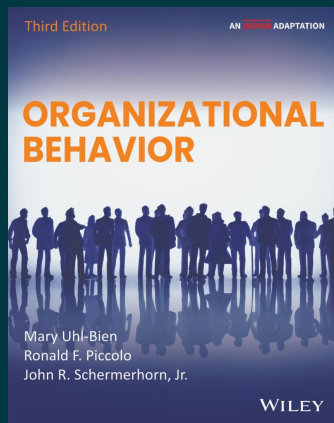




Organizational Behavior, 3ed, An Indian Adaptation

By Mary Uhl-Bien, Ronald F. Piccolo, John R. Schermerhorn, Jr.

Paperback

9789370605442

[NOT PROVIDED]
publication_date

₹950.00

Pages : 376 pages

Description

Organizational Behavior is a multidimensional text that combines analysis, knowledge, and personal development with useful pedagogical features to bring organizational behavior to life. Considering organizational behavior from an interdisciplinary vantage point, this text focuses on the interdependence of factors that explain human behavior. Frequently addressed organizational behavior topics are considered from within an integrated framework to answer functionally relevant questions about why people behave the ways in which they do as well as how to effectively influence and manage others.

Including several exciting updates to content, chapter features, and the OB Skills Workbook, this Indian adaptation leverages the foundational content and engaging writing style to address critical trends in the modern workplace. The new content focuses on ethics, identity and diversity, strategy, organizational change, theory of organizational justice, innovation, perception management in organizations, leadership, and the impact of the COVID-19 pandemic on modern work life.

About the Author

Mary Uhl-Bien, Ronald F. Piccolo, John R. Schermerhorn, Jr.

Dr. Mary Uhl-Bien is the BNSF Railway Endowed Professor of Leadership in the Neeley School of Business at Texas Christian University (TCU). She holds an honorary doctorate at Copenhagen Business School in Denmark, and a PhD and MBA from the University of Cincinnati. Dr. Uhl-Bien is an active scholar and leader in the Academy of Management.

Dr. Ronald F. Piccolo is the Galloway Professor of Management in the College of Business at the University of Central Florida. From 2009–2016, he served as the Cornell Professor of Management and Academic Director of the Center for Leadership Development & Executive Education in the Crummer Graduate School of Business at Rollins College.

Dr. John R. Schermerhorn, Jr. is the Charles G. O'Brien Emeritus Professor of Management in the College of Business at Ohio University. He earned a PhD in organizational behavior from Northwestern University, an MBA (with distinction) in management and international business from New York University, and a BS in business administration from the State University of New York at Buffalo.

Table of Contents

Part 1: Why Do I Need to Study Organizational Behavior?

1 Introduction to Organizational Behavior

1.1 Organizational Behavior

What Is Organizational Behavior?

Why Is Organizational Behavior Important?

How Do We Learn about Organizational Behavior?

Disciplines That Contribute to Organizational Behavior

Abstractness in Organizational Behavior

1.2 Critical Thinking

What Is the Science of Organizational Behavior?

What Does It Mean to Think Critically?

Why Is It So Difficult to Think Critically?

What Are the Steps in the Critical Thinking Process?

1.3 Ethics in OB

What Are Ethics?

A Framework for Ethical Decision Making

Importance of Personal Ethical Fit

Self-Test Chapter

Self-Test Answers

Endnotes

2 Understanding Organizations

2.1 Organizational Strategy and Change

What Is Strategy?

Organizational Change and Adaptability

Consequences of Change: Stress and Burnout

2.2 Organizational Structure

What Is Organizational Structure?

Mechanistic vs. Organic Organizational Design

Team-Based Organizational Design

Innovative and Flexible Organizational Design

Why Do We Need Creativity and Innovation?

2.3 Organizational Culture

What Is Organizational Culture?

How Do We Identify an Organization's Culture?

How Can We Build More Effective Cultures?

Self-Test Chapter

Self-Test Answers

Endnotes

Part 2: Why Do People Behave as They Do?

3 Individual Differences

3.1 Personality

Nature or Nurture?

Are Personalities Stable?

What Are Behavioral and Social Traits?

What Are Self-Concept Traits?

“The Dark Side” of Personality

How Can We Assess Personality?

3.2 Emotions and Moods

What Are Emotions and Moods?

Coping with Stress: Job Demands–Resources Model

What Is Emotional Intelligence?

Cultural Aspects of Emotions and Moods

3.3 Attitudes and Behavior

What Is an Attitude?

What Are Job Attitudes?

How Do Attitudes Influence Work Behavior?

Negative Workplace Behaviors

Self-Test Chapter

Self-Test Answers

Endnotes

4 Perception and Bias

4.1 Perception and Cognitive Bias

What Is Perception?

What Is Attribution?

Cognitive Bias

Perception Management in Organizations

4.2 Identity and Social Bias

What Are Common Types of Self-Identities?

How Does Identity Affect Behavior?

Identity Threat

Social Bias

4.3 Perspective Taking and Diversity

Perspective Taking

Perspective Taking and Diversity

Benefits of Perspective Taking

Learning to Take Another’s Perspective

Using Perspective Taking to Enhance Diversity and Inclusion

Self-Test Chapter

Self-Test Answers

Endnotes

5 Motivation

5.1 Motivation and Performance Management

What Is Motivation?

Pay for Performance

What Is Performance Management?

How Do We Create More Motivating Environments?

5.2 Needs Theories of Motivation

Maslow's Hierarchy of Needs

Alderfer's ERG Theory

Manifest Needs Theory

Self-Determination Theory (SDT)

5.3 Process Theories of Motivation

Equity Theory

Self-Test Chapter

Self-Test Answers

Endnotes

Part 3: How Do I Effectively Manage Myself and Influence Others?

6 Communication

6.1 Influence and Persuasion

What Is Framing?

How Can We Communicate with Charisma?

Why Are Stories So Persuasive?

Don't Forget the Nonverbals

6.2 Difficult Conversations

What Is Avoidance and Why Does It Happen?

What Is a Difficult Conversation and When Should We Have One?

What Are the Skills for Having Difficult Conversations?

6.3 Feedback and Listening

What Is Developmental Feedback?

What Are Active Listening Skills?

Self-Test Chapter

Self-Test Answers

Endnotes

7 Teamwork

7.1 Team Effectiveness

What Makes a Team Effective?

How Can We Set Teams Up for Success?

How Does Member Diversity Affect Team Performance?

7.2 Team Dynamics

What Are Roles and Role Dynamics?

What Are Norms?

What Are Other Important Team Dynamics?

7.3 High-Performance Teams

How Do We Build a High-Performance Team?

What Is the Role of Team Cohesiveness?

How Can We Improve Team Decision Making?

Self-Test Chapter

Self-Test Answers

Endnotes

8 Leadership and Followership

8.1 Leadership as Co-Creation

What Is Leadership?

How Does Leadership Work?

Leadership as Social Construction

8.2 Leader Styles

What Makes Leaders Successful?

Ways We Act as Leaders

8.3 Follower Styles

What Is Followership?

Follower Styles

Self-Test Chapter

Self-Test Answers

Endnotes

9 Power and Politics

9.1 Power

What Is Power?

Where Does Power Come From?

How Is Power Gained and Lost?

9.2 Building Power Bases

What Is Position Power?

What Are Responses to Position Power?

What Is Personal Power?

What Is Connection Power?

What Are Responses to Personal and Connection Power?

How to Develop and Maintain Power Bases?

9.3 Navigating the Political Landscape

Why Do We Have Organizational Politics?

How Do We Understand Organizational Politics?

How Do I Navigate Organizational Politics

9.4 Theory of Organizational Justice

Understanding the Concept of Organizational Justice

Understanding the Intersection between Justice, Power, and Politics

Self-Test Chapter

Self-Test Answers

Endnotes

10 Relationships and Networks

10.1 Interpersonal Relationships

What Kinds of Relationships Matter?

How Are Relationships Developed?

How Do We Build and Maintain Good Relationships?

10.2 Networks

What Are Networks?

How Do Networks Work?

10.3 Leveraging Your Network

Networks and Social Capital

How Do We Leverage a Network?

Using Your Network to Advance Your Career

Self-Test Chapter

Self-Test Answers

Endnotes

11 Conflict, Negotiation, and Decision Making

11.1 Conflict

What Are the Types of Conflict?

How Can I Guard Against Common Conflict Management Pitfalls?

11.2 Negotiation

Why Negotiate?

How Do I Negotiate?

How Can I Guard Against Common Negotiation Pitfalls?

11.3 Decision Making

What Are Common Approaches to Decision Making?

How Can I Be a Better Decision Maker?

Guarding Against Common Decision-Making Pitfalls?

Self-Test Chapter

Self-Test Answers

Endnotes

THE OB SKILLS WORKBOOK

GLOSSARY

INDEX

To purchase this product, please visit:

<https://wiley.indiafin.com/organizational-behavior-3ed-an-indian-adaptation.html>



Scan to buy