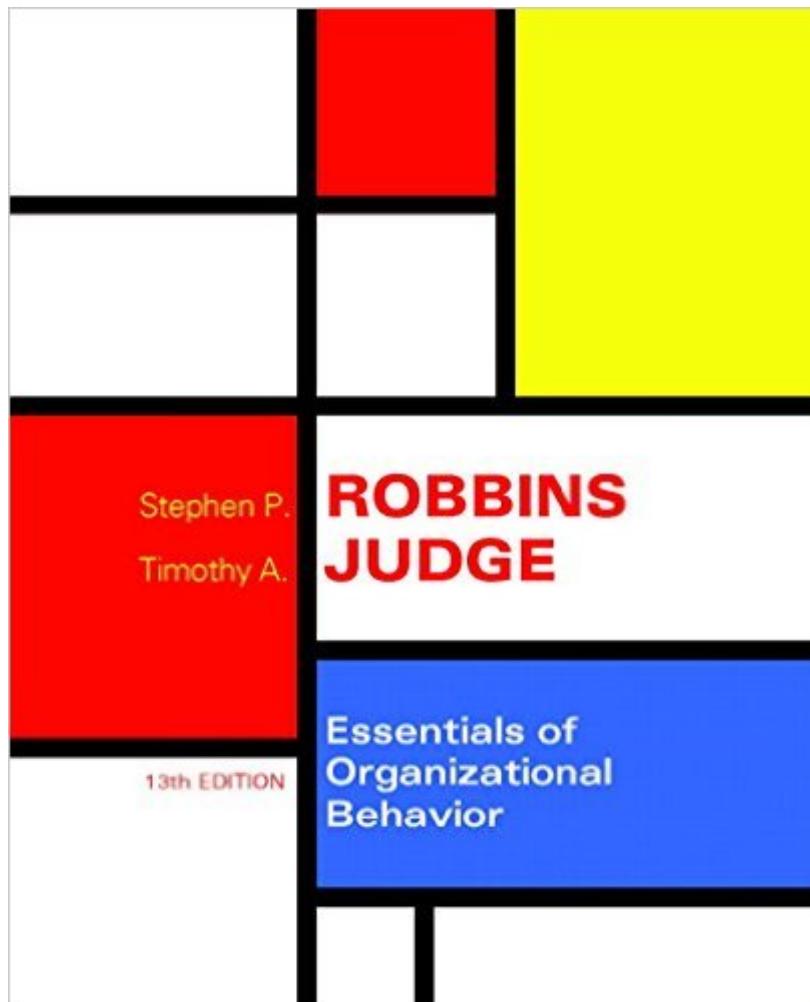


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Essentials Of Organizational Behavior (13th Edition)



Synopsis

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Customer Reviews

A paperback with 278 pages of text. Costing a lot of money--even with the discount--\$140. That is bracing. As a college instructor, I have been amazed at the increase in costs for introductory

textbooks. The book attempts to (page xvii) ". . . provide balanced coverage of all the key elements comprising the discipline of OB [Organizational Behavior]. . . ." And what is the focus of OB? As the authors put it, OB (page 2): ". . . is a field of study that investigates the impact individuals, groups, and structure have on behavior within organizations, for the purpose of applying such knowledge toward improving an organization's effectiveness." The authors observe that multiple disciplines contribute to OB, including psychology, social psychology, sociology, and anthropology (a nice chart on page 4 illustrates), although I think that there are more disciplines still with a contribution to make. Part 1 of the book is an introduction to OB. Part 2 is a series of chapters exploring individuals in the organization. Issues such as diversity, satisfaction, emotions, personality, values, perceptions, decision making, and motivation. Part 3? Groups within an organization. Here, the text considers the bases of group behavior (e.g., stages of group development, group decision making), the importance of work teams, communication, leadership, power and politics (political science makes a contribution here, which is why is one reason when I noted earlier that the text's original listing of relevant disciplines is incomplete), and conflict and negotiation. Part 4 moves to the organizational system. Among subjects examined: organizational culture and organizational culture. The text ends with the final chapter focusing on organizational change and stress management.

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