theory and Practice

Owen Hargie, University of Ulster, Northern Ireland
Dennis Tourish, Aberdeen Business School, Robert Gordon University, UK (Eds.)

The handbook has established itself as a core text in the field of organizational communication. Research studies consistently show the importance of effective communication for business success. They also underscore the necessity for organizations to put in place validated techniques to enable them to systematically measure and monitor their communications. Auditing Organizational Communication equips readers with the vital analytic tools required to conduct such assessments.

Owen Hargie, Dennis Tourish and distinguished contributors drawn from both industry and academia:

- Provide a comprehensive analysis of research, theory and practice pertaining to the communication audit approach
- Review the main options confronting organizations embarking on audit
- Discuss the merits and demerits of the approaches available
- Provide case studies of the communication audit process in action
- Illustrate how findings can be interpreted so that suitable recommendations can be framed
- Outline how reports emanating from such audits should be constructed.

This thoroughly revised and updated edition of the Handbook of Communication Audits for Organizations arrives at a time of considerable growing interest in the area. In the eight years since the last edition of the book, a large volume of research has been published, and the text has been comprehensively updated by reviewing this wealth of data. In addition, new chapters on social network analysis and auditing the communication revolution have been added, together with new case study chapters illustrating audits in action.

CONTENTS


March 2009: 6x9: 448pp
Hb: 978-0-415-41445-6: £49.95
Pb: 978-0-415-41446-3: £24.95
60-day examination copy available

Social Communication

Klaus Fiedler (Ed.)
University of Heidelberg, Germany

Series: Frontiers of Social Psychology

“This thoroughly modern collection of essays, written by masters in the field, is a decisive contribution to the social psychology of language and communication. It represents some of the most productive and generative research frontiers which, though necessarily diverse, have been superbly integrated by Fiedler. It is a landmark publication and truly deserves the title Social Communication.” - Sik Hung Ng, Professor and Chair of Social Psychology, City University of Hong Kong

“Why should social psychologists take an interest in communication? The essays in Social Communication offer a range of thoughtful and persuasive answers. These make the book essential reading for anyone interested in either social psychology or communication.” - Herbert H. Clark, Stanford University

This volume is devoted to the fascinating topic of social communication – fascinating because communication is ubiquitous, in that one cannot not communicate. And yet, the art of effective communication can be extremely demanding and elusive, because a tricky trade-off problem has to be solved. For communication to be successful, it must be at once informative – somehow indicating an intended direction of thought or action – as well as subtle – somehow concealing intentions and instrumental goals. Failure to meet the former criterion renders communication uncontrolled and haphazard; failure to meet the latter raises suspicion and reactance.

The chapters in this volume focus on the tools and repertoires evolved by social communication in order to deal with this demanding trade-off. They represent prominent paradigms of current research at the interface of communication and social psychology, presented by leading scholars who have played crucial roles in the development of those paradigms.

The sixteen chapters are grouped into four major sections: communication within and between groups and cultures; strategic communication; social communication, affect, and behaviour regulation; and social communication and adaptive behaviour regulation. Individual chapters are devoted to such intriguing topics as stereotypes and intergroup affairs, language and culture, deception and lie detection, persuasion, discussions...
in groups, logic of conversation, nonverbal cues, conversational implicatures, the impact of conversation situations and social distance, and the evolution of verbal communication. The volume is framed by an introduction and an epilogue.

Social Communication is essential reading for senior undergraduates, graduates, and researchers working in the field of social communication, language and social psychology, and related areas in social science such as communication science, linguistics, and gender studies.

CONTENTS


January 2007: 6x9: 456pp
Hb: 978-1-84169-428-3: £37.00
Pb: 978-0-415-35911-5: £27.50
60-day examination copy available

Rafaeli & Pratt (Eds.)
Artifacts and Organizations
Beyond Mere Symbolism
Series: Organization and Management
August 2005: 6x9: 304pp
Hb: 978-0-8058-5036-9: £61.50
Pb: 978-0-8058-5035-2: £49.95
60-day examination copy available

Van der Molen & Gramsbergen-Hoogland
Communication in Organizations
Basic Skills and Conversation Models
November 2005: 234x156: 224pp
Hb: 978-1-84169-555-6: £29.95
Pb: 978-1-84169-556-3: £14.95
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www.communicationarena.com

As an essential site for communication academics, students, researchers and practitioners, the Arena is updated on a monthly basis to bring you the latest news, special offers, sample articles, calls for papers, conference information and plenty more.

www.workpsychologyarena.com
Handbook of Consumer Psychology

Curtis P. Haugtvedt, Ohio State University, USA; Paul M. Herr, University of Colorado at Boulder, USA; Frank R. Kardes, University of Cincinnati, USA (Eds.)

Series: Marketing and Consumer Psychology

“A superb collection of chapters on the most important topics in consumer psychology, written by the world's leading experts on these topics. Chapters from Kassarjian and Robertson's (1991) edited Handbook of Consumer Behavior proved to be a mainstay for consumer behavior Ph.D. seminars for a decade. I expect the Handbook of Consumer Psychology to play a similar role for established researchers and graduate students over the next decade.” - John G. Lynch, The Fuqua School of Business, Duke University

“This Handbook assembles a superb slate of top researchers who expertly explore the field of consumer psychology with impressive depth and breadth. From classic perspectives (such as information processing, attitudes, motivation, and behavioral decision research) to up-to-the-minute cutting-edge research areas (from well-being to neuroeconomics), this Handbook has everything one could ask, and more. This book is truly a must for anyone with an interest in why people consume.” - Joseph Priester, Marshall School of Business, University of Southern California

This handbook contains a unique collection of chapters written by the world's leading researchers in the dynamic field of consumer psychology. Although these researchers are housed in different academic departments (i.e., marketing, psychology, advertising, communications), all have the common goal of attaining a better scientific understanding of cognitive, affective, and behavioral responses to products and services, the marketing of these products and services, and societal and ethical concerns associated with marketing processes. Consumer psychology is a discipline at the interface of marketing, advertising and psychology. The research in this area focuses on fundamental psychological processes as well as on issues associated with the use of theoretical principles in applied contexts. The handbook will present state-of-the-art research as well as provide a place for authors to provide suggestions for future research and practice. The handbook is most appropriate for graduate level courses in marketing, psychology, communications, consumer behavior and advertising.

CONTENTS


February 2008: 7x10: 1,280pp
Hb: 978-0-8058-5603-3: £49.95
www.psyress.com/marketing-and-consumer-psychology
Consumer Behavior and Advertising Involvement

Selected Works of Herbert E. Krugman

Readings assembled by Edward Krugman
Cahill Gordon & Reindel LLP, New York, USA

Series: Marketing and Consumer Psychology

“I think the compilation of Krugman’s work is great. Where can I buy one right now? The breadth of his topics is wonderful, touching on many important persuasion topics in Consumer Behavior, media and advertising. His work spans almost four decades, going back to the post-war days and propaganda and forward to the media and advertising studies in the 70s and 80s. I would think this would be a great reference book on a number of persuasion topics with excellent cross referencing possibilities. I don’t think the consumer scientists of today are aware of the breadth of his contribution to this body of knowledge.” - David Schumann, University of Tennessee

“Herbert Krugman had the enduring belief that social science research methods, including physiological responses measured in the laboratory, predict important behavior in the outside world. Another is an underlying assumption that academic social science theories, especially theories from academic psychology, provide useful guidance to managers who govern day to day events. The chapters in this book report efforts to apply social science theories and methods in studies of consumer preferences.” - William D. Wells, University of Minnesota, from the Foreword

“Graduate students, new and established practitioners, and contemporary researchers will benefit from an examination of how Herbert Krugman addresses fundamental issues associated with understanding, predicting, and influencing consumer behavior.” - Curtis P. Haugtvedt, Ohio State University

This book honors the many important contributions of Herbert Krugman, past president of APA, The Division of Consumer Psychology and The Association for Public Opinion Research. This reader contains his selected works in Consumer Behavior and Advertising which combine insights from Cognitive Psychology, Social Psychology and Survey Methodology. William Wells of the University of Minnesota has provided the foreword and section overviews, which will help it appeal to all academics and students of Consumer Research.

CONTENTS


September 2008: 6x9: 354pp
Hb: 978-0-8058-5788-7: £32.50

Brand Meaning

Mark Batey
Sr. Vice President, DRAFTFCB Latin America

“There are many books on brands. Few bring the depth of insight that Brand M eaning does.” - Jim Hytner, Group Brand and UK Banking Marketing Director, Barclays Bank

“A thorough, wide-ranging book, which nicely integrates major theories and concepts of consumer behavior from the distinctive viewpoint of brand meaning.” - Bernd Schmitt, Professor of International Business, Columbia Business School, New York

“The book has content more theoretical, scholarly and rich than the existing books on the market. This book has the potential to be a “cross-over” title that reaches out to both managers and academics. It can also be used as a supplementary textbook for the classroom.” - Rajeev Batra, Kresge Professor of Marketing, Ross School of Business, University of Michigan

“Brand M eaning represents an important contribution to the marketing literature on brands.” - Allan J. Kimmel, Professor of Marketing at ESCP-EAP, European School of Management, Paris

How a company ‘positions’ a brand is not necessarily how the consumer perceives that brand. Brands allow marketers to add meaning to products and services, but it is consumers who ultimately determine what a brand means. The sources of brand meaning are many and varied, as are the ways in which meanings become attached to brands. Brand Meaning takes a comprehensive and holistic look at how
consumers find and create meaning in brands. It explores the fundamental conscious and unconscious elements that connect people with products and brands. Traditional marketing concepts are questioned, and a new brand meaning framework is put forward. The book lays out new and fertile territory for the understanding of how brands can both assimilate and provide meaning. It will leave readers with a better appreciation of what brand means and what brands mean.

A thorough and compelling analysis of the multiple ways people find and create meaning in brands, this book is intended as a supplement for all graduate and undergraduate courses on brand management in marketing, consumer psychology, advertising and business.

CONTENTS


February 2008: 6x9: 280pp
Hb: 978-0-8058-6455-7: £21.99

Learning From Winners

How the ARF Ogilvy Award Winners Use Market Research to Create Advertising Success

Raymond Pettit
Wirthlin Worldwide, New York, USA

"Nowhere has there ever been such a thorough and thoughtful review and explication of the best of the best in advertising research." - Dee Alsop, Group President, Harris Interactive

This book demonstrates how the best companies use the creative application of research, done up front, to produce the big ideas with significant impact on the market and on the people, employees, partners, retailers and customers. Readers of this book will experience how brand managers and their agencies use the right research to drive new brand insights, re-define problems or markets, support risk-taking ideas, and illuminate diverse audiences. This book will be an invaluable resource for business executives looking for market strategy, consumer psychologists, teachers, students, and practitioners looking for a trusted guide for study in advertising, marketing and promotion.

CONTENTS


August 2007: 6x9: 200pp
Hb: 978-0-8058-5653-8: £40.00
Pb: 978-0-8058-5653-8: £32.95

Brick & Mortar Shopping in the 21st Century

Tina M. Lowrey (Ed.)
University of Texas at San Antonio, USA

“This book offers a novel and thought-provoking perspective regarding how consumer behavior theories and research can inform consumer shopping behavior and retailing strategies.” - Laura Peracchio, University of Wisconsin, Milwaukee

This book explores how traditional retailing operates in the new competitive environment of a combined e-tailing and brick and mortar marketplace. In drawing together the cutting-edge research of a global group of experts in the field of consumer behavior, this volume addresses questions such as: which psychological theories can provide insights into why so many consumers still flock to traditional shopping environments? What situational factors promote or inhibit ‘physical’ shopping? Which methodologies best capture moderators and mediators of various shopping behaviors?

This volume advances the field of consumer psychology by covering the e-tail vs. traditional retail discussion from a 21st Century perspective. It will be of interest to both marketing professionals and graduate students in the areas of advertising, retailing, consumer behavior, marketing communications and psychology.

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October 2007: 6x9: 312pp
Hb: 978-0-8058-6394-9: £33.95
Pb: 978-0-8058-6364-2: £24.50

www.consumerpsychologyarena.com
Consumer Culture, Identity and Well-Being
The Search for the ‘Good Life’ and the ‘Body Perfect’
Helga Dittmar
University of Sussex, UK
Series: European Monographs in Social Psychology

“Helga Dittmar produces irrefutable research evidence of the pernicious effects of the culturally reinforced belief; to be more, one has to have more, whether it’s shoes, bags, cameras, cars, thinness, or muscles.” - April Lane Benson, Founder, Stopping Overshopping LLC, and Cofounder of the Center for the Study of

Anorexia and Bulimia
“Helga Dittmar is an internationally recognised expert on the social psychology of consumption and its relationship to identity and well-being. Her accessible prose style and her convincing use of experimental evidence, much of which has been collected by Helga and her research colleagues, culminates in a message that needs to be heard.” - Alan Lewis, Professor of Economic Psychology, University of Bath

Advertising, materialism and consumption are central aspects of contemporary Western culture. We are bombarded with idealised images of the perfect body, desirable consumer goods, and affluent lifestyles, yet psychology is only just beginning to take account of the profound influence these consumer culture ideals have on individuals’ sense of identity and worth. Consumer Culture, Identity, and Well-Being documents the negative psychological impact consumer culture can have on how individuals view themselves and on their emotional welfare. It looks at the social psychological dimensions of having, buying and wanting material goods, as well as the pursuit of media-hyped appearance ideals. In particular, it focuses on:

1. The purchasing of material goods as a means of expressing and seeking identity, and the negative consequences of this
2. Psychological buying motivations in conventional buying environments and on the Internet
3. The unrealistic socio-cultural beauty ideals embodied by idealized models, which for women is typically expressed as ultra-thinness and for men as masculinity, and how this creates body dissatisfaction.

Throughout, different approaches from social psychology are integrated, such as self-completion, self-discrepancy and value theory, to create a comprehensive theoretical framework for understanding the impact of internalising core consumer culture ideals on how individuals see themselves and the implications this has for their psychological and physical health.

Consumer Culture, Identity, and Well-Being will be of interest to anybody who wants to find out more about the psychological effects of living in modern consumer societies on children, adolescents, and adults. More specifically, it will be of interest to students and researchers in social psychology, sociology, media studies, communication and other social sciences, as well as to psychologists, health workers, and practitioners interested in the topics of identity, consumption pathologies, body image, and body-related behaviours.

CONTENTS

August 2007: 6x9: 296pp
Hb: 978-1-84169-608-9: £29.95

Social Influence
NEW EDITOR-ELECT FOR 2008!
Kipling D. Williams, Purdue University, USA

Social Influence provides an integrated focus for research into this important, dynamic, and multi-disciplinary field. It appeals to a broad range of researchers from diverse areas of the social sciences, including social psychologists, political psychologists, consumer psychologists, organizational psychologists, sociologists, communication researchers, and anyone interested in any aspect of social influence.

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The journal publishes mostly experimental research investigating aspects of social influence, although correlational studies, surveys, and meta-analyses will be considered.

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An Integrative Approach to Leader Development

Connecting Adult Development, Identity and Expertise

David Day, University of Western Australia, Crawley; Michelle M. Harrison, Kemmy Business School, University of Limerick, Ireland; Stanley M. Halpin, Leader Development Research Unit of the US Army Research Institute for the Behavioral and Social Sciences; Adjunct Professor at Kansas State University

“The topic of leadership development is both timely and important, and the theoretical directions the authors provide are a new contribution to the field. I really appreciated the new areas the authors brought together from different fields: literature on adult development with literature on morality and ethics with literature on epistemic cognition – a fascinating and informative integration.” - Mary Uhl-Bien, University of Nebraska Lincoln

“Many books on leadership have one or two chapters that reflect state-of-the-art thinking applied to a practical aspect of leadership. However, in this book, every chapter reflects the very highest levels of scholarship.” - Robert G. Lord, University of Akron

This new leadership book takes a longitudinal, multilevel perspective on theorizing about the development throughout their adult lifespan.

The authors look at what is known about adult development, and try to accelerate the leader development process in creating the expert leader. It looks at a diverse set of scholarly literature including authentic leadership, transformational leadership, and servant leadership. It will serve as a good text for graduate students in Psychology, Management and Leadership Studies.

CONTENTS

Leadership & Executive Coaching

Inclusive Leadership
The Essential Leader–Follower Relationship

Edwin P. Hollander
Baruch College and Graduate Center, USA

Series: Applied Psychology

“In this book and indeed throughout his distinguished career, Hollander “shines the bright light” on the importance of the followership in the study of human behavior. That focus, alone, makes Hollander's book distinctive and unique. Almost single-handedly, through the force of his impeccable and creative research, he has altered, indeed transformed, our view of leadership by insisting on the study of followership. His stance and tone are just right and his writing is lovely.” - Georgia Sorenson, University of Maryland

“I liked the presidency chapter tremendously. I was very impressed with the weaving together of the theories and research from some years ago with current issues and worries in presidential leadership.” - George R. Goethals, Jepson School of Leadership Studies, University of Richmond

This landmark book by Edwin P. Hollander, a noted organizational social psychologist and long-time contributor to leadership research and practice, highlights the leader-follower relationship as central to effective leadership. Inclusive leadership is a process of active followership emphasizing follower needs and expectations, with the guiding principle of ‘doing things with people, not to people’, in a two-way influence relationship. The book provides strong theoretical and empirical guidance for leadership development and includes many of Hollander’s key original papers. Each is updated in a chapter with his new reflective commentary, including those on ‘Interdependence’, ‘Women and Leadership’, ‘Power and Leadership’, ‘Legitimacy’, ‘Ethical Challenges’, ‘Idiosyncrasy Credit’, and ‘Civil Liberties’. Six new chapters begin with an ‘Overview of Inclusive Leadership’, identifying distinctive concepts and practices, and an ‘Historical Background’. There also are new chapters on such topics as ‘Applications’, ‘Presidential Leadership’, and ‘College and University Leadership’. It concludes with ‘Lessons from Experience’, a revealing ‘Afterword’ on his career, and comprehensive reference list.

Enriching our practical understanding of the leader-follower relationship, with many real-world examples, this book should be a basic addition to anyone’s library on leadership. Students of leadership, management, organizational psychology and behavior, business, sociology, education, political science, and public policy, will find it informative about successful practices of ‘Inclusive Leadership’, and their applications to leadership events.

CONTENTS

July 2008: 7x10: 270pp
Hb: 978-0-8058-6439-7: £20.95
www.psypress.com/applied-psychology-series

New Edition!

Appraisal, Feedback and Development
Making Performance Review Work, Fourth Edition

Clive Fletcher
Emeritus Professor of Occupational Psychology, Goldsmiths’ College, University of London; Honorary Professor at Warwick Business School; Managing Director of Personnel Assessment Limited, UK

Tried and trusted by thousands of HRM students and professionals in three previous editions, this is the most comprehensive introduction to performance appraisal currently available. In this fully revised and updated work, Clive Fletcher explores the key elements of the appraisal process, and through best practice examples explains how such processes can motivate and develop staff, fostering commitment and positivity, and ultimately improving an organization’s performance.

Drawing on the wider critical literature on performance management and organizational psychology, and based firmly on evidence-based analysis and organizational experience, the book stresses the vital role of performance appraisal in the identification, development and retention of talent. Discussion topics include:
- Aims and outcomes of the appraisal process
- Designing appraisal schemes
- Appraisal as an ingredient of performance management
- Multi-level, multi-source ‘360 degree’ feedback
- Training, implementation and monitoring
- The international and cultural adaptation of appraisal systems.

Exploring both public and private sector contexts, this is essential reading for all students of human resource management and for any manager or HRM professional looking to develop more effective performance appraisal systems.

CONTENTS

www.workpsychologyarena.com

January 2008: 6x9: 232pp
Hb: 978-0-415-44690-7: £80.00

Leadership, Feedback and the Open Communication Gap

Leanne E. Atwater & David A. Waldman
Arizona State University, USA

“This is an excellent book! I especially like its take-aways and the realism with which the material is presented. It held my attention so well that I read virtually all the chapters in one sitting. While holding my attention, I found the book to include a number of solid, scholarly references, unobtrusively presented. Therefore, it should serve the needs of practitioners and college students as well as scholars. The authors have snuck in lots of content in an easy to read format. I highly recommend it.” - Jerry Hunt, Texas Tech University

“Giving and receiving feedback are among the most complex and least understood leadership dilemmas confronting most managers today. This book is a treasure trove of research, ideas, case examples and practical suggestions that will enrich many classroom discussions and, more importantly, equip future leaders with the insights and tools that are vital if they are to avoid the car crashes that feedback processes in most organizations have become. Clearly written, succinct and wise, this book will be vital reading in many contexts.” - Dennis Tourish, Aberdeen Business School, Robert Gordon University

“Clearly it has relevance for leaders. If the focus is on leadership communication dilemmas, it would be appropriate for courses on leadership. If the topic is open communications more broadly, then the book would have wider applicability ... for instance, in courses on organizational behavior and human resource management as well as more specifically, in courses on organizational communication and leadership.” - Manny London, SUNY, Stony Brook

The topic of leadership has grown in importance, and how and when managers communicate is critical to their effectiveness. This book provides insight for managers to understand the feedback and open communication processes. It suggests guidelines for how and when managers should engage in negative feedback and open organizational-level communication with followers, including when such feedback and information should not be shared. It also adds to the existing knowledge base pertaining to open communication on the part of managers. This book will be of value to managers and practitioners involved in the practice of leadership as well as for courses on leadership, organizational behavior, human resource management and organizational communication.

CONTENTS

November 2007: 6x9: 256pp
Hb: 978-0-8058-5397-1: £21.95
Pb: 978-0-8058-5397-1: £21.95

Leadership at a Distance
Research in Technologically-Supported Work

Suzanne P. Weisband (Ed.)
University of Arizona

“This is a book whose time has come! It drives still another stake into the heart of the white hat, white horse heroic leader who saves a town, saying “My work here is done”. Weisband and company have eloquently succeeded in opening our eyes to numerous forms of leadership at a distance, all designed to prepare leaders to function on Friedman’s global competitive playing field. It is a must read.” - James G. (Jerry) Hunt, Institute for Leadership Research at Texas Tech

This volume offers insights from a noted group of scholars who discuss the complex phenomenon of leadership in distributed work settings - also known as leadership at a distance. Editor Suzanne Weisband addresses the ubiquitous roles leaders play, their scale of work, and the range of technologies available to them, while setting new directions in studying leadership at a distance. A unique perspective of empirical research unfolds, representing a variety of fields and methods to foster a better understanding of the role technology plays in leadership, and how leadership is shaped by the use of technology.

Leadership at a Distance begins with an overview of the challenges leaders face in the 21st Century, followed by a discussion of:
- Field studies and innovative ways of thinking about leadership in distributed work settings
- Experiments on the group dynamics and social processes involved in leading teams at a distance
- Research on leadership in large-scale distributed collaborations, as well as lessons learned about leadership at a distance and future research directions.
- Managers, organizational behavior psychologists, human factors and industrial engineers, and sociologists will consider this book of interest and will appreciate its interdisciplinary scope.

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Leadership & Executive Coaching

Atwater, an Electronic Meeting System Context.

Felix C. Brodbeck
Jagdeep S. Chhokar

The GLOBE Book of In-Depth Studies of 25 Societies

World Cities: Leaders' Perspectives on Collocated and Distance Collaboration.


July 2007: 6x9: 264pp
Hb: 978-0-8058-5097-0: £38.95
Pb: 978-0-8058-5097-0: £19.95

Culture and Leadership Across the World

The GLOBE Book of In-Depth Studies of 25 Societies

Jagdeep S. Chhokar, Indian Institute of Management, Ahmedabad; Felix C. Brodbeck, Aston University, UK; Robert J. House, University of Pennsylvania, USA (Eds.)

Series: Organization and Management

"GLOBE 1 was the Manhattan project linking culture and leadership. It focused mostly on quantitative analyses of data from sixty-one countries. This volume focuses on qualitative data from twenty-five of those countries. Based on focus group responses, in-depth ethnographic interviews, conceptions of outstanding leadership found in the media, participant observations, and unobtrusive measurements from each of these countries, it provides rich data about conceptions of leadership that are universal and culture-specific. It shows that some attributes of leadership are universal (e.g., the leader is inspirational), and some are culture-specific (e.g., invests in the future). The culture specific are emphasized more or less in different countries and cultural regions (defined by location, language, and religion). The volume will be extremely valuable to those who work or do business in one or more of the twenty-five countries discussed in the book." - Harry Triandis, Professor Emeritus, University of Illinois at Urbana-Champaign

Culture and Leadership Across the World is the second major publication of GLOBE (Global Leadership and Organizational Behavior Effectiveness), a groundbreaking, large-scale project on international management research featuring contributions from nearly 18,000 middle managers from 1,000 organizations in sixty-one countries, perhaps the largest project of its kind ever undertaken. This volume effectively presents a complex collection of global research addressing the culture of particular countries, leadership qualities within those countries, and recommendations on how managers should conduct business in countries other than their own.

A massive effort with a cross-cultural focus and broad international appeal, this book explores:

- How leadership is conceptualized and enacted in its cultural milieu
- Quantitative data including middle manager questionnaires, unobtrusive measurement, and participant observation data
- Qualitative research from interviews, focus groups, and media analyses
- Theoretical and methodological pitfalls that arise in the effort to develop universal management theories.

This book is a coherent and well-organized presentation of the findings of the GLOBE Project and will appeal to scholars in leadership, management, international business, cultural studies; and also to practicing managers.

CONTENTS


May 2007: 7x10: 1,200pp
Hb: 978-0-8058-5997-3: £89.95
Pb: 978-0-8058-5997-3: £59.95

www.psypress.com/organization-and-management
Handbook of Coaching Psychology
A Guide for Practitioners
Stephen Palmer, Founder Director of the Coaching Psychology Unit, City University, UK
Alison Whybrow, independent Chartered Occupational Psychologist (Eds.)

"This handbook is fabulous, I couldn’t put it down! Each chapter makes a significant contribution, and together they offer the best breadth and depth of information on coaching psychology that is currently available. Practicing coaches will find it an invaluable resource as both theory and case examples are clearly presented in an organized and well-written manner." - Carol Kauffman, Founding Director of the Coaching Psychology Institute at Harvard Medical School

"Stephen Palmer and Alison Whybrow have produced a seminal and very significant Handbook of Coaching Psychology. They have brought together leading figures in this growing and important field, highlighting the various forms of coaching and their impact. This is a ‘must buy’ for anybody interested in coaching psychology ... It will become the coaching bible for the field." - Cary L. Cooper, Professor of Organizational Psychology and Health at Lancaster University

The Handbook of Coaching Psychology provides a clear perspective on this emerging area of professional practice. The book begins with a mixture of personal and factual narratives on the historical and current context of coaching and coaching psychology. Stephen Palmer, Alison Whybrow and leading coaching psychologists and coaches outline recent developments in the profession, providing the reader with straightforward insights into the application of eleven different psychological approaches to coaching practice, including:

- Solution focused coaching
- Psychodynamic and systems-psychodynamic coaching
- Narrative coaching
- Cognitive behavioural coaching.

Part three of the book considers the coach-client relationship, coach development and professional boundaries, together with issues of diversity and sustainability. The final part covers coaching initiatives in organisations and supervision followed by an introduction to professional bodies and available resources.

The Handbook of Coaching Psychology is an essential resource for practising coaching psychologists, coaches, human resource and management professionals, and those interested in the psychology underpinning their coaching practice.

CONTENTS

January 2008: 6x9: 488pp
Hb: 978-1-58391-706-0: £65.00
Pb: 978-1-58391-707-7: £24.99

Leadership and Fairness
Daan van Knippenberg, RSM Erasmus University, Rotterdam, The Netherlands
David De Cremer, Tilburg University, The Netherlands (Eds.)

The fairness of the treatment they receive is a key concern to people in organizations. Leaders are a key source of such decisions and treatment that may elicit feelings of fairness or unfairness, but research in leadership and organizational justice has only recently started to explore the integration of insights from leadership research and fairness research to more fully understand leadership effectiveness. Capturing this recent development, this special issue presents a state of the art sample of research in this emerging and promising field.

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June 2008: 6x9: 128pp
Pb: 978-1-84169-848-9: £29.95
A special issue of the European Journal of Work and Organizational Psychology

www.psypress.com/ejwop
The Psychologist-Manager Journal

The Journal of the Society of Psychologists in Management (SPIM)

EDITOR
William D. Siegfried, Jr., UNC Charlotte, USA

The Psychologist-Manager Journal is a scholarly publication for members of the SPIM and others with similar interests. Conceptualized as a hybrid between a journal and a professional guide to good managerial practice, it is directed at the practicing psychologist-manager.

Submissions are invited for papers relevant to management theory and practice, research tools for the psychologist-manager, book reviews, and other innovative contributions of value to the modern psychologist-manager.

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Work Motivation in Organizational Behavior

Second Edition

Craig C. Pinder
University of Victoria, British Columbia, Canada

"The present and prior editions of this textbook represent a substantial feat of scholarship. The result is that the "Pinder motivation book", as it is commonly referred to in the field of organizational behavior, has become "the" essential volume to have if one is interested in studying or researching this topic." - Lyman W. Porter, University of California, Irvine

"Astonishing – Craig Pinder’s new edition is erudite, comprehensive, and beautifully written. Craig Pinder has written a new book in which he has contextualized the meaning and importance of work motivation theory in ways that make the materials both available and important. The book is essential reading for anyone who has scholarly interests in what work motivation means and is in today’s global workplace." - Benjamin Schneider, Senior Research Fellow, VALTERA; Professor Emeritus, University of Maryland

"In 1998, Craig Pinder produced the "gold standard" of work motivation textbooks. In this long awaited second edition, he has outdone himself. Pinder provides a thorough and critical review of the work motivation literature and he does so in engaging ways. The book is an absolute "must read" for all those seeking a better understanding of this core organizational behavior topic." - Arthur P. Brief, George S. Eccles Chair in Business Ethics, School of Business, University of Utah

This book is about the multiple reasons people work. It examines the origin of the impulse to work and the many reasons people either enjoy their work or hate it. It is one of the only textbooks currently available for teaching work motivation. This new, second edition will explore theories, models, and hypotheses that shed light on work motivation, which is one of the most central and most-researched topics in the organizational and social sciences.

CONTENTS

August 2008: 7x10: 560pp
Hb: 978-0-8058-5604-0: £40.00
60-day examination copy available
Managing Motivation
A Manager’s Guide to Diagnosing and Improving Motivation
Robert D. Pritchard, University of Central Florida, USA
Elissa Ashwood, Director, Organizational Development and Training for AIG Retirement Services, Los Angeles

“The authors have done an excellent job translating the massive scientific literature on motivation into a more concise practical guidebook describing how to identify and address motivation challenges. The literature review is quite current. It is easy to follow and understand, with many examples.” - Rob Ployhart, University of South Carolina

“Finally, a no-nonsense book on motivation that is based on solid scientific principles that HRM can give to their line managers.” - Gary Latham, Secretary of State Professor of Organizational Effectiveness, Rotman School of Management, University of Toronto

“When it comes to managing motivation, all too often managers rely on fads and half-truths to make critical decisions that can impact the entire organization. This book presents a logical framework for understanding motivation within organizations – one based on years of research and that will stand the test of time. Leaders who want to increase alignment, persistence and intensity will find that they will make better decisions using the insights Pritchard and Ashwood have described.” - Pete Ramstad, Vice President, The Toro Company

“I would recommend this book to any manager who has ever faced a problem trying to motivate employees, or any student who wanted a quick review of the practical side of theories of motivation.” - Angelo DeNisi, Dean, A.B. Freeman School of Business, Tulane University

This slim motivation guidebook was written to bridge the gap between the academic research on motivation and to present it in a form that is useful to the practicing manager. In essence, the book presents a theory of motivation and how to use it without ever mentioning the word “theory”. The goal of the book is to give managers a mental model to use in thinking about motivation and to show them how to use this mental model for practical management actions to diagnose and improve motivation of subordinates. Divided into three sections, ‘Understanding Motivation’, ‘Diagnosing Motivation’ and ‘Improving Motivation’, the book incorporates case studies and many examples of how to successfully manage motivation.

CONTENTS

March 2008: 6x9: 152pp
Hb: 978-1-84169-713-0: £27.95
Pb: 978-1-84169-789-5: £15.99
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See Also
Kanfer et al. (Eds.): Work Motivation: Past, Present, and Future
p. 11

www.workpsychologyarena.com
Personality & Identity at Work

Exploring and Explaining Individual Differences at Work

Adrian Furnham
University College London, UK

“This book combines a fine blend of recent research and relevant theory with illuminating illustrative examples from the world of work. This text will be of value not just to students of psychology, but also to managers who will glean interesting insights into the thoughts, attitudes and behaviour of their employees.” - Owen Hargie, University of Ulster

“This book provides an up-to-date review of current work on trait psychology in the workplace. It is accessible and easy to read for both the student and the busy manager. The author does not duck away from controversial issues and in fact, his views on these add spice to the debate.” - Elizabeth Chell, Institute of Entrepreneurship, University of Southampton

This book examines the increasingly controversial role of individual differences in predicting and determining behaviour at work. It combines approaches from organizational psychology and personality theory to critically examine the physical, psychological and psychoanalytic aspects of individual differences, and how they impact on the world of work. Topics covered include the role of IQ at work as the best predictor of success, but also the importance of increasingly recognized social intelligences such as emotional intelligence (EQ). The significance of personality traits and the impact of temperaments on work performance are also examined, and the methods used to assess work behaviour and potential are reviewed. Psychological tests, which measure personality traits, are questioned as accurate predictors of behaviour at work, alongside other factors such as job satisfaction, productivity, absenteeism and turnover.

This new, thoroughly revised and updated edition of Personality at Work provides a comprehensive review of the relevant literature from psychology, sociology and management science. It will be of interest to students of organizational psychology and business and management studies, as well as HR professionals.

CONTENTS


March 2008: 7x10: 432pp
Hb: 978-1-84169-585-3: £50.00
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The People Make the Place
Exploring Dynamic Linkages Between Individuals and Organizations

Brent Smith (Ed.)
London School of Business, UK

Series: Organization and Management Series

“Ben Schneider’s work places him among a handful of the most influential scholars in organizational behavior and applied psychology. From almost single-handedly launching a research stream (person-organization fit) that continues to be active today, from reconceptualizing the person “versus” situation debate in a new and constructive way, and from his prescient anticipation of multilevel models that figure so prominently in contemporary organizational behavior research, virtually every area of organizational psychology bears Schneider’s mark. It is only fitting that a book by Schneider’s students and colleagues would commemorate his work, and further develop some of their own important contributions that were influenced by Schneider. I highly recommend this book to anyone in organizational behavior or industrial-organizational psychology. I plan on making use of my copy for some time to come.” - Timothy A. Judge, University of Florida

“Ben Schneider’s ASA theory of organizational dynamics is an insightful and deceptively profound alternative to the structural models of organizations provided by sociology and economics. Even better, the data show that it’s true.” - Robert Hogan, Hogan Assessments

This volume, in honor of Ben Schneider, highlights Ben’s work on the Attraction-Selection-Attrition (ASA) model of organizational behavior which has become one of the most important models in the history of Personnel Psychology. The central tenet of the ASA model is that people matter. Although organizational structure processes, and climate and culture are important, they are fundamentally a reflection of the unique collection of people who populate an organization.

This edited volume of original scholarly contributions will add insight to the many implications of Schneider’s thinking on the ASA model and organizational climate. Given the popularity of Schneider’s original article on this model and the amount of research it spawned, this volume will be of interest to all academics and practitioners in the organizational sciences.

CONTENTS

Modern Psychometrics
The Science of Psychological Assessment
Third Edition
John Rust & Susan Golombok
University of Cambridge, UK

Today, psychometrics plays increasingly important role in all our lives as testing and assessment occurs from preschool until retirement. This book introduces the reader to the subject in all its aspects, ranging from its early history, school examinations, how to construct your own test, controversies about IQ and recent developments on testing on the internet.

In Part One of Modern Psychometrics, Rust and Golombok outline the history of the field and discuss central theoretical issues such as IQ, personality and integrity testing and the impact of computer technology and the internet. In Part Two, a practical step-by-step guide to the development of a psychometric test is provided. This will enable anyone wishing to develop their own test to plan, design, construct and validate it to a professional standard. This third edition has been extensively updated and expanded to take into account recent developments in the field, making it the ideal companion for those studying for the British Psychological Society’s Certificates of Competence in Testing.

Modern Psychometrics combines an up-to-date scientific approach to the subject with a full consideration of the political and ethical issues involved in the large scale implementation of psychometrics testing in today’s highly networked society, particularly in terms of issues of diversity and internationalism. It will be useful to students at all levels who are interested in psychometrics.

CONTENTS

January 2009: 7x10: 256pp
Hb: 978-0-415-44216-9: £44.95
Pb: 978-0-415-44215-2: £22.50

New Edition!
The Entrepreneurial Personality
A Social Construction, Second Edition
Elizabeth Chell
Institute of Entrepreneurship, University of Southampton, UK

"Every library ought to have a copy of this book. Professor Chell provides an insightful and detailed interdisciplinary overview of entrepreneurship research incorporating psychology, economics and management. Her book will be welcomed by faculty and postgraduate research students in these areas; I have already reserved a space on my bookshelf for this book." - Andrew Burke, Director of the Bettany Centre for Entrepreneurial Performance & Economics, Cranfield School of Management

Is there such a thing as an “entrepreneurial personality”? What makes someone an entrepreneur is a question that has intrigued the lay person and the scholar for many years, but can such a personality be identified or is it simply a socially constructed phenomenon? Elizabeth Chell pursues an alternative line of argument: to show that the entrepreneurial personality is, on the one hand, socially constructed, but on the other hand, presents consistency in behaviours, skills and competencies.

This second edition of the highly acclaimed The Entrepreneurial Personality revisits the topic and updates the evidence from a multi-disciplinary perspective. The book carefully weaves together the arguments and views from economists, sociologists and psychologists in order to develop a strong conceptual foundation. It discusses the inferences that these experts have made about the nature of entrepreneurs and the entrepreneurial process, and explores whether such evidence has enabled psychometricians to develop robust instruments for assessing the characteristics of entrepreneurs. The evidence for a range of purported traits is reviewed and the models and research designs of interested social scientists are explained and evaluated.

Throughout, Chell laces her argument richly with a set of cases derived from primary and secondary sources that span the 20th Century. This book presents a timely set of views on the entrepreneurial personality, and will be of great interest to academics in the fields of entrepreneurship, economics, management, applied psychology and sociology. This accessible text will also appeal to the interested general reader, as well as practitioners and consultants dealing with entrepreneurs in the field.

CONTENTS

May 2008: 6x9: 320pp
Hb: 978-0-415-32809-8: £34.95

www.workpsychologyarena.com
Personality and Social Behavior  
Frederick Rhodewalt (Ed.)  
University of Utah, USA

Series: Frontiers of Social Psychology

The study of the relationship between the person and the situation has had a long history in psychology. Many theories of personality are set on an interpersonal stage and many social phenomena are played out differently as the cast of characters change. At times the study of persons and situations has been contentious, but recent interest in process models of personality and social interaction have focused on the ways people navigate, influence, and are influenced by their social worlds.

Personality and Social Behavior contains a series of essays on topics where a transactional analysis of the person and situation has proved most fruitful. Contributions span the personal and social psychology spectrum and include such topics as new units in personality; neuroscience perspectives on interpersonal personality; social and interpersonal frameworks for understanding the self and self-esteem; and personality process analyses of romantic relationships, prejudice, health, and leadership.

This volume provides essential reading for researchers with an interest in this core topic in social psychology and may also be used as a text on related upper-level courses.

CONTENTS

F. Rhodewalt, Personality and Social Behavior: An Overview.  
D. Cervone, T.L. Caldwell, H. Orom, Beyond Person and Situation Effects: Intraindividual Personality Architecture and Its Implications for the Study of Personality and Social Behavior.  
M. Hogg, Personality, Individuality, and Social Identity.  

February 2008: 6x9: 320pp  
Hb: 978-1-84169-450-4: £37.00  
www.psypress.com/frontiers  
60-day examination copy available

Inside Intuition  
Eugene Sadler-Smith  
University of Surrey, Guildford, UK

What is ‘gut feeling’ and how can it be harnessed? To what extent should business decisions be informed by ‘instincts’ which may seem irrational or impossible to quantify? Inside Intuition examines how the latest developments in social psychology and cognitive psychology, as well as exciting new insights from evolutionary psychology and cognitive neuroscience, can be used to explain the phenomenon of ‘gut feeling’ which has for decades been shrouded in magic and mysticism.

This book provides a highly readable scientific explanation of ‘gut feeling’, and the sometimes profound effects it can have in decision-making in business, management and other professional contexts. Using examples ranging from Boeing to Buddhism, it explains how managers and other decision-makers can make better use of this pervasive, involuntary and ubiquitous phenomenon in their personal and professional lives to support creativity, innovation and interpersonal functioning.

Inside Intuition is essential reading for all advanced students of business and management, and for managers and professionals at all levels.

CONTENTS


October 2007: 5½x8½: 368pp  
Hb: 978-0-415-41452-4: £90.00  

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www.workpsychologyarena.com
More and more people have these reactions, in spite of the fact that we know more about pressure, anxiety, anger, and depression, and in spite of the fact that computers are supposed to make our lives and jobs easier. For the individual, these unhealthy reactions can lead to deteriorating health and a variety of social problems. For an organization, it often means low employee morale and declining productivity.

In Pressure Proofing, Dr. Klarreich tackles the many people problems in the workplace and anywhere else for that matter. He shows how to identify the thoughts that bring on unhealthy reactions, and how to turn those thoughts around by debunking.

Drawing on years of experience as a clinical psychologist, Dr. Klarreich then shows us, using quizzes, case histories, and practical programs, how these reactions can be conquered so that we can regain our health, productivity, and personal effectiveness. Pressure Proofing provides an inspiring, empowering, and engaging approach to addressing these issues.

CONTENTS

July 2007: 5½x8½: 264pp
Hb: 978-0-415-95754-0: £15.99
Applying Emotional Intelligence
A Practitioner’s Guide

Joseph Ciarrochi, University of Wollongong, Australia
John D. Mayer, University of New Hampshire, USA (Eds.)

"Applying Emotional Intelligence is a clearly organized and succinct attempt to bring the intellectual ideas underlying emotional intelligence into the real world. I strongly recommend it to scholars as an exemplary exercise in applied psychology, and to laypeople as a toolbox for negotiating the often treacherous emotional waters of the social world." - Glenn Geher, State University of New York at New Paltz

"Joseph Ciarrochi and John D. Mayer bring together a small group of experts in the field of emotional intelligence who offer innovative and doable plans for improving the emotional self, carefully crafted from evidence based theory and research. This book is a must read for interested scholars and practitioners alike." - Neal M. Ashkanasy, The University of Queensland

The explosion of research on emotional intelligence (EI) in the past decade has provided increasing evidence that EI can be measured reliably and can be useful in predicting important outcomes, such as managerial effectiveness and relationship quality.

Naturally, people are now asking, “So, how does one improve EI?” Applying Emotional Intelligence collects the most important programs focused on that idea and inquires of their originators: what do you do? why do you do it? and what is the evidence for your approach?

The emphasis of the book is applied, in that it provides and contrasts concrete examples of what we do in our interventions in a wide variety of situations. The chapters present descriptions of programs, including specific activities and exercises that influence emotional knowledge and social effectiveness more generally. While practical in its focus, this book also discusses the theoretical bases for these approaches.

These are new programs with outcomes that are now beginning to be studied. The book presents the most important and recent research findings that examine the efficacy of these programs. Applying Emotional Intelligence is a “must-read” for anyone interested in EI and its application. This book will be of interest to researchers conducting EI intervention research, as well as a wide variety of practitioners, including those interested in developing EI in organizations, health areas, clinical populations, and school-age settings. Finally, the book is designed to be relevant to the reader’s own life, encouraging the reader to consider how the programs and the exercises might impact his or her personality and outlook, as well as contribute to the development of those who have themselves participated in the programs.

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Self and Identity
The Journal of the International Society of Self and Identity (ISSI)

EDITOR
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Self and identity are arguably at the center of individuals' striving for well-being and for making sense of one's life. Life goals develop and are influenced by one's view of what one is like, the way one would ideally like to be (or would like to avoid being), as well as one's perceptions of what is feasible. Furthermore, conceptions of self and the world affect how one's progress towards these goals is monitored, evaluated, redirected, re-evaluated, and pursued again. Thus, the "self" as a construct has far-reaching implications for behavior, self-esteem, motivation, experience of emotions and the world more broadly, and hence for interpersonal relationships, society, and culture. Self and identity is devoted to the study of these social and psychological processes of the self, including both its agentic aspects, as well as the perceived and construed aspects as reflected in its mental representations.

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Identity
The Journal of the Society for Research on Identity Formation (SRIF)

EDITOR
Alan S. Waterman, The College of New Jersey, USA

Identity is international and multidisciplinary in scope, and this cutting-edge journal provides a forum for identity theorists and researchers around the globe to share their ideas and findings regarding the problems and prospects of human self-definition. The unifying thread of these articles is "identity" in its various manifestations throughout the life course. The operating assumption is that people in many parts of the world are struggling with aspects of their identities and that many of these problems transcend national, political, and cultural boundaries, taking on global proportions.

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Stress & Emotion in the Workplace

Work, Happiness, and Unhappiness
Peter Warr
University of Sheffield, UK

"Interest in the phenomenon of happiness, and why it matters in the workplace, has never been higher. This book, by a researcher who has been one of the more prominent contributors to this area for nearly four decades, provides a comprehensive appraisal of the current state of thinking regarding the causes, and consequences, of happiness at work.” - Timothy A. Judge, University of Florida

"Peter Warr has contributed to this area like none other. He presents a very useful and highly readable synopsis of research into emotions, satisfaction, and well-being at work. I highly recommend this book.” - Michael Frese, University of Giessen and London Business School

Award-winning psychologist Peter Warr explores why some people at work are happier or unhappier than others. He evaluates different approaches to the definition and assessment of happiness, and combines environmental and person-based themes to explain differences in people's experience. A framework of key job characteristics is linked to an account of primary mental processes, and those are set within a summary of demographic, cultural, and occupational patterns. Consequences of happiness or unhappiness for individuals and groups are also reviewed, as is recent literature on unemployment and retirement. Although primarily focusing on job situations, the book shows that processes of happiness are similar across settings of all kinds. It provides a uniquely comprehensive assessment of research published across the world.

Initial chapters explore the several meanings of happiness and the ways in which those have been measured by psychologists. The construct includes pleasure, satisfaction and subjective well-being, and unhappiness has been studied in terms of dissatisfaction, strain, anxiety, and depression. The impacts of principal environmental features on these experiences are reviewed through an analogy with vitamins in relation to physical health – beneficial only up to a point. However, environmental effects are not fixed. Influences on happiness from within the person are examined in terms of principal thinking patterns, personality styles, and cultural backgrounds.

Differences are explored between groups (men and women, older and younger people, employees who are fulltime and part-time, and so on), and processes of person-environment fit are placed within an overall framework which emphasizes the impact of variations in personal salience.

The book is written primarily for academic readers, including senior undergraduates, graduate students, teachers, and researchers in fields of Industrial/Organizational Psychology, Management, Human Resources, and Labor Studies. However,
the topic’s centrality in many professions makes it important also to a wider readership.

CONTENTS

February 2007: 6x9: 568pp
Hb: 978-0-8058-5710-8: £75.00
Pb: 978-0-8058-5711-5: £25.00
Aging and Caring at the Intersection of Work and Home Life

Blurring the Boundaries

Ann Martin-Matthews, University of British Columbia, Canada
Judith Phillips, Swansea University, UK (Eds.)

"I think the international perspective is an especially useful approach in that the increasing number of older adults who will need care and the permanent connection between caregivers and the work force is indeed a global issue. I commend the authors for gathering such a broad and distinguished group of scholars to address these issues." - Kathleen McInnis-Dittrich, Boston College

"This path-breaking collection provides an innovative approach to understanding the intersections of work-life balance and caregiving for frail older people. It challenges traditional research on care-giving by emphasizing the complex negotiations of care amongst caring networks, and across multiple paid care providers. This timely volume produces a novel theoretical approach to care-giving research. Anne Martin-Matthews and Judith Phillips have assembled a galaxy of the best researchers in aging from six countries to produce a truly international collection. It will advance current thinking in different cultural, social and economic contexts, throwing into sharp relief new ideas about work-life balance, and the family, while also critically addressing issues of gender, race, and ethnicity. This book will become a classic in new research approaches to caregiving." - Sara Arber, Centre for Research on Ageing and Gender (CRAG), University of Surrey

There are not many books that address the boundaries of care of older people from a work-life perspective. This book, authored by contributors from various countries, looks at the boundaries of care by looking at private and public help, professional and personal help and paid and unpaid caregivers. It captures and conceptualizes the complexity of the intersection of work and home life as it relates to the provision of assistance and support to older relatives in a variety of "care work" contexts. It explores these issues within a critical framework, rather than from an assumed stress or burden perspective, which dominates current texts on the topic. Readers of this volume will gain a deeper understanding of issues of care provision amongst "networks" of careers and helpers, and of the particular dynamics of care when it is episodic or framed by constraints of space and time as a result of geography. In addition, each chapter addresses issues of diversity with sensitivity to gender, race and ethnicity.

This book will be of use to academics and graduate students in Gerontology, Family Studies, IO Psychology, Gender Studies and Sociology.

CONTENTS


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organizational psychology; developmental psychology; gerontology; sociology; economics; and social work. Older worker advocate organizations, like AARP, will also take interest in this edited book.

CONTENTS

February 2007: 6x9: 368pp
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Working Couples Caring for Children and Aging Parents
Effects on Work and Well-Being
Margaret B. Neal & Leslie B. Hammer
Portland State University, USA
Series: Applied Psychology

As the baby boomer generation approaches midlife, many dual-earner couples are struggling with issues of simultaneously caring for children while tending to aging parents. This timely book uncovers the circumstances faced by these workers, known as the “sandwiched generation”, and identifies what they need in order to fulfill their work and family responsibilities. The authors suggest the workplace as an arena for change, proposing that it adapt to the situations of today’s workers by providing flexibility and understanding the needs and priorities of families. Based on a four-year national study funded by the Alfred P. Sloan Foundation, Working Couples Caring for Children and Aging Parents examines employer and governmental initiatives affecting work and family life in the United States; supports provided to working caregivers in countries other than the United States; the effects of being “sandwiched” on work-family fit, well-being, and work; and changes in work and family roles and outcomes over time.

This book will interest a broad audience, including students, policymakers, family care practitioners, IO psychologists, work-life professionals, gerontologists, sociologists, human resource managers, and occupational health psychologists.

October 2006: 6x9: 400pp
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www.workpsychologyarena.com
Handbook of Research in International Human Resource Management

Michael M. Harris (Ed.)
University of Missouri-St. Louis, USA

Series: Organization and Management

The chapters in this important volume reflect in-depth, nuanced treatments of the most challenging issues that International Human Resource Management scholars face. Each chapter is thoroughly documented, and identifies the kinds of challenging questions that will define IHRM research for years to come. - Wayne F. Cascio, University of Colorado at Denver and Health Sciences Center

The Handbook’s in-depth and research-based treatment of key international human resource issues makes it a valuable resource not only for researchers, but also for managers charged with making and implementing international human resource strategies and decisions. - Barry Gerhart, University of Wisconsin, Madison

The Handbook of Research in International Human Resource Management provides a sophisticated, in-depth examination of research in international human resource management (IHRM). Editor Michael M. Harris compiles research in IHRM that is otherwise fragmented across numerous journals and conducted from several different approaches. In so doing, Harris recommends new directions and hypotheses to guide future researchers.

This well-organized and much needed volume explores topics ranging from how to conduct international human resource management using both qualitative and quantitative methods, to defining “culture”, employee selection, performance management, union-management relations, and careers. Distinguished scholars discuss:

- National culture and cultural effects
- Methodological issues in IHRM
- International performance management and appraisal
- International compensation
- International labor relations
- Expatriate management.

The Handbook of Research in International Human Resource Management is a timely reference for all professors, graduate students, and advanced practitioners in the rapidly growing area of human resource management whose work is conducted in an international context, and can be used in courses on international business, international human resources, and I/O psychology.

CONTENTS

November 2007: 7x10: 256pp
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www.psypress.com/organization-and-management

Diversity Resistance in Organizations

Kecia M. Thomas (Ed.)
University of Georgia, USA

Series: Applied Psychology

Kecia Thomas has assembled a stellar group of authors to tackle a cutting edge issue: the resistance to diversity. The elimination of diversity resistance is central to the evolution of a fair and satisfying workplace for all and this book will clearly contribute to that evolution. - Frank J. Landy, Landy LSG Sales

Interest in how humans adapt to change spans centuries. The legacy of social science research on attitude change spans at least a quarter century if not longer. This research indicates that the resistance to change tends to be pervasive, persistent, and, in some respects, intractable. This volume focuses on a specific case of adaptation to change or more specifically failure to adapt to change. The authors burrow down into the world of resistance to change within organizations and then further into resistance to diversity within organizations. The breadth and detail of the volume provides the reader a single resource for the latest theories and scientific research related to this topic. The goal of the volume is to shed light on the multiple and complex facets of diversity resistance and better understand its impact on worker and workforce well-being and functioning. This objective is clearly accomplished and accomplished convincingly. The reader comes away not only with a better understanding of the many facets of diversity resistance, but also a deeper understanding of ways to overcome such resistance and move organizations toward greater overall effectiveness. - James L. Outtz, Outtz & Associates

This is a groundbreaking volume that provides informed, balanced yet frank discussion of US workplace diversity and diversity resistance issues. The chapters in this book put a name on behaviors and practices that have existed in the workplace for a long time, yet until recently have had no name. Further, the majority of the chapters innovatively link existing psychological and organizational factors such as fear, uncertainty, power, emotions, and organizational change and development. The book’s editors and authors emphasize that we need to know more about diversity resistance, both in overt and covert forms. To guide us, we can draw on existing research and practice
literature that have both theoretical and empirical depth.

The book is appropriate for undergraduate and graduate students in industrial and organizational psychology, human resources management, diversity management, sociology of work, organizational change, and cultural diversity within organizations. It provides a central resource for classes on prejudice and discrimination in organizations, emotions at work, personnel psychology, strategic human resources management and cultural issues in human resources management.

Professionals and practitioners who increasingly interact with diverse employees will find this book essential to their work.

CONTENTS


November 2007: 6x9: 332pp
Hb: 978-0-8058-5962-1: £45.00
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Work Group Learning
Understanding, Improving and Assessing How Groups Learn in Organizations

Valerie I. Sessa, Montclair State University, Hoboken, USA
Manuel London, SUNY at Stony Brook, USA (Eds.)

“The purpose of this book is not just to describe how organizations can promote continuous learning in their employees; they want to integrate literature on individual, group, and organizational learning. A distinctive feature of this book is the authors’ use of a panel of subject-matter experts (SMEs) on the topic of continuous learning. Sessa and London make a strong case for the importance of continuous learning at the individual, group and organizational levels. Without this learning, the organization, like the shark, will die.” - APA PsycCRITIQUES

“This is a wonderfully comprehensive and readable compendium of recent research on group learning. The authors - recognized experts in the field - have contributed a complementary set of chapters that cover the key issues on this increasingly important topic.” - Amy Edmondson, Harvard Business School

“The volume looks great! It represents an advance to the field by integrating previously disparate ideas around this common theme. It will be a good contribution to the fields of training, management, and organizational development. To my knowledge, there is no book like this that looks at the process of continuous learning in the diversity the authors present here.” - Allan Clardy, Towson University

This contributed book shapes the emerging field of group learning by drawing on research from leading theoreticians and researchers. A thor contributions aggregate existing theory and research and go beyond this foundation to examine new insights about how groups learn and what they learn, factors that influence group learning, learning interventions, and group learning assessment methods.

This book will be of interest to all working in the area of group learning, including theoreticians, researchers or professional level practitioners who want a solid grounding in group learning theory and research. Students of organizational behavior will benefit from having the group learning literature brought together in a single volume with chapters from leading researchers.

CONTENTS


January 2008: 6x9: 408pp
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Pb: 978-0-8058-6022-1: £23.00

www.workpsychologyarena.com
The Academy of Management Annals

Volume 1

James P. Walsh, University of Michigan, Ann Arbor, USA

Arthur P. Brief, University of Utah, Salt Lake City, USA

(Eds.)

The Academy of Management is proud to announce the inaugural volume of the Academy of Management Annals. This exciting new series follows one guiding principle: the advancement of knowledge is possible only by conducting a thorough examination of what is known and unknown in a given field. Such assessments can be accomplished through comprehensive, critical reviews of the literature – crafted by informed scholars who determine when a line of inquiry has gone astray, and how to steer the research back onto the proper path.

The Academy of Management Annals provide just such essential reviews. Written by leading management scholars, the reviews are invaluable for ensuring the timeliness of advanced courses, for designing new investigative approaches, and for identifying faulty methodological or conceptual assumptions. The Annals strive each year to synthesize a vast array of primary research, recognizing past principal contributions while illuminating potential future avenues of inquiry.

Ultimately, academic scholars in management and allied fields (e.g., sociology of organizations and organizational psychology) will see the Academy of Management Annals as a valuable resource to turn to for comprehensive, up-to-date information, published in a single volume every year by the preeminent association for management research.

Volume 1 of the Annals explores a wide spectrum of research: corporate control; nonstandard employment; critical management; physical work environments; public administration team learning; emotions in organizations; leadership and health care; creativity at work; business and the environment; and bias in performance appraisals.

CONTENTS


January 2008: 6x9: 637pp  
Hb: 978-0-8058-6220-1: £45.00

• Academy of Management members can order online through AOM to purchase the book at a discount.

The Influence of Culture on Human Resource Management Processes and Practices

Dianna Stone & Eugene Stone-Romero (Eds.)

University of Texas-San Antonio, USA

Series: Applied Psychology

“This is an extremely timely book. The issue of how culture impacts human resource management processes and procedures could not be more critical for today’s increasingly multicultural organizations. The book covers a wide range of topics in this area and provides many important suggestions to academic researchers and HR professionals for advancing both our scientific knowledge and the quality of our day-to-day practices. Overall, a significant, highly interesting, and – to repeat – timely volume.” - Lyman W. Porter, Professor Emeritus, University of California, Irvine

“The relative dearth of volumes in this specific area coupled with the increasing interest in managing cultural styles makes this an important new book.” - Jeffery Sanchez-Burks, University of Michigan

It is clear that organizations are becoming more culturally diverse, and a better understanding of multiculturalism and its impact on organizations is needed. This book, with contributions from expert academics, is designed to motivate both the further development of models concerned with the influence of cultural diversity on several Human Resource Management processes and practices and the design and conduct of empirical research on the same topic. It primarily focuses on processes and practices that occur at three general phases; the pre-hire phase, the selection phase, and the post-hire phase. An improved understanding of the roles that culture plays in such processes and practices should contribute to both the efficiency and effectiveness of organizations and the performance and wellbeing of their members.

This edited book is appropriate for undergraduate and graduate students in industrial and organizational psychology, human resource management, sociology of work, and cultural diversity within organizations. It can provide a central resource in classes on organizational psychology, strategic human resource management, and global issues in human resource management. Professionals and practitioners who increasingly interact with organizational issues at the global level will find this book essential to their work.

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creativity in organizations and those interested in enhancing creativity in organizational settings. Not only are variables influencing creativity at multiple levels, individual, group, organizational, and environmental, examined, the methods underlying this research are examined. This handbook should prove of substantial value to both those interested in studying creativity in organizations and those interested in enhancing creativity in organizational settings.” - Michael Mumford, Center for Applied Social Research, The University of Oklahoma

“Creativity is one of those topics that never goes out of style. Zhou and Shalley are two of the premier experts on creativity in the organizational sciences, and together they have assembled a real tour de force of contributors. Creativity is a topic that spans social science disciplines, each with their attendant methods and approaches. Zhou and Shalley have done a wonderful job of including scholars who draw from these diverse disciplines, including psychology and sociology, and those who employ both quantitative and qualitative approaches to study creativity. Another noteworthy, and unusual, feature of the chapters in the book is that they speak to both the theoretical and applied aspects of creativity. I highly recommend this book.” - Timothy A. Judge, University of Florida

This volume is a comprehensive and cutting-edge reference book reflecting current knowledge in the rapidly growing area of organizational creativity. The contributors to this volume are all leading researchers in the field of organizational creativity. This volume:

• Provides a historical review of organizational creativity theory and research
• Presents critical reviews and summaries of research on micro, meso, and macro topics (e.g., leadership, feedback, goals and role expectations, groups and teams, social networks, climate and culture, deep structures, sense-making processes, and creativity and organizational change) concerning organizational creativity
• Demonstrates contributions of creativity to individual work outcomes and organizational success
• Discusses emerging areas and highlights promising future research trends.

Professors and graduate students in management and psychology will find this volume most beneficial. Professors and graduate students in marketing, sociology, and education also may find this book useful and relevant. Thoughtful managers and executives, professionals and knowledge workers, and aspiring managers and MBA students also would find this book beneficial in sharpening their thinking, and helping them to identify the right tools for managing creativity.

CONTENTS


October 2007: 6x9: 400pp
Hb: 978-0-8058-4072-8: £50.00
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Applied Measurement

Industrial Psychology in Human Resources Management

Deborah L. Whetzel, Work Skills First, Inc., USA
George R. Wheaton, Formerly of American Institutes for Research (Eds.)

An updated version of Deborah Whetzel and George Wheaton's earlier volume, this text is a well-organized sourcebook for fundamental practices in industrial psychology and human resources management. Applied Measurement describes the process of job analysis and test development with practical examples and discusses various methods for measuring job performance. Its primary purpose is to provide practical, systematic guidance on how to develop the various kinds of measurement instruments frequently used in the fields of industrial psychology and human resources management to assess personnel.

With easy to follow guidance written in straightforward language, Applied Measurement contains three new chapters focusing on training and experience measures, assessment centers, and methods for defending the content validity of tests; includes contributions from many prominent researchers in the field, all of whom have had a great deal of applied experience; begins each chapter with an overview describing the job analysis or measurement method; and uses one job, that of an electrician, as an example throughout the book so that readers can easily understand how to apply job analysis data for the purposes of test development and job performance measurement.

This practical, concise book is recommended for students and entry-level practitioners in the fields of industrial psychology and human resources.

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www.workpsychologyarena.com
SPSS 16 Made Simple

Paul R. Kinnear & Colin D. Gray
University of Aberdeen, UK

SPSS 16 Made Simple is the latest edition of one of the most widely read textbooks in its field. As usual, every effort has been made to maintain the friendly, practical and informal style of earlier editions. At the same time, the content has been updated to meet the reader’s changing requirements. As always, each technique is presented in a realistic research context and is illustrated with screen snapshots of SPSS dialog boxes and output. There is also guidance on the choice of statistical techniques and advice on how to report the results of statistical tests. In recent years, coverage has been expanded to include informal introductions to such topics as logistic regression, analysis of covariance, partial correlation, multivariate analysis of variance and Cohen’s kappa. The treatment of analysis of variance has been expanded to include coding systems for contrasts (such as dummy coding) and trend analysis. In the chapter on regression, dummy coding is used to demonstrate the equivalence of ANOVA and regression techniques.

While the book has been updated and expanded to help the reader to exploit the powerful new capabilities of SPSS 16, it will still be useful to readers with earlier versions of SPSS.

SPSS 16 Made Simple now comes with online supplementary resources, including lecture slides and a multiple-choice question test bank, available free of charge to qualifying adopters.

CONTENTS

July 2008: 7x10: 640pp
Pb: 978-1-84169-729-1: £17.50
www.psypress.com/spss-made-simple

Quantitative Data Analysis with SPSS 14, 15 & 16
A Guide for Social Scientists

Alan Bryman, University of Leicester, UK
Duncan Cramer, Loughborough University, UK

This edition has been completely updated to accommodate the needs of users of SPSS Releases 14, 15, and 16, whilst still being applicable to those using SPSS Releases 10–13. Alan Bryman and Duncan Cramer provide a non-technical approach to quantitative data analysis and a user-friendly introduction to the widely used SPSS. No previous familiarity with computing or statistics is required to benefit from this step-by-step guide to statistical techniques, which includes:

- Non-parametric tests
- Correlation
- Simple and multiple regression
- Analysis of variance and covariance
- Factor analysis.

The authors discuss key issues facing the newcomer to research, such as how to decide which statistical procedure is suitable, and how to interpret the subsequent results. Each chapter contains worked examples to illustrate the points raised and ends with a comprehensive range of exercises which allow the reader to test their understanding of the topic. For the first time, the book includes a helpful glossary of key terms.

The datasets used in Quantitative Data Analysis with SPSS 14, 15 & 16 will be available online.

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September 2008: 7x10: 400pp
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Modeling Dyadic and Interdependent Data in the Developmental and Behavioral Sciences

Noel A. Card, University of Arizona, USA; James P. Selig, Todd D. Little, University of Kansas, USA (Eds.)

"There are relatively few guides for researchers who explore the interdependence of human functioning. ... This book will clearly rectify that limitation. ... This book ... will be ... of great value to many psychologists ... [and] for doctoral seminars in developmental psychology or biostatistics. ... I highly recommend this book. ... It will be ground-breaking." - Theresa Thorkildsen, University of Illinois, Chicago

There is widespread interest among behavioral scientists, especially among developmental researchers, in examining behavior that is inherently interdependent in nature. This is the first comprehensive book that reviews the various methods of conceptualizing, measuring, and analyzing interdependent data. Noted quantitative experts describe best practices for modeling the interdependent data relevant to the behavioral sciences, with a focus on interactions within families, between parents and children, between siblings, and within peer groups. Analyzing longitudinal data is described as well as more complex longitudinal models such as growth curves and time series. Practical problems including issues of measurement, missing data, power and sample size, and heterogeneity in the form of subgroups are addressed. The book offers a balance between analytic strategies and applications of these methodologies. The book addresses a number of models including:

- The Actor-Partner Interdependence Model for analyzing influence between two individuals.
- The Intraclass Correlational Approach for analyzing distinguishable roles (i.e., parent-child) or exchangeable (i.e., same-sex, same-age) dyadic data.
- The Social Relations Model for analyzing group interdependence.
- Social Network Analysis approaches for relationships between individuals.

The contributors are innovators of the methodological techniques presented and/or noted for their ability to clearly explain their methodologies and apply these approaches to novel research questions. Each contributor provides clear and comprehensive descriptions of the methods including their limitations. Unique developmental questions that can be answered using these techniques are explored.

Intended for developmental and behavioral science graduate students and researchers including developmental, social, health, clinical, personality, political, and forensic psychologists, this book will also serve as a resource in advanced methods or applications courses where this technique is used.

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June 2008: 6x9: 464pp
Hb: 978-0-8058-5972-0: £55.00
Pb: 978-0-8058-5973-7: £27.99
60-day examination copy available

Applied Data Analytic Techniques for Turning Points Research

Patricia Cohen (Ed.)
Columbia University College of Physicians and Surgeons and the New York State Psychiatric Institute, USA

Multivariate Applications Series

"The volume will ... make a superb contribution.” - Lisa Harlow, University of Rhode Island

This innovative volume demonstrates the use of a range of statistical approaches that examine "turning points" (a change in direction, magnitude, or meaning) in real data. Analytic techniques are illustrated with real longitudinal data from a variety of fields. As such the book will appeal to a variety of researchers, including:

- Developmental researchers interested in identifying factors precipitating turning points at various life stages.
- Medical or substance abuse researchers looking for turning points in disease or recovery.
- Social researchers interested in estimating the effects of life experiences on subsequent behavioral changes.
- Interpersonal behavior researchers looking to identify turning points in relationships.
- Brain researchers needing to discriminate the onset of an experimentally produced process in a participant.

The book opens with the goals and theoretical considerations in defining turning points. An overview of the methods presented in subsequent chapters is then provided. Chapter goals include...
discriminating “local” from long-term effects, identifying variables altering the connection between trajectories at different life stages, locating non-normative turning points, coping with practical distributional problems in trajectory analyses, and changes in the meaning and connections between variables in the transition to adulthood. From an applied perspective, the book explores such topics as antisocial/aggressive trajectories at different life stages, the impact of imprisonment on criminal behavior, family contact trajectories in the transition to adulthood, sustained effects of substance abuse, alternative models of bereavement, and identifying brain changes associated with the onset of a new brain process.

Ideal for advanced students and researchers interested in identifying significant change in data in a variety of fields including psychology, medicine, education, political science, criminology, and sociology.

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March 2008: 6x9: 256pp
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International Handbook of Survey Methodology

Edith de Leeuw, J. J. Hox, University of Utrecht, The Netherlands; Don A. Dillman, Washington State University, USA (Eds.)

Series: European Association for Methodology

Taking into account both traditional and emerging modes, this comprehensive new handbook covers all major methodological and statistical issues in designing and analyzing surveys. With contributions from the world’s leading survey methodologists and statisticians, this invaluable new resource provides guidance on collecting survey data and creating meaningful results. Featuring examples from a variety of countries, the book reviews such things as how to deal with sample designs, write survey questions, and collect data on the Internet. A thorough review of the procedures associated with multiple modes of collecting sample survey information and applying that combination of methods that fit the situation best is included.

The International Handbook of Survey Methodology opens with the foundations of survey design, ranging from sources of error, to ethical issues. This is followed by a section on design that reviews sampling challenges and tips on writing and testing questions for multiple methods. Part three focuses on data collection, from face-to-face interviews, to Internet and interactive voice response, to special challenges involved in mixing these modes within one survey. Analysing data from both simple and complex surveys is then explored, as well as procedures for adjusting data. The book concludes with a discussion of maintaining quality.

Intended for advanced students and researchers in the behavioral, social, and health sciences, this “must have” resource will appeal to those interested in conducting or using survey data from anywhere in the world, especially those interested in comparing results across countries. The book also serves as a state-of-the-art text for graduate level courses and seminars on survey methodology. A companion website will contain additional readings and examples.

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January 2008: 6x9: 560pp
Hb: 978-0-8058-5753-5: £18.95
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www.psypress.com/european-association-for-methodology
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New Edition!

An Introduction to Multilevel Modeling Techniques
Second Edition

Ronald H. Heck, University of Hawaii at Manoa, USA
Scott L. Thomas, University of Georgia, USA

Quantitative Methodology Series

“...The new edition by Heck and Thomas offers an expanded introduction to the popular statistical method of multilevel data modeling. By providing real data sets and completely updated computer examples analyzed with programs like HLM, LISREL, and Mplus, the book offers readers the latest information, steps, and procedures needed to competently conduct multilevel analyses.”

George M arcoulides, University of California, Riverside

Featuring a comprehensive, applied approach to multilevel analysis, this book is distinguished by its wide range of applications relevant to the behavioral, educational, organizational, and social sciences. Both univariate and multivariate models are used to promote a greater understanding for designing studies and analyzing data. The text emphasizes how the conceptual and methodological approaches underpinning a study is an essential part of the research design. Readers are encouraged to consider the questions and theoretical orientation underlying their study, the structure of the data, and the strengths and limitations of each technique before selecting their approach. Numerous examples of cross-sectional and longitudinal data are provided along with related exercises. Examples of input programs from HLM (Version 6) and Mplus (Version 4) demonstrate how to set up and run the models. A website with datasets and program setups in HLM, Mplus, and Lisrel (version 8) for the book’s exercises and examples is provided. Readers can also use M Lwin, Stata, and SAS to conduct most of the analyses in the book.

The text emphasizes a latent variable conceptual framework for exploring hierarchical data. This framework allows the authors to show the commonality of the various approaches to multilevel modeling. Part I is devoted to conceptual issues while the remainder of the book features increasingly popular multilevel techniques including the univariate multilevel model, the multilevel measurement model, multilevel structural equation models, longitudinal multilevel models, and continuous and categorical latent variable mixture models. Introducing a systematic approach to the conceptual issues at the beginning of the book, helps to make each technique covered in Part II more accessible. Conceptual and computational problems at the end of each chapter allow readers to test their understanding of the techniques.

The new edition features:
- New chapters on multilevel longitudinal analysis and on multilevel models
- 80% new exercises and examples
- A book-specific website with datasets and program setups in HLM, Mplus, and Lisrel
- A greater emphasis on demonstrating how multilevel modeling techniques are used to examine changes in individuals and organizations over time.

Ideal for introductory graduate level courses on multilevel and/or latent variable modeling, this book is intended for students and researchers in fields such as psychology, business, education, health, and sociology interested in understanding the advantages (and pitfalls) of multilevel modeling. Prerequisites include an introduction to data analysis and first-year univariate statistics.

A companion website is available at www.psypress.com/multilevel-modeling-techniques.

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August 2008: 6x9: 272p
Hb: 978-1-84169-755-0: £50.00
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www.psypress.com/quantitative-methodology
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New Edition!

Strategies and Tactics of Behavioral Research
Third Edition

James M. Johnston, Auburn University, USA
Henry Sutton Pennypacker, Jr., Professor Emeritus, University of Florida, USA

“I currently use Kazdin’s Single-Case Design. ... However, after reviewing these revisions, I will most likely adopt [Johnston/Pennypacker]. ... It is the most comprehensive text on behavior-analytic research methods that I have read.”

David A. Wilder, Florida Institute of Technology

“I found the book well written and easy to understand. ... Appropriate for either advanced undergraduate level or Master’s level courses in behavioral analysis and social science. A very useful reference for students and professionals working in the field.”

James P. Whelan, University of Memphis

“...Johnston and Pennypacker is the standard by which all other behavioral research methodology texts must be judged. Their discussion of research strategies and tactics is helpful at every stage of a research project. This text is highly recommended for aspiring and experienced researchers who wish to understand and apply the conceptual underpinnings of scientific logic to the design and analysis of research projects.”

R. Wayne Fuqua, Western Michigan University

Virtually rewritten so as to make it even more appropriate for use in applied behavior analysis Master’s programs, this edition provides comprehensive treatment of single case and within-subject design and other behavioral research methods. Now even more accessible, the authors have reduced the extraneous discussions of underlying rationales for methodological practices. In addition to the ‘built-in study guide’, this edition features many more pedagogical tools to further reinforce learning.

www.researchmethodsarena.com
Unlike 'cookbook' approach texts, Johnston and Pennypacker focus on the strategic and tactical options available to an investigator. The authors demonstrate how the strategies, the overall plans or goals of scientific inquiry, guide the direction of experimental activities, and which tactics, the general methods and procedures, are most effective in implementing the strategy. The authors believe that educating the investigator about the contingencies embedded in strategic and tactical guidelines will prepare them to make methodological decisions that will consistently yield clearly interpretable and valuable outcomes. The authors examine methodological decisions in terms of contingencies based on environmental events, the actions of the researcher, and their environmental consequences to clearly demonstrate the complexity and uncertainty of experimental decision-making.

Strategies and Tactics of Behavioral Research, Third Edition:
- Is written to meet the certification requirements established by the Behavior Analysis Certification Board for courses in behavioral research methods. The new edition features many more clinical applications, interventions, and examples.
- Focuses on the research methods used in service scenarios with more practical issues on implementing techniques and procedures used in the field.
- Features more learning tools including tables, figures, key terms with definitions, chapter summaries, suggested readings, discussion questions and exercises, and a glossary.
- Includes new sections on group comparison designs, empirically validated treatments, and social validity.
- Is accompanied by online Instructor’s Resource material with answers to the book’s study guide questions, ideas for class discussion, test questions, and more.

With a focus on single subject and within-subject design, this book is intended for advanced undergraduate or graduate courses in behavioral analysis, behavioral research methods, experimental evaluation of behavior in applied settings, or single subject design taught in departments of social and health sciences that deal with human services areas. Written for students without a background in behavioral research, the book will also appeal to practitioners who wish to brush up on their behavioral research analytic skills.

CONTENTS

September 2008: 7x10: 344pp
Hb: 978-0-8058-5882-2: £35.00
60-day examination copy available

New Edition!

Data Analysis
A Model Comparison Approach, Second Edition
Charles M. Judd, Gary H. McClelland. University of Colorado at Boulder, USA; Carey S. Ryan, University of Nebraska at Omaha, USA

“This text’s focus on a unifying framework and non-threatening style set it apart. ... I would certainly recommend this book to a student or colleague struggling to gain an intuitive understanding of the ... concepts. ... The original edition was popular and influential. I expect the second edition will be as well.”

Kristopher J. Preacher, University of Kansas

“I am absolutely delighted to report that in virtually every way I could hope for, the new edition is better. ... The scholarship is top-notch, but in a very accessible way. ... The authors write beautifully. ... I will absolutely adopt and recommend the second edition. I love it.”

J. M ichael Bailey, Northwestern University

This completely rewritten classic text features all new examples, many new insights, and a number of new topics including mediational, categorical, and multilevel models. Substantially reorganized, this new edition provides a briefer and more streamlined examination of data analysis. Its philosophical approach to data analyses, however, remains the same. Noted for its integrated model-comparison approach, this book provides readers with a greater understanding of how statistical procedures serve as tools for building and testing models of data. This consistent framework is used throughout the book to develop fewer but more powerful techniques for model building than found in competing texts. The authors introduce consistently used vocabulary and notation to refer to the models and procedures. Translations that tie the authors’ terms to their more traditional counterparts are also provided in each chapter. The authors use the more general regression approach and show how all of analysis of variance can be accomplished within this framework. The model-comparison approach provides the reader with several benefits:
- It strengthens the intuitive understanding of the material.
- It provides more control in the analysis of data so that readers can apply the techniques to a broader spectrum of questions.
- It reduces the number of techniques that must be memorized.
- It teaches readers how to become data analysts instead of statisticians.

The book opens with an overview of data analysis. All the necessary concepts for statistical inference used throughout the book are introduced in Chapters 2, 3, and 4. The remainder of the book builds on these models in terms of complexity. A working knowledge of basic algebra is assumed, along with access to a multiple regression software package. Mathematical details are kept to a minimum - derivations are provided on a limited basis for conceptual clarity, and only the formulas necessary to understand the concepts are included. Concepts are presented from the general to the specific so that the integrated framework emerges. The simpler models use the same concepts and notation as the more complex models presented later and the same inferential statistics are used throughout. Rather than
overwhelming the readers with a smorgasbord of techniques, the authors focus on the most general and powerful models so that readers learn a few powerful techniques very thoroughly.

Intended for upper level undergraduate or graduate courses on experimental design, data analysis, and/or quantitative methods or techniques taught in departments of psychology, education, or other behavioral and social science departments, this book also appeals to researchers in the behavioral and social sciences, business, education, or a related fields who analyze data.

A website featuring additional examples and problems with data sets, lecture notes, power point presentations, and class-tested exam questions (with answers) is available to adopters. This material uses SAS but can easily be adapted to other programs.

CONTENTS

September 2008: 7x10: 328pp
Hb: 978-0-8058-3388-1: £32.50
60-day examination copy available

Forthcoming!

Statistical and Methodological Myths and Urban Legends
Doctrine, Verity and Fable in the Organizational and Social Sciences
Charles E. Lance & Robert J. Vandenberg (Eds.)
University of Georgia, USA

“For every management researcher, this is a great book. The chapters improve one's technical skills but also explain many, many details that one always wanted to know. I recommend this book for all researchers and graduate and doctoral students. It's as close to a 'must have' as there can be.” - Tom Lee, Hughes M. Blake Professor of Management, Associate Dean for Academic and Faculty Affairs, and President of the Academy of Management, Michael G. Foster School of Business, University of Washington

The chapters in this book address topics with which every researcher has grappled such as missing data, tests of moderating and mediating effects, dependence on self report data, and the importance of the sample of respondents available. With the increased interest and use of qualitative research, this chapter should also be of wide interest. The book's chapters promise to be standard citations in research papers for many years to come. Students are likely to find this book invaluable as they begin research careers. More experienced researchers will likely relate to these chapters as well, since they will have experienced the frustration associated with many of these problems firsthand.” - Neal Schmitt, Michigan State University

“Misconceptions about methods are all too common in the organizational and social sciences and they impede research progress. Until now, researchers lacked a comprehensive guidebook that separates fact from fiction regarding appropriate methodological choices. Drawing on a world class team of authors, Lance and Vandenberg close the gap between “what we know” and “what we need to know” about missing data, factor analysis, moderation, mediation, structural equation modeling, sampling and many other essential methodological issues.” - Dave Ketchen, Lowder Eminent Scholar and Professor of Management, Auburn University

This is the first book to provide up-to-date review of the commonly undertaken methodology and statistics practiced in psychology and organizational studies. The goal of this book is to uncover some of the more frequently occurring legends, and provide guidance to students and researchers to help turn the legend into sound research practice. In the chapters of this book, top scholars report on various models and statistical measures. They mention the legend and the kernel of truth in that legend, the myths that have developed around the legend, and how research can best be served.

Researchers and students in fields of psychology, business and social science will find this book interesting. It can be used in courses on industrial organizational psychology, management, organizational behavior, sociology, education, criminology, communication and marketing.

CONTENTS

January 2009: 6x9: 304pp
Hb: 978-0-8058-6237-9: £50.00
Pb: 978-0-8058-6236-8: £27.00

www.researchmethodsarena.com
Statistical Misconceptions
Schuyler W. Huck
University of Tennessee-Knoxville, USA

“Readable, great examples and exercises ... and actually fun. ... The Internet exercises will go a long way in terms of illustrating the misconceptions. ... Marketable as a supplementary text for an introductory statistics course, at either the undergraduate or graduate level ... I could also see this book being purchased by professionals who ... utilize statistics in their work.” - Richard Lomax, The Ohio State University

“There is a great need for a text to discuss the misconceptions in order to eliminate the myths. ... I would highly recommend it to colleagues and use it as a supplemental text in statistics courses. ... The book ... will assist many researchers, students, and statisticians. ... The author writes exceptionally well.” - Nancy L. Leech, University of Colorado at Denver

This brief, inexpensive book is designed to help readers identify and discard the major statistical misconceptions that have infiltrated the way they think about data. The book reviews statistical misconceptions that affect people’s understanding of statistical concepts, as well as procedures for analyzing data, and the meaning of results produced by such analyses. The focus is on the mainstream concepts reviewed in typical undergraduate statistics courses. The author’s friendly accessible style appeals to all readers, from undergraduates to experienced researchers. The book-specific website features engaging, interactive Internet exercises that further promote undoing the misconceptions.

Each misconception consists of five parts:
• The Misconception gives a brief description of the misunderstanding
• Evidence that the Misconception Exists demonstrates the prevalence of the misconception
• Why the Misconception is Dangerous explains why it is important to correct it
• Undoing the Misconception explains the proper way to think about the concept
• Internet Assignment: a guided interactive Internet activity helps readers gain a firm grasp of the statistical concept and manipulate variables to see how they influence one another.

Statistical Misconceptions reviews fifty-two statistical misconceptions, grouped into twelve chapters that coincide with the topics typically taught in introductory/intermediate statistics courses. Each chapter opens with an engaging quote and ends with a list of suggested readings. All misconceptions are self-contained so they can be skipped if the reader does not have that particular misconception.

An ideal supplement for courses covering or using descriptive and inferential statistics such as statistics and/or research methods taught in a variety of departments including psychology, education, nursing, business, and the social sciences, this engaging book will also appeal to researchers interested in undoing their statistical misconceptions. Organized in the same order as most statistics courses, the book is easy to assign along with a standard textbook.

CONTENTS


October 2008: 6x9: 192pp
Hb: 978-0-8058-5902-7: £27.99
Pb: 978-0-8058-5904-1: £15.99

60-day examination copy available

Modeling Contextual Effects in Longitudinal Studies
Todd D. Little, University of Kansas, USA; James A. Bovaird, University of Nebraska, USA; Noel A. Card, University of Arizona, USA (Eds.)

Modeling Contextual Effects in Longitudinal Studies reviews the challenges and alternative approaches to modeling how individuals change across time and provides methodologies and data analytic strategies for behavioral and social science researchers. This accessible guide provides concrete, clear examples of how contextual factors can be included in most research studies.

Each chapter can be understood independently, allowing readers to first focus on areas most relevant to their work. The opening chapter demonstrates the various ways contextual factors are represented – as covariates, predictors, outcomes, moderators, mediators, or mediated effects. Succeeding chapters review “best practice” techniques for treating missing data, making model comparisons, and scaling across developmental age ranges. Other chapters focus on specific statistical techniques such as multilevel modeling and multiple-group and multilevel SEM, and how to incorporate tests of mediation, moderation, and moderated mediation. Critical measurement and theoretical issues are discussed, particularly how age can be represented and the ways in which context can be conceptualized. The final chapter provides a compelling call to include contextual factors in theorizing and research.

This book will appeal to researchers and advanced students conducting developmental, social, clinical, or educational research, as well as those in related areas such as psychology and linguistics.

CONTENTS
Introduction to Statistical Mediation Analysis

David MacKinnon
Arizona State University, USA

Multivariate Applications Series

“Dave MacKinnon’s book will be a welcome addition to the field. The topic of statistical mediation is important for researchers who want to examine models more complex than simple prediction.” - Lisa L. Harlow, University of Rhode Island

“Overall, I found these chapters to be uniformly excellent. The text was well written, nicely organized, and technically rigorous while remaining broadly accessible.” - Patrick Curran, University of North Carolina, Chapel Hill

This volume introduces the statistical, methodological, and conceptual aspects of mediation analysis. Applications from health, social, and developmental psychology, sociology, communication, exercise science, and epidemiology are emphasized throughout. Single-mediator, multilevel, and longitudinal models are reviewed. The author’s goal is to help the reader apply mediation analysis to their own data and understand its limitations.

Each chapter features an overview, numerous worked examples, a summary, and exercises (with answers to the odd numbered questions). The accompanying CD contains outputs described in the book from SAS, SPSS, LISREL, EQS, M PLUS, and CALIS, and a program to simulate the model. The notation used is consistent with existing literature on mediation in psychology.

The book opens with a review of the types of research questions the mediation model addresses. Part 2 describes the estimation of mediation effects including assumptions, statistical tests, and the construction of confidence limits. Advanced models including mediation in path analysis, longitudinal models, multilevel data, categorical variables, and mediation in the context of moderation are then described. The book closes with a discussion of the limits of mediation analysis, additional approaches to identifying mediating variables, and future directions.

Introduction to Statistical Mediation Analysis is intended for researchers and advanced students in health, social, clinical, and developmental psychology as well as communication, public health, nursing, epidemiology, and sociology. Some exposure to a graduate level research methods or statistics course is assumed. The overview of mediation analysis and the guidelines for conducting a mediation analysis will be appreciated by all readers.

CONTENTS


January 2008: 6x9: 488pp
Hb with CD: 978-0-8058-3974-6: £55.00
Pb with CD: 978-0-8058-6429-8: £22.00
www.psypress.com/multivariate-applications

60-day examination copy available

An Introduction to Applied Multivariate Analysis

Tenko Raykov, Michigan State University, USA
George Marcoulides, University of California, Riverside, USA

“This text is very well written and makes important connections between univariate and multivariate procedures. It allows readers to understand progressive developments that build on previously established foundations and provides a good conceptual understanding of multivariate procedures.” - Tim Konold, University of Virginia

“The writing style is characterized by simplicity and clarity in explaining complex concepts, without too much of a compromise with the rigorosity of the statistical concepts presented. The main readers will be the postgraduate students in quantitative sciences and researchers in engineering, commerce, medicine, or applied science who desperately want to get meaningful answers to statistical inference questions using their own data sets.” - Spiridon Penev, University of New South Wales

This comprehensive new text introduces readers to the most commonly used multivariate techniques at an introductory, nontechnical level. By focusing on the fundamentals, readers are better prepared for more advanced applied pursuits, particularly on topics that are most critical to the behavioral, social, and educational sciences. Analogies between the already familiar univariate statistics and multivariate statistics are emphasized throughout. The authors examine in detail how each multivariate technique can be implemented using SPSS and SAS and M plus in the book’s later chapters. Important assumptions are discussed along the way along with tips for how to deal with pitfalls the
reader may encounter. Mathematical formulas are used only for definitional meaning rather than as proofs.

A book-specific website provides files with all of the data used in the text so readers can replicate the results. The Appendix explains the data files and its variables. The software code (for SAS and M plus) and the menu option selections for SPSS are also discussed in the book and presented on the website. The book is distinguished by its use of latent variable modeling to address multivariate questions specific to behavioral and social scientists including missing data analysis and longitudinal data modeling.

Ideal for graduate and advanced undergraduate students in the behavioral, social, and educational sciences, this book will also appeal to researchers in these disciplines who have limited familiarity with multivariate statistics. Recommended prerequisites include an introductory statistics course with exposure to regression analysis and some familiarity with SPSS and SAS.

**CONTENTS**


**Multilevel Analysis of Individuals and Cultures**

Fons J.R. van de Vijver, Tilburg University, The Netherlands; Dianne A. van Hemert, University of Amsterdam, The Netherlands; Ype H. Poortinga, Emeritus Professor, Tilburg University, The Netherlands and University of Leuven, Belgium (Eds.)

“This book will have broad appeal to many scholars. ... Cross-cultural psychology is a hot topic and this book would be a great asset for educators in psychology, sociology, education, and cultural psychology. ... This is a terrific book with many strengths.” - Todd Little, University of Kansas

In this new book, top specialists address theoretical, methodological, and empirical multilevel models as they relate to the analysis of individual and cultural data. Divided into four parts, the book opens with the basic conceptual and theoretical issues in multilevel research, including the fallacies of such research. Part II describes the methodological aspects of multilevel research, including data-analytic and structural equation modeling techniques. Applications and models from various research areas including control, values, organizational behavior, social beliefs, well-being, personality, response styles, school performance, family, and acculturation, are explored in Part III. This section also deals with validity issues in aggregation models. The book concludes with an overview of the kinds of questions addressed in multilevel models and highlights the theoretical and methodological issues yet to be explored.

This book is intended for researchers and advanced students in psychology, sociology, social work, marriage and family therapy, public health, anthropology, education, economics, political science, and cultural and ethnic studies who study the relationship between behavior and culture.

**CONTENTS**

Program Theory-Driven Evaluation Science
Strategies and Applications
Stewart I. Donaldson
Claremont Graduate University, USA

“This book has multiple audiences and numerous potential uses. It can be used in graduate courses focused on student and faculty development and with cohorts and other groups where acclimation to the academy and relational learning are critical. ... The teachings of this book could serve faculty and administrators at all levels of experience. A final audience is mentoring scholars and researchers for whom this contemporary compendium of ideas and practices can further inform professions.” - Education Review

“Donaldson’s book makes an important contribution to the advancement of theory-driven evaluation, and toward improving the evaluation profession. ... It allows readers to not only understand how and when to use theory-driven evaluations, but also how to perform them.” - Huey T. Chen, The University of Alabama at Birmingham

Program Theory-Driven Evaluation Science fills the gap between 21st Century literature on evaluation and what is happening in practice. It features detailed examples of how evaluations actually unfold in practice to develop people, programs, and organizations. Commonly accepted strategies for practicing evaluation are outlined, followed by comprehensive accounts of how those strategies have played out in the face of the complexities and challenges of “real world” settings. In so doing, the book illustrates the authentic challenges of implementing an evaluation approach in practice.

Author Stewart Donaldson provides a state-of-the-art treatment of the practice of program theory-driven evaluation science. Each case follows a three-step model: developing program impact theory; formulating and prioritizing evaluation questions; and answering evaluation questions. Initial chapters discuss the emergence of program theory-driven evaluation science and specific strategies for carrying out each of the three steps. Succeeding chapters address recent applications and practical implications of evaluation science. The challenges and lessons learned from the cases are then reviewed.

This volume is of significant value to evaluation practitioners, professors and trainers of evaluation, evaluation researchers, and advanced undergraduate and graduate students, and serves as a text for courses in evaluation and applied research methods. It is also of great interest to those interested in the connections between work and health, career development, human service organizations, and organizational improvement and effectiveness.

CONTENTS

May 2007: 6x9: 280pp
Hb: 978-0-8058-4670-6: £48.95
Pb: 978-0-8058-4671-3: £21.50
60-day examination copy available

SPSS for Intermediate Statistics
Use and Interpretation
Third Edition
Nancy L. Leech, University of Colorado at Denver, USA; Karen C. Barrett, George A. Morgan, Colorado State University, USA

“This book is an ideal supplement for advanced courses in intermediate statistics or research methods found in departments of psychology, education, and other social and health sciences. Many of my Master’s students ... are a bit nervous about actually collecting and analyzing the data. This text has helped them to keep the stats within view of their research question.” - Steven Knotek, Bucknell University

“Many instructors of intermediate and advanced statistics courses will adopt it. ... It is written in a ‘user-friendly’ way, and the step-by-step examples are wonderful.” - Laura Goodwin, University of Colorado at Denver and Health Sciences Center

This book helps students learn to analyze and interpret research data using SPSS by demonstrating how to compute a variety of statistics covered in intermediate statistics courses. The third edition features SPSS 15.0, but the book can also be used with earlier and probably future versions of SPSS. Each chapter introduces several related statistics and provides instructions on how to run them and interpret the outputs. Each statistic is described in a user-friendly manner. The book reviews research designs and how to assess the assumptions, accuracy, and reliability of data. The authors demonstrate how to: choose an appropriate statistic based on the research design and level of measurement; use SPSS to help answer research questions; and interpret and write about SPSS outputs. The examples use real data that are contained on the book’s CD.

The third edition features:
• Updated directions and windows for SPSS 15.0
• Instructor’s Resources with answers to interpretation questions and extra SPSS problems and course support for instructors
• Four extra SPSS problems in each chapter for additional practice
• A new chapter on multilevel linear modeling with SPSS
• Post-hoc tests in addition to contrasts in the Factorial ANOVA and ANCOVA chapter
• Coverage of odd ratios and effect sizes for logistic and discriminant analyses
• An expanded Appendix, Getting Started and Other Useful SPSS Commands, including how to work with the output; import and export files; select cases; and split and merge files
• How to compute and interpret post-hoc power demonstrated for each statistic.

SPSS for Intermediate Statistics, 3rd Edition, provides:
• The key SPSS windows needed to perform the analyses
• Display of the outputs readers can expect to produce with call-out boxes to highlight what to focus on
• Interpretation sections and questions to help students better understand the output and write about the results
• Charts and tables to help select an appropriate statistic and interpret statistical significance and effect sizes
• Lab assignments organized around the way students proceed.

www.researchmethodsarena.com
in every step of a research project

- Appendices on getting started with SPSS, a brief review of basic statistics, and answers to the odd-numbered interpretation questions
- Twenty data sets on the book's CD along with a quick reference guide and how to make tables and figures.

This inexpensive paperback is intended as a supplemental text for advanced undergraduate or graduate courses on intermediate/advanced statistics and/or research methods taught in departments of psychology, education, human development, and other applied and health sciences, and for researchers in these areas looking to have a handy reference for SPSS.

Instructor’s Resource material is available upon adoption. View www.researchmethodsarena.com for more details.

CONTENTS


July 2007: 8½x11: 264pp
Pb with CD: 978-0-8058-6267-6: £18.50
60-day examination copy available

Complimentary Copy Available!

Intermediate Statistics
A Modern Approach, 3rd Edition
James P. Stevens
University of Cincinnati, USA

“The greatest strength is the accessibility of the material. ... Readers are exposed to differences in approaches and philosophy for data analysis and are given enough information to make informed decisions for themselves.” - Dale E. Berger, Claremont Graduate University

“I have not found a textbook that manages the link between intermediate statistical concepts and their application better than Professor Stevens’. ... The chapter on power analysis is one-of-a-kind. ... The conceptual and practical approach ... and the emphasis on assumptions of the statistical tests ... separates it from others. ... This is one of the only textbooks to cover Multiple Regression and ANOVA from their own unique perspectives.” - Gordon P. Brooks, The Ohio University

James Stevens’ best-selling text is written for those who use, rather than develop, statistical techniques. Dr. Stevens focuses on a conceptual understanding of the material rather than on proving the results. Definition formulas are used on small data sets to provide conceptual insight into what is being measured. The assumptions underlying each analysis are emphasized, and the reader is shown how to test the critical assumptions using SPSS or SAS. Printouts with annotations from SAS or SPSS show how to process the data for each analysis. The annotations highlight what the numbers mean and how to interpret the results. Numerical, conceptual, and computer exercises enhance understanding. Answers are provided for half of the exercises. The book offers comprehensive coverage of one-way, power, and factorial analysis of variance, repeated measures analysis, simple and multiple regression, analysis of covariance, and HLM. Power analysis is an integral part of the book. A computer example of real data integrates many of the concepts.

Highlights of the Third Edition include:

- A new chapter on hierarchical linear modeling using HLM 6
- A CD containing all of the book’s data sets
- New coverage of how to cross-validate multiple regression results with SPSS and a new section on model selection (Ch. 6)
- More exercises in each chapter.

Intended for intermediate statistics or statistics II courses taught in departments of psychology, education, business, and other social and behavioral sciences, a prerequisite of introductory statistics is required.

CONTENTS


July 2007: 6x9: 448pp
Hb with CD: 978-0-8058-5465-7: £65.00
Pb with CD: 978-0-8058-5466-4: £35.00
Instructor’s resource material available upon adoption.
See www.researchmethodsarena.com

Approaching Multivariate Analysis
An Introduction for Psychology
John Todman, University of Dundee, UK
Pat Dugard, Statistical Consultant

Approaching Multivariate Analysis provides an introduction to a range of advanced statistical techniques that are used in psychology, in an accessible, non-mathematical way. The authors take a practical approach with an emphasis on helping the reader to gain an understanding of what each method is for, what it does, and how it does it.

Topics covered in this book are: ANOVA, MANOVA, ANCOVA, multiple regression and partial correlation, factor analysis, cluster analysis and multidimensional scaling, path analysis, and mediation and moderation analysis, discriminant analysis, logistic regression and loglinear analysis.

Instructions on how to do the analyses and how to make sense of the results are fully illustrated with dialogue boxes and output tables from SPSS, and details of how to interpret and report the output are also provided.

This book aims to get students started, and prepares them to approach more comprehensive treatments with confidence. This makes it an ideal text for psychology students, and for students and academic staff in disciplines other than psychology that use multivariate methods.
Multivariate Behavioral Research

The Journal of the Society of Multivariate Experimental Psychology (SMEP)

EDITOR
J. Lee Rodgers, University of Oklahoma, USA

Multivariate Behavioral Research (MBR) is an outstanding applied research journal dedicated to the development, evaluation, and application of new and innovative approaches to quantitative methods. Statistical and mathematical models provide the basic support structure for behavioral and social science research. MBR is at the cutting edge in publishing articles on new methodological approaches and innovative applications of existing methodology.

Full details, current subscription rates, notes for authors, submission procedures and full online contents available at:

www.psypress.com/mbr

Published by Psychology Press

Structural Equation Modeling

A Multidisciplinary Journal

EDITOR
George A. Marcoulides, University of California, Riverside, USA

Structural Equation Modeling: A Multidisciplinary Journal publishes theoretical and applied scholarly work from all academic disciplines interested in structural equation modeling.

Full details, current subscription rates, notes for authors, submission procedures and full online contents available at:

www.psypress.com/sem

Published by Psychology Press

Qualitative Research in Psychology

EDITORS
David Giles, Lancaster University, UK; Brendan Gough, University of Leeds, UK; Martin Packer, Duquesne University, USA

Qualitative Research in Psychology aims to become the primary forum for qualitative researchers in all areas of psychology - cognitive, social, developmental, educational, clinical, health, and forensic - as well as for those conducting psychologically relevant qualitative research in other disciplines. Qualitative Research in Psychology is dedicated to exploring and expanding the territory of qualitative psychological research, strengthening its identity within the international research community and defining its place within the undergraduate and graduate curriculum.

Full details, current subscription rates, notes for authors, submission procedures and full online contents available at:

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