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~~Nelson~~ is the author of over 70 journal articles focusing on organizational stress management, gender differences at work, and positive organizational behavior. Dr. Nelson's research has been published in the ACADEMY OF MANAGEMENT

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This revision of ORGANIZATIONAL BEHAVIOR includes a renewed emphasis on the text's

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multifaceted approach, which is reflected in a new subtitle: SCIENCE, THE REAL WORLD, AND YOU. "Science" refers to roots of the discipline and the way the book is anchored in research tradition--both classic research as well as leading-edge scholarship. "The Real World" reflects current trends in organizations and takes shape as examples from all types of organizations. "You" reflects the opportunities to grow and develop both as individuals and organizations. The book helps students learn not only the concepts and theories that enhance the management of human behavior at work, but also how to practice these skills. A wealth of proven features, cases, exercises, and



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examples--including six new focus companies--stimulate interest and discussion; demonstrate how theories and research apply; and prompt cognitive and skill-based learning. Established organizational behavior topics are discussed, including motivation, leadership, teamwork, and communication, as are emerging issues shaping the field. The exciting theme of change clearly demonstrates how attitudes and behaviors within an organization are affected by change and the new opportunities and experiences change presents. Supporting themes focus on globalization, diversity, and ethics.

Guide today's students as they

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positive human strengths and competencies, how it can be facilitated, assessed and managed to improve performance in the workplace . Its roots are firmly within positive psychology but transplanted to the world of work and organizations.

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Organizational Behavior is designed to meet the scope and sequence requirements of the introductory course on Organizational Behavior. This is a 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 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 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, 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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