

ORGANIZATIONAL BEHAVIOR

Improving Performance and
Commitment in the Workplace

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LePine
Wesson

SEVENTH EDITION

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Organizational Behavior Jason Colquitt

John A. Wagner, John R. Hollenbeck



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Organizational Behavior: Essentials for Improving Performance and Commitment Michael Wesson,Jeffery LePine,Jason Colquitt,2009-01-23 Colquitt LePine and Wesson s Organizational Behavior Essentials for Improving Performance and Commitment in the Workplace represents the most up to date perspective on Organizational Behavior OB on the market today Many students leave their OB courses asking questions like Does any of this stuff really matter How does all this stuff fit together If that theory doesn t work why is it in the book and Does this stuff have to be so dry Those questions will never be asked if Colquitt Essentials is used The author team has written a text that highlights the importance of course topics while organizing them around an integrative model of OB The text is also contemporary omitting outdated and disproven models that remain in other texts Most important to students the text is written in an approachable conversational tone with features that students actually want to read Colquitt Essentials is the complete package in a condensed unique and visually stimulating format all without losing the integrity and level of quality we ve come to expect from this author team This text stands out from the competition for four key reasons A Focus on Performance and Commitment Being a good performer and working for an employer that inspires commitment are critical concerns for employees and managers alike Colquitt Essentials takes a unique approach by devoting Chapter 2 to job performance and organizational commitment Once these two key outcomes have been spotlighted all of the remaining chapters are linked back to them illustrating the importance of the chapter topics to performance and commitment An Integrative Model of OB The table of contents is organized around an integrative model described in Chapter 1 that provides a roadmap for the course showing students how all of the chapters fit together Unlike many OB texts with many editions behind them Colquitt Essentials avoids being grab baggy in nature with what seem to be randomly placed topics The positioning of every topic makes sense and it s easy for students to understand how the topics they are studying fit into the bigger picture Contemporary Content When creating the book the author team asked themselves what OB texts would look like if all of them were first written in 2008 Many OB texts include outdated and disproven models just to maintain continuity with earlier editions Such content frustrates students who don t understand why they should learn theories that are not valid Colquitt Essentials omits such theories devoting more space to contemporary topics that are useful for employees and managers Features that Students Want to Read Each chapter includes special insert box features like OB on Screen OB in Sports OB for Students and OB Internationally that help bring OB to life for the reader Many of these features have been praised by students for their ability to demonstrate OB content in a fun and appealing manner Colquitt Essentials also uses an informal style that students enjoy reading while focusing on company examples that students find interesting Google Netflix Best Buy Four Seasons eBay and others

Organizational Behavior: Improving Performance and Commitment in the Workplace with Connect Plus Jason Colquitt,Jeffrey LePine,Michael Wesson,2010-06-16 *Organizational Behavior:*

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Organizational Behaviour Jason Colquitt,Jeffery A. LePine,Michael J. Wesson,Ian R. Gellatly,2022 The 5th Canadian edition of *Organizational Behaviour Improving Performance and Commitment in the Workplace* continues to strike the perfect balance between academic rigor and a student focused approach Current and engaging examples help students relate to the content using scenes from popular films and television series to demonstrate topics in action In addition this updated edition describes cross cultural differences with an emphasis on cultural diversity in the workplace Each chapter speaks to the learning objectives of *Organizational Behaviour* OB from a conversational and manager s lens focusing on the performance retention commitment and the overarching organizational impact of each topic As a result this product is known for answering the so what of OB in a way that is both academically sound and engaging for students The innovative pedagogy combined with an evidence based approach ensures research and accuracy are at the forefront of each chapter This edition s cover image featuring Rose Apothecary from the award winning TV sitcom *Schitt s Creek* reiterates the

intersect between fun and theory that the authors stand by Schitt's Creek as an example is found within the OB on Screen feature focusing on the way two business partners David and Patrick approach and resolve conflict when their personal relationship is valued above all

Organizational Behavior: Improving Performance and Commitment in the Workplace Jason Colquitt, Michael Wesson, Jeffrey LePine, 2008-01-08 Colquitt *Organizational Behavior: Improving Performance and Commitment in the Workplace* provides a fresh modern look at Organizational Behavior with scientifically proven models and theories Research on learning motivation has shown that students learn more when they have an intrinsic interest in the topic This prompted the Colquitt team to create an OB text to using a more informal conversational style and use of company examples students will be familiar with and find compelling thus helping to stimulate interest Each chapter includes special features designed to bring OB to life Chapters open around an integrative model that provides students with a roadmap of the course showing them where they have been and where they are going IMPORTANT NOTE The introductory section of Colquitt contains two chapters not found in the beginning of other books Job Performance and Organizational Commitment Why this is important Being good at one's job and wanting to stay with one's employer are critical concerns for employees and managers alike This book takes on a unique approach highlighting the concepts of PERFORMANCE and COMMITMENT at the beginning of the book After describing these topics in detail every remaining chapter in the book links back to the theory of performance and commitment From this organization students can better appreciate the practical relevance of organizational behavior concepts

Organizational Behavior 4 John B. Miner, 2007-03-05 This unique work bridges the gap between theory and practice in organizational behavior It provides a practical guide to real life applications of the 35 most significant theories in the field The author describes each theory then analyzes its usefulness and importance to the successful practice of management His analysis covers key managerial topics such as goal setting training and development assessment job enrichment influence processes decision making group processes organizational development organizational structuring and effective organizational operation

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Organizational Behavior Linda K. Stroh, Gregory B. Northcraft, Margaret A. Neale, (Co-author) Mar Kern, (Co-author) Chr Langlands, 2003-04-02 This second edition is a revision of a successful reader in organizational behavior edited by Jerald Greenberg This volume describes the latest advances in the field of organizational behavior Each chapter is a description of what was what is and what will be as envisioned by leading researchers and experts Topics covered include affect stress self

fulfilling prophecies diversity justice reputations deviant behavior conflict construct validity and cross cultural behavior The book concludes with a commentary chapter by Ed Locke a distinguished senior scholar who offers directions and guidance on the field s future This book will appeal to professors and scholars in industrial organizational psychology organizational behavior human resource management and social psychology It is an invaluable compendium reporting on the state of the science in a rapidly developing field

Loose Leaf Organizational Behavior: Improving Performance and Commitment in the Workplace Jeffery LePine,Jason Colquitt,Michael Wesson,2014-01-29 This full featured text is provided as an option to the price sensitive student It is a full 4 color text that s three whole punched and made available at a discount to students The loose leaf is also available in a package with Connect Plus

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Organizational Behaviour: Improving Performance and Commitment in the Workplace Jason A. Colquitt,Ian Gellatly,Jeffery A. LePine,Michael J. Wesson,2018-10-16 Colquitt Gellatly Fourth Edition continues to offer an innovative approach to teaching Organizational Behaviour through a pop culture approach versus the traditional old school and sometimes outdated approach This edition s cover image comes courtesy of Thunderbird Entertainment and the CBC hit show Kim s Convenience We chose to feature this particular television program because it highlights among other things the importance of running any business with a thorough understanding of observational behaviour theories Kim s Convenience emphasizes the significance of establishing and nurturing effective relationships in the workplace and encapsulates with humour and sensitivity the challenges and the benefits of studying organizational behaviour Meeting you and your students where you are

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Loose Leaf Organizational Behavior: Improving Performance and Commitment in the Workplace Jason Colquitt,Jeffery LePine,Michael Wesson,2016-01-22 Now in its FIFTH edition Colquitt LePine Wesson continues to offer a novel and innovative approach to teaching organizational behavior Why did we decide to write this textbook Well for starters organizational behavior OB remains a fascinating topic

that everyone can relate to because everyone either has worked or is going to work in the future What makes people effective at their job What makes them want to stay with their employer What makes work enjoyable Those are all fundamental questions that organizational behavior research can help answer However our desire to write this book also grew out of our own experiences and frustrations teaching OB courses using other textbooks We found that students would end the semester with a common set of questions that we felt we could answer if given the chance to write our own book OB really matters The book opens with two chapters barely covered in other texts job performance and organizational commitment Those topics are critical to managers and students alike and represent two of the most critical outcomes in OB Each successive chapter then links that chapter's topic back to those outcomes illustrating why OB matters in today's organizations OB topics all fit together The book is structured around an integrative model shown on the back cover and spotlighted in the first chapter that provides a roadmap for the course The model illustrates how individual team leader and organizational factors shape employee attitudes and how those attitudes impact performance and commitment In this way the model reminds students where they are where they've been and where they're going OB is all around them The book includes innovative insert box features that students actually enjoy reading OB on Screen uses scenes from popular films such as Skyfall Lincoln 42 Moneyball and Argo to demonstrate OB topics OB at the Bookstore draws a bridge to popular business books including Quiet the Charisma Myth Lean In and the Happiness Project

Organizational Behavior Jason A. Colquitt, 2025 **The SAGE Handbook of Organizational Behavior** Julian Barling, Stewart Clegg, Cary L. Cooper, 2008-08-11 This handbook focuses on core micro organizational behaviour issues providing students and scholars with an insightful and wide reaching survey of the state of the field

Organizational Behavior and Management John Ivancevich, Robert Konopaske, Michael Matteson, 2007-02 The author team Ivancevich Konopaske Matteson has examined listened and responded to reviewers instructors and students suggestions on how to continue to make Organizational Behavior and Management 8e a more user friendly and application rich introductory OB textbook To accomplish this OBM 8e achieves the difficult goal of preserving its key strengths i.e. thorough current good balance of research and practice while streamlining its content by removing over 100 pages of readings that are now available on the Web This reduction in page length makes the book more affordable teachable and efficient for students Preserving scholarship while streamlining captures the spirit of what I K M used as the guiding principle while writing OBM 8e

Organizational Behavior John A. Wagner, John R. Hollenbeck, 2005 Wagner and Hollenbeck both professors of management at Michigan State University have redesigned the pedagogical features for this fifth edition of a text for business students Boxes provide insight on the competitive advantages provided by organizational behavior areas of ongoing research in the

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