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SKILLED INTERPERSONAL COMMUNICATION

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Fifth Edition

Owen Hargie
University of Ulster, UK

“This is an excellent textbook for basic studies on communication. Based on an extensive amount of research, it offers a thorough review of skills for interpersonal communication, and presents the most important theoretical viewpoints. It will be useful for students and teachers of communication as an introductory book on this research area, but also more advanced experts of communication can become acquainted with new issues as well as review the central points of interpersonal communication from it.” - Pekka Isolatus, Professor of Speech Communication, University of Tampere, Finland.

“This book is very comprehensive. The cues that emanate from the many chapter titles will raise interest and the writing is so clear that the reader is encouraged to continue reading.” - Klaus Fiedler, Professor of Social Psychology, University of Heidelberg, Germany

This thoroughly revised edition of the foremost textbook on communication provides an up-to-date review of the current research, theory and practice in this burgeoning field of study.

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CONTENTS
Introduction: The Importance of Interpersonal Skills.

September 2010: 7x10: 568pp
Hb: 978-0-415-43203-0: $90.00
Pb: 978-0-415-43204-7: $44.95
www.workpsychologyarena.com/9780415432047
Examination Copy Available
Research and theory on intergroup contact have become one of the fastest advancing and most exciting fields in social psychology in recent years. The work is exciting because it combines basic social psychological concerns -- human interaction, situational influences on behavior -- with an effective means of improving intergroup relations at a time when the world is witnessing widespread intergroup hatred and strife.

This volume provides an overview of this rapidly progressing area of investigation – its origins and early work, its current status and recent developments, along with criticisms of this work and suggestions for future directions. It covers a range of research findings involving contact between groups drawn from the authors’ extensive meta-analysis of 515 published studies on intergroup contact. This meta-analysis, together with the authors’ renowned research on intergroup contact, provides a solid foundation and broad overview of the field, to which we will add discussions of research extensions and emerging directions.

When Groups Meet is a rich, comprehensive overview of classic and contemporary work on intergroup contact, as well as providing insights into where this work is headed in the future. For research specialists, this volume not only serves as a sourcebook for research and theory on intergroup contact, it also provides the entire 515-item bibliography from the meta-analysis. The clear structure and accessible writing style will also appeal to advanced undergraduate and graduate students in psychology and other social sciences.

CONTENTS

1. The Origins of Intergroup Contact Theory
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4. Are the Effects of Intergroup Contact Universal?
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March 2011: 6x9: 200pp
Hb: 978-1-84169-765-9: $49.95
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A CONTEMPORARY LOOK AT ORGANIZATIONAL JUSTICE

Multiplying Insult Times Injury

Joel Brockner
Columbia University Business School, USA

Series: Organization and Management

“This is a huge achievement. The book is worthwhile reading for professionals and scientific researchers in the fields of organizational behavior, human resource management, social psychology and other fields pertaining to how people react to both the outcomes and the processes they are getting from social and work relationships. The author has made sure that he includes all the recent insights pertaining to these issues, making this a “must read” for all those interested in organizational and justice related domains.” - Kees van den Bos, Department of Social and Organizational Psychology, Utrecht University, The Netherlands

This book is for scholars with an interest in the burgeoning area of theory and research on organizational justice. The ideas it describes forge connections between the justice literature and other prominent bodies of knowledge in organizational and social psychology, including those pertaining to trust, social identity, attribution theory, regulatory focus theory and cross-cultural differences in people’s beliefs and behaviors. Though intended primarily for researchers, this book is written in a very accessible way, so that informed practitioners will gain considerable value from it.

CONTENTS


April 2010: 6x9: 368pp
Hb: 978-1-84872-832-5: $59.95
www.psypress.com/organization-and-management/9781848728325
INSIDIOUS WORKPLACE BEHAVIOR

Jerald Greenberg, RAND Corporation’s Institute for Civil Justice (Ed.)

Series: Applied Psychology

“This is an outstanding book which has to be read by anybody interested in human behavior at work, but also in life more generally. It is sad to say in this frenetic, competitive and insecure world, that insidious behavior is more prevalent now than ever before. It is a must read for all concerned with the human condition of the 21st century.” - Cary L. Cooper, Distinguished Professor of Organizational Psychology and Health, Lancaster University, Management School, UK

Insidious Workplace Behavior (IWB) refers to low-level, pervasive acts of deviance directed at individual or organizational targets. Because of its inherently stealthy nature, scientists have paid little attention to IWB, allowing us to know very little about it. With this book, that now is changing. The present volume—the first to showcase this topic—presents original essays by top organizational scientists who share the most current thinking about IWB. Contributors examine, for example, the many forms that IWB takes, focusing on its antecedents, consequences, and moderators. They also highlight ways that organizational leaders can manage and constrain IWB so as to attenuate its adverse effects. And to promote both theory and practice in IWB, contributors also discuss the special problems associated with researching IWB and strategies for overcoming them.

Aimed at students, scholars, and practitioners in the organizational sciences—especially industrial-organizational psychology, organizational behavior, and human resource management—this seminal volume promises to be inspire research and practice for years to come.

CONTENTS


MANAGERIAL ETHICS

Managing the Psychology of Morality

Marshall Schminke
University of Central Florida, USA (Ed.)

“Of all the topics studied by management scholars few shed as much light on the dynamics of today’s organizations as Managerial Ethics. Professor Schminke’s book highlights the latest advances in this area by compiling contributions from leading behavioral ethics researchers – experts who share insight into such contemporary themes as ethical leadership, corporate character, and corporate social responsibility. For stimulating conversations about when, why, and how people engage in ethical and unethical behavior in the workplace, this book will be invaluable.” - Jerald Greenberg, RAND Corporation

This book combines management theory with ethical theory on a chapter by chapter, topic by topic basis. The volume bridges the theoretical, empirical and practical gap between management and ethics. It will be of interest to a cross-disciplinary group of students, researchers and managers in business, management, organizational behavior, IO psychology and business ethics.

CONTENTS


June 2010: 6x9: 334pp
Hb: 978-1-84872-833-2: $49.95
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SOCIAL JUSTICE AND THE EXPERIENCE OF EMOTION

Russell Cropanzano, The University of Arizona, USA, Jordan H. Stein, The University of Arizona, USA and Thierry Nadisic, Emlyon Business School, France

“In my opinion, the authors have done an excellent job of providing the reader an historical account of the origins of justice theory. I also think the authors have certainly been thorough in their description of the organizational justice literature.” - Steve M. Jex, Psychology Department, Bowling Green State University

“Justice is a rapidly evolving field that generates a great deal of both empirical and theoretical papers. This book does a nice job of bringing people up to speed on what’s out there without relying on a single perspective. Notably, the volume of publishing in this area also means that it is particularly popular, leading to a greater likelihood that a book such as this one will be read by many.” - Daniel Beal, Psychology Department, Rice University, Texas

This book seeks to integrate the scholarship on justice and affect. The book will be focused on empirical social scientific theories pertaining to fairness, mood and emotion. The frameworks that will be looked at include equity theory, the relational models and reflect attempts by justice scholars to adapt existing theories of emotion to suit their conceptual purposes. Most of the literature in this book is drawn from social and organizational psychology. Other areas included will be management, personality and evolutionary psychology with a little on relevant philosophical position from Aristotle and Rawls. The goal of this book is to familiarize the reader with the rich tradition of conceptual models explaining the association between justice and emotion.

CONTENTS

December 2010: 6x9: 318pp
Hb: 978-1-84872-844-8: $49.95
www.workpsychologyarena.com/9781848728448
SOCIAL PSYCHOLOGY AND ORGANIZATIONS

David De Cremer, Tilburg University, The Netherlands, J. Keith Murnighan, Northwestern University, USA and Rolf van Dick, Goethe University Frankfurt, Germany (Eds.)

Series: Organization and Management

“This is a stunning collection of many of the most interesting people in the field addressing the most interesting social psychological issues in organizations. Buy it!” – Max Bazerman, Straus Professor, Harvard University, USA

“This is a book to feed the intellect. It offers the lens of social psychology to enable us to discover the hidden processes of organizational life. The topics are theoretically challenging and of the utmost importance practically for organizational life. In the wake of financial crises and ethical scandals, we desperately need new paradigms and alternative perspectives to help us understand how to create sustainable institutions and organizations. This book provides a glut of these alternatives from craftspeople of the highest standing within psychology. The editors have done a brilliant job.” – Michael West, Aston Business School, Aston University, UK

This edited volume by contributors from various countries and disciplines will bring together research that touches the interface of social psychology, IO psychology and organizational behavior. Theories of individuals such as attribution theory, cognitive dissonance, psychological reactance and theories of attitude and persuasion can help explain individual behavior in organizations and guide our understanding of individual’s work motivation, and issues relating to performance and job evaluation.

CONTENTS

SOCIAL DECISION MAKING

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Series: Organization and Management

“Dave Messick’s research interests have ranged across some of the most exciting areas of social psychology, behavioral decision research, and management thought, and his research studies have opened up a remarkable number of pathways. Pathways from which many investigators are now producing important, theoretically elegant, policy relevant research. Kramer, Tenbrunsel, and Bazerman, elegant researchers themselves, have drawn together an excellent group of contributors who tell us where Messick’s leads have taken us.” - John Darley, Psychology Department, Princeton

This book, in honor of David Messick, is about social decisions and the role cooperation plays in social life. Noted contributors who worked with Dave over the years will discuss their work in social judgment, decision making and ethics which was so important to Dave.

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LEADING UNDER PRESSURE

From Surviving to Thriving Before, During, and After a Crisis

Erika H. James, University of Virginia, Charlottesville, USA
Lynn Perry Wooten, University of Michigan, USA

“This helpful book highlights the simple but important fact that in a time of crisis, effective leadership makes a huge difference for an organization under stress. The authors, James and Wooten, convincingly illustrate what great leadership looks like in difficult times and clearly demonstrate the compounding negative effect of poor leadership. The book is anchored by a solid theoretical framework, yet provides a way forward for practicing managers, and actually provides clarity on how crises can be used to a company’s advantage. It is a great primer for all those interested in the practice of leadership.” - Paul McKinnon, Head of Global Human Resources, Citigroup, Inc.

“This is much more than a book on crisis leadership. It’s a handbook on how to lead, regardless of the situation. This book stands out in several ways. It is authoritative. It couples research with practice, and it is chock full of great examples. I seriously doubt that there will be a better book out there than this one.” - Ronald Riggio, Director, Kravis Institute of Leadership, Claremont McKenna College

“This book brings together in an interesting and accessible way some of the authors’ cutting-edge thinking on crisis leadership.” - David Day, Department of Management and Organization, University of Western Australia Business School

The global workforce is under tremendous pressure. At a macro level, there is the pressure of worldwide competition and the need to operate across the globe. At the micro level, there is pressure of individuals or departments to produce more with increasingly fewer resources. Pressure is at once the precipitator and the consequence of crisis. Leaders who can flourish under pressure will be the ones to guide us through these and future turbulent times.

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CONTENTS
“As Haslam, Reicher and Platow set it out, a simple but profound theory underlies their New Psychology of Leadership. And that theory seems so very right that it may come as a surprise that this is not already the concept of leadership everywhere. This captures the true structure of what leadership is all about. Accordingly, on almost every page of the text there is a new subtlety about what leadership means and about how it works. It takes a subject older than Plato and as current as Barack Obama in a new and correct way.” - From the Foreword by George A. Akerlof, Nobel Laureate in Economics, University of California, Berkeley USA

According to John Adair, the most important word in the leader’s vocabulary is “we” and the least important word is “I”. But if this is true, it raises one important question: Why do psychological analyses of leadership always focus on the leader as an individual — as the great “I”? One answer is that theorists and practitioners have never properly understood the psychology of “we-ness”. This book fills this gap by presenting a new psychology of leadership that is the result of two decades of research inspired by social identity and self-categorization theories. The book argues that to succeed, leaders need to create, champion, and embed a group identity in order to cultivate an understanding of ‘us’ of which they themselves are representative. It also shows how, by doing this, they can make a material difference to the groups, organizations, and societies that they lead.

Written in an accessible and engaging style, the book examines a range of theoretical and practical issues that are central to the leadership process. These include the nature of group identity, the basis of authority and legitimacy, the dynamics of justice and fairness, the determinants of followership and charisma, and the practice and politics of leadership.

The book will appeal to academics, practitioners and students in social and organizational psychology, sociology, political science and anyone interested in leadership, influence and power.
FULL RANGE LEADERSHIP DEVELOPMENT

Pathways for People, Profit and Planet

John J. Sosik, The Pennsylvania State University, USA
Dongil (Don) Jung, Yonsei University, Korea

“This book contains an evidenced-based model of leadership. It covers a very broad range of leadership styles, with many, many applications of the Full Range Leadership model that will help any reader come to understand what it means to lead across the full range of leadership behaviors, actions and potential.” - Bruce J. Avolio/Marion B. Ingersoll
Professor of Management and Executive Director of the Leadership Center, University of Washington

It has been more than 20 years since Bernie Bass presented an integrated overview of full range leadership development. This has been the standard for providing leadership training around the world in business, military, religious and educational contexts. Penn State University’s master of leadership development program is directed by John J. Sosik and uses these transactional–transformational leadership paradigms as their foundation for their courses.

This book will present the different theories of leadership and concentrate on the process model of Full Range Leadership that explains the concepts and procedures by which leaders affect their followers (individual leadership), teams (leader to team), and organizations (leader to larger systems). This book can be used by practitioners or students, as the author will provide practical action steps for how to best develop and display behaviors in the Full Range Leadership Development model.

CONTENTS
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Jagdeep S. Chhokar, Indian Institute of Management Ahmedabad, India, Felix C. Brodbeck, Ludwig-Maximilians University, Munich, Germany and Robert J. House, University of Pennsylvania, USA (Eds.)

Series: Organization and Management

This book is a groundbreaking, large-scale project on international management research featuring contributions from nearly 18,000 middle managers from 1,000 organizations in 62 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.

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THE PSYCHOLOGY OF EXECUTIVE COACHING

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Bruce Peltier, University of Pacific School of Dentistry, California, USA

“This is a rich, comprehensive book for executives as well as their coaches. I strongly recommend this text for any executive interested in understanding and enhancing innovation in a good or bad economy.” - William H. Roedy, Chairman and Chief Executive, MTV Networks International

In this updated edition, topics reflect the latest developments in the field of executive coaching. Peltier describes several important psychological theories and how to effectively translate them into coaching strategies; essential business lessons in leadership, marketing, and the corporate viewpoint along with vocabulary for the therapist; the challenges women face as managers and executives and effective coaching methods for working with them; and lessons from successful athletic coaches that can be integrated into consulting skills. This edition includes four new chapters, one describing psychopathology likely to be encountered by coaches. Another describes and evaluates emotional intelligence, a third summarizes adult developmental theory for coaches, and a fourth sorts out the popular and scientific literature on leadership and leader development.

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November 2010: 6x9: 152pp
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101 Coaching Strategies and Techniques provide focused, practical strategies to help the coach with their work. Each point provides a detailed explanation of the strategy together with potential pitfalls and solutions.

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LEADERSHIP/COACHING

GROUP AND TEAM COACHING

The Essential Guide

Christine Thornton
Group Analyst and Executive Coach, UK

Series: Essential Coaching Skills and Knowledge

“The Coaching profession needs a book like this to appreciate where group and team coaching has evolved from (like many forms of coaching, from many disciplines) and to put a ‘stake in the ground’ at this stage of our evolutionary growth”. - Katherine Tulpa, from the Foreword.

This book offers a new perspective on the subconscious and non-verbal processes through which people learn and communicate with each other in groups. Describing these processes in the context of modern organizational life, it provides practical advice about how to do group and team coaching.

Introducing key concepts from psychology, group analysis and systems theory, Group and Team Coaching gives practical guidance on core areas of group coaching: team coaching, group supervision, action learning sets and other learning groups.

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EMPLOYEE ENGAGEMENT THROUGH EFFECTIVE PERFORMANCE MANAGEMENT

A Practical Guide for Managers

Edward M. Mone, CA, Inc. and Manuel London, SUNY-Stony Brook, USA

“In the past few years it has been almost impossible to avoid the topic of Employee Engagement. Ed Mone and Manny London have finally addressed the issue from the practical point of view of those who make it happen, the managers. Mone and London have delivered a very practical guide written in “how to” style which can be readily translated into action by those on the front lines. This book guides managers through these difficult conversations and how performance management can be used to drive employee engagement. Mone and London seamlessly weave research and practical guidelines into a very comprehensive and useful book for managers, as well as academics and HR professionals.” - Walter L. Jackson, PhD, Managing Director, Human Capital Consulting, Braver Group, Boston, MA

“The framework for the performance management process is well integrated and provides a nice applied model for practitioners to use in the field. Authored by a leading psychologist and experienced practitioner, this book recognizes some recent streams of research (engagement, team learning, trust) and is clearly presented as a resource book for practitioners.” - William Balzer, Department of Psychology, Bowling Green State University

An engaged employee is someone who feels involved, committed, passionate and empowered and demonstrates those feelings in work behavior. This book explains that a more engaged workforce is really about better performance management. The authors expand the traditional notion of performance management to include building trust, creating conditions of empowerment, managing team learning, and maintaining ongoing straightforward communications about performance, all of which are critical to employee engagement. The “best practices” tools and advice in this book are based on solid research as well as the authors’ experience.

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WORK ENGAGEMENT

A Handbook of Essential Theory and Research

Arnold B. Bakker, Erasmus University Rotterdam, The Netherlands
Michael P. Leiter, Acadia University, Canada (Eds.)

“This volume is outstanding and absolutely innovative. The recent evolution in the field calls for the publication of a thorough and complete overview, as offered in this volume. This book has the potential to become a landmark text in this new and increasingly important field.” - Hans De Witte, Research Group Work, Organizational and Personnel Psychology, Department of Psychology, K.U. Leuven, Belgium

This book provides the most thorough view available on this new and intriguing dimension of workplace psychology, which is the basis of fulfilling, productive work. The book considers the implications of work engagement for both the individual and the organization. To address readers’ practical questions, the book provides in-depth coverage of interventions that can enhance employees’ work engagement and improve management techniques.

Based upon the most up-to-date research by the foremost experts in the world, this volume will be of great use to academic researchers, upper level students of work and organizational psychology as well as management consultants.

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OBJECT RELATIONS, WORK AND THE SELF

David P. Levine  
University of Denver, USA

In this book, David P. Levine applies psychoanalytic object relations theory to understanding work motivation and the meaning of work. Drawing on the writings of authors such as Donald Winnicott, Otto Kernberg and Melanie Klein, he explores three factors central to our effort to understand work: guilt, greed and the self. Special attention is paid to the factors that determine the individual’s emotional capacity to do work that engages the self and its creative potential and to the related matter of impairment in that capacity. Chapters include:

- The problem of work
- Greed, envy and the search for the self
- Skill, power and authority
- Work and reality.

Object Relations, Work and the Self will be of interest to psychoanalysts and organizational consultants as well as anyone concerned with what determines the quality of life in the workplace.

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THE JOY OF WORK?

Jobs, Happiness, and You

Peter Warr, Emeritus Professor, Institute of Work Psychology, University of Sheffield, UK
Guy Clapperton, Freelance business, technology and media journalist

“The Joy of Work? is a wonderful book. Drawing on important research findings from the fields of positive and work psychology, Peter Warr and Guy Clapperton show us what we can realistically do to improve our well-being at work. If you are wondering whether you should change jobs because you are unhappy, try the things in this book before you make up your mind.” - Professor Alan Carr, author of Positive Psychology

Are you happy at work? Or do you just grin and bear it? We spend an average of 25% of our lives at work, so it’s important to make the best of it.

The Joy of Work? looks at happiness and unhappiness from a fresh perspective. It draws on up-to-date research from around the world to present the causes and consequences of low job satisfaction and gives helpful suggestions and strategies for how to get more enjoyment from work. The book includes many interesting case studies about individual work situations, and features simple self-completion questionnaires and procedures to help increase your happiness. Practical suggestions cover how to improve a job without moving out of it, advice about changing jobs, as well as how to alter typical styles of thinking which affect your attitudes.

This book is unique. The subject is of major significance to virtually all adults – people in jobs and those who are hoping to get one. It is particularly distinctive in combining two areas that are usually looked at separately – self-help approaches to making yourself happy and issues within organizations that affect well-being.

The Joy of Work? has been written in a relaxed and readable style by an exceptional combination of authors: a highly-acclaimed professor of psychology and a widely published business journalist. Bringing together research from business and psychology – including positive psychology – this practical book will make a big difference to your happiness at work – and therefore to your whole life.

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THE POSITIVE PSYCHOLOGY OF BUDDHISM AND YOGA

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Professor Emeritus, SUNY Stony Brook, USA

“I have never read a clearer or more useful introduction to the positive psychological practices of Buddhism and Yoga. Each page is simply fascinating reading and appeals simultaneously to the lay reader and the seasoned scholar. The discussion of anger and how to overcome it is life-transforming. I would strongly recommend this book to undergraduates, graduate students, and professionals. One rarely finds a book that reaches right into one’s mind and soul with a powerful vision of human enhancement. This is one of them.” - Stephen G. Post Director, Center for Medical Humanities, Compassionate Care, and Bioethics, Stony Brook University

This book describes Buddhist-Yogic ideas in relation to those of contemporary Western psychology. The book begins with the Buddhist view of the human psyche and of the human condition. This leads to the question of what psychological changes need to be made to improve that condition. Similarities between Buddhism and Western Psychology include:

- Both are concerned with alleviating inner pain, turmoil, affliction and suffering.
- Both are humanistic and naturalistic in that they focus on the human condition and interpret it in natural terms.
- Both view the human being as caught in a causal framework, in a matrix of forces such as cravings or drives which are produced by both our biology and our beliefs.
- Both teach the appropriateness of compassion, concern and unconditional positive regard towards others.
- Both share the ideal of maturing or growth. In the East and the West, this is interpreted as greater self possession, diminished cravings and agitations, less impulsivity and deeper observations which permit us to monitor and change our thoughts and emotional states.

Buddhism, Yoga, and Western Psychology, especially the recent emphasis on positive psychology, are concerned with the attainment of deep and lasting happiness. The thesis of all three is that self-transformation is the surest path to this happiness.

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James L. Outtz, Ed.
Outtz & Associates, Washington D.C., USA

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The purpose of personnel testing and other assessment is to help decision makers decide whether to hire or train the people who have been assessed, and to give a good understanding of the assessment process and its meaning to all decision makers.

This book is intended for two different audiences. One is made up of graduate students in industrial and organizational psychology for courses, and independent study. The other is psychologists trained in other areas of psychology who are thinking of a change to IO psychology.
GROUP PERFORMANCE

Bernard A. Nijstad
University of Amsterdam, The Netherlands

Series: Social Psychology: A Modular Course

“Bernard Nijstad is one of the ‘young lions’ of this field and has made substantial contributions to a number of the content areas covered in the book. Group Performance handles the conceptual and empirical material very well, leaving the reader with a good sense of what we currently know about the psychology of behavior in and by groups. Overall an excellent introduction to the area.” - R. Scott Tindale, Loyola University, Chicago, USA

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 A. 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 judgments and estimates. Finally, the book closes with an in-depth discussion of teamwork and 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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The mission of the European Journal of Work and Organizational Psychology is to promote and support the development of Work and Organizational Psychology by publishing high-quality scientific articles that improve our understanding of phenomena occurring in work and organizational settings. The journal publishes empirical, theoretical, methodological, and review articles that are relevant to real-world situations.

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Marianne van Woerkom; Marloes L. van Engen (Vol 18: 4 381 – 404)

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Conny Antoni; Guido Hertel (Vol 18: 3 253 – 266)

Effects on organizational context (culture and climate) from implementing a 360-degree feedback system: The case of Arcelik Nihal Mamatoğlu (Vol 17:4 426 – 449)

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An official journal of the Society of Psychologists in Management (SPIM)

EDITOR
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The Psychologist-Manager Journal (TPMJ) is a scholarly publication for members of the Society of Psychologists in Management (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 the following areas:

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