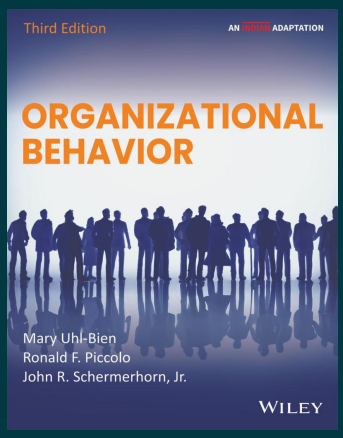
WILEY



Organizational Behavior, 3ed, An Indian Adaptation

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

Paperback 9789370605442 **₹950.00**

Pages: 376

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'Bleness 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://www.wileyindia.com/organizational-behavior-3ed-an-indian-adaptation.html

Scan to buy