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# Organizational Behavior 12th Edition Test Bank

Our goal with this 13th Edition is to keep this first mainline organizational behavior text up-to-date with the latest and relevant theory building, basic

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and applied research, and the best-practice applications. We give special recognition of this scientific foundation by our subtitle - An Evidence-Based Approach. As emphasized in the introductory chapter, the time has come to help narrow the theory/research—effective

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application/practice gap. This has been the mission from the beginning of this text. As “hard evidence” for this theory/research based text, we can say unequivocally that no other organizational behavior text has close to the number of footnote references. For example, whereas a few texts may

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have up to 40 or even 50 references for a few chapters, all the chapters of this text average more than twice that amount. This edition continues the tradition by incorporating recent breakthrough research to provide and add to the evidence on the theories and techniques presented throughout.

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Two distinguishing features that no other organizational behavior textbook can claim are the following:

- 1) We are committed at this stage of development of the field of OB to a comprehensive theoretical framework to structure our text. Instead of the typical potpourri of chapters and

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topics, there is now the opportunity to have a sound conceptual framework to present our now credible (evidence-based) body of knowledge. We use the widely recognized, very comprehensive social cognitive theory to structure this text. We present the background and theory building of

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this framework in the introductory chapter and also provide a specific model (Figure 1.5) that fits in all 14 chapters. Importantly, the logic of this conceptual framework requires two chapters not found in other texts and the rearrangement and combination of several others. For example, in the

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opening organizational context part there is Chapter 4, “ Reward Systems, ” and in the cognitive processes second part, Chapter 7, “ Positive Organizational Behavior and Psychological Capital, ” that no other text contains. 2) The second unique feature reflects our continuing



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basic research program over the years. Chapter 7 contains our most recent work on what we have termed “ Positive Organizational Behavior ” and “ Psychological Capital ” (or PsyCap). [The three of us introduced the term “ Psychological Capital ” in our joint article in 2004]. To meet the

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inclusion criteria (positive; theory and research based; valid measurement; open to development; and manage for performance improvement), for the first time the topics of optimism, hope, happiness/subjective well-being, resiliency, emotional intelligence, selfefficacy, and our overall core

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construct of psychological capital have been given chapter status. Just as real-world management can no longer afford to evolve slowly, neither can the academic side of the field. With the uncertain, very turbulent environment most organizations face today, drastically new ideas,

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approaches, and techniques are needed both in the practice of management and in the way we study and apply the field of organizational behavior. This text mirrors these needed changes. Social Cognitive Conceptual Framework. The book contains 14 chapters in four major

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parts. Social cognitive theory explains organizational behavior in terms of both environmental, contextual events and internal cognitive factors, as well as the dynamics and outcomes of the organizational behavior itself. Thus, Part One provides the evidence-based and organizational context for the

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study and application of organizational behavior.

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book to ensure it is contemporary and engaging.Ê

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between Risk Management (RM), Project Risk Management (PRM) and ERM in the construction industry, and examines their linkages for international construction operations in a broader context. The explanation elaborates on how companies may adopt and implement RM, PRM and ERM as appropriate in their various

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operations, both in their home market as well as in overseas host markets. The book also reviews the whole spectrum of work relating to organizational behavior (OB) as one of the key underpinnings for companies to evaluate and implement ERM. It will benefit practitioners from the industry as well as academics interested in



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the implementation of ERM practices in international construction operations. A less-expensive grayscale paperback version is available. Search for ISBN 9781680922875. The field of management and organizational behavior exists today in a constant state of evolution and change. Casual readers of publications like the

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traditional approach to organizational behavior. The table of contents of this book was designed to address two main themes. What are the variables that affect how, when, where, and why managers perform their jobs? What theories and techniques are used by successful managers at a variety of organizational

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levels to achieve and exceed objectives effectively and efficiently throughout their careers? Management is a broad business discipline, and the Organizational Behavior course covers many areas such as individual and group behavior at work, as well as organizational processes such as communication in the workplace and

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managing conflict and negotiation. No one individual can be an expert in all areas of management, so an additional benefit of this text is that specialists in a variety of areas have authored individual chapters. Finally, we all made an effort to present a balanced approach to gender and diversity throughout the text in the examples used,

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the photographs selected, and the use of both male and female in alternating chapters when referring to generic managers or employees.

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of real-world cases and examples provide students with ample opportunity to apply OB concepts and hone their critical thinking abilities. New to this Edition A new Emotions and Moods chapter delves into important topics like emotional intelligence, emotional contagion, and affective neuroscience. A new Power and



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eBook, on topics such as virtual teams, equal pay and the gender wage gap, and the use of apps at work introduce timely and relevant discussions to help foster student engagement. The new edition has been rigorously updated with the latest research throughout and includes expanded coverage of Machiavellian leadership,

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the content of organizational behavior to reflect the inherent interdependence of factors that explain human behavior. Traditional OB topics are introduced as part of an integrated framework for



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environments, taking a leaf from China's experience with a major earthquake in Sichuan, would be a timely contribution to fill this lacuna. Readers would be able to understand how companies and organizations

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that are unprepared for  
crisis management would  
react to their detriment.

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book are the only one of its  
kind to highlight the  
lessons for companies and  
organizations to prepare

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themselves for successful project communication management through the complexity-informed framework. Although the book is written by two building professionals, the concepts and lessons presented are

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generic and equally applicable for businesses outside of the construction industry; for example, for airports, resorts, hotels, shipyards, etc.

For creating a balance in the organizational

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environment, harmony amongst the employees and the employer is a prerequisite. The factors that help in determining an organizational balance are the sociology of an environment, psychology of

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the people working there,  
channels of communication  
along with a sound and  
rational management. The  
book highlights the  
fundamental concepts of  
organizational behaviour,  
and its applications in the

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Indian organizational scenario. The second edition of the book, maintaining the same chapters' organization as in the previous edition, comprises 28 chapters based on the fundamental concepts of organizational behaviour,



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and case studies from various Indian industry verticals. These case studies reveal the authors' experience in real-life scenario as consultants as well as their observations pertaining to the concepts

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of organizational behaviour. Besides, the text lays emphasis on some modern tools of management such as TQM, BPR and Knowledge Management, which is a unique feature of this book. The book is designed for the

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students of management and psychology. Moreover, it is useful for the postgraduate students of commerce as well as it is of immense use to the personnel associated with technical, commercial and IT-based industries

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Journals, is a senior research scientist with the Gallup Organization, and continues to do research in the organizational behavior area. Organizational

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Behavior 12th Edition is ideal for instructors who take a research-based and conceptual approach to their OB course.

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