
Psychology At Work Siop

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The Psychology of Workplace Technology Taylor & Francis

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The Psychology of Entrepreneurship Oxford University Press

"The edited volume, *Age and Work* presents a systematic collection of key advances in theory, methods, and practice regarding age(ing) and work. This leading-edge collection breaks new ground by developing novel and useful theory, explaining underutilized but important methodological approaches, and suggesting original practical applications of emerging research topics. The book begins with a prologue by the World Health Organization's unit head for aging and health, an introduction on the topic by the editors, and an overview of past, current, and future workforce age trends. Subsequently, the first main section outlines theoretical advances regarding alternative age constructs (e.g., subjective age), intersectionality of age with gender and social class, paradoxical age-related actions, generational identity, and integration of lifespan theories. The second section presents methodological advances regarding behavioral assessment, age at the team and organizational levels, longitudinal and diary methods, experiments and interventions, qualitative methods, and the use of archival data. The third section covers practical advances regarding age and job

crafting, knowledge exchange, the work/non-work interface, healthy aging, and absenteeism and presenteeism, and organizational meta-strategies for younger and older workers. The book concludes with an epilogue by an eminent scholar in age and work. Written in a scientific yet accessible manner, the book offers a valuable resource for undergraduate and graduate students, academics in the fields of psychology and business, as well as practitioners working in the areas of human resource management and organizational development"--

[The Cambridge Handbook of Technology and Employee Behavior](#) Routledge

Vocational Interests in the Workplace is an essential new work, tying together past literature with contemporary research to present the most comprehensive coverage on vocational interests to date. With increasing recognition of the importance of vocational interests and their relevance to the workplace, this book emphasizes the strong links between vocational interests and work behavior. It proposes new models and approaches that facilitate thorough exploration of the implications of this relationship between interests and practice. The authors, drawing on knowledge and experience from a range of professional backgrounds, cover essential topics, including: interest measurement; personnel selection; motivation and performance; expertise; meaningful work; effects of a global business environment; diversity; and the ongoing development of interests through adulthood to retirement. Endorsed by the Society for Industrial and Organizational Psychology board, this book is a valuable resource for researchers, professionals, and educators in the fields of human resources, organizational behaviour, and industrial or organizational psychology.

Diversity at Work SIOP Organizational Frontiers Series

"No other talent process has been the subject of such great debate and emotion as performance management (PM). For decades, different strategies have been tried to improve PM processes, yielding an endless cycle of reform to capture the next "Flavor of the Day" PM trend. The past five years, however, have brought novel thinking that is different than past trends. Companies are reducing their formal processes, driving performance-based cultures, and embedding effective PM behavior into daily work rather than relying on annual reviews to drive these. Through case studies provided from leading organizations, this book illustrates the range of PM processes that companies are using today. These show a shift away from adopting someone else's best practice and instead, companies are designing bespoke PM processes that fit their specific strategy, climate, and needs. Leading PM thought leaders offer their views about the state of PM today, what we've learned and where we need to focus future efforts, including provocative new research that shows what matters most in driving high performance. This book is as a call to action for talent management professionals to go beyond traditional best practice and provide thought leadership in designing PM processes and systems that will enhance both individual and organizational performance"--

Adverse Impact Routledge

Traditionally, organizations and researchers have focused on learning that occurs through formal training and development programs. However, the realities of today's workplace suggest that it is difficult, if not impossible, for organizations to rely mainly on formal programs for developing human capital. This volume offers a broad-based treatment of autonomous learning to advance our understanding of learner-driven approaches and how organizations can support them. Contributors in industrial/organizational psychology, management, education, and entrepreneurship bring theoretical perspectives to help us understand autonomous learning and its consequences for individuals and organizations. Chapters consider informal learning, self-directed learning, learning from job challenges, mentoring, Massive Open Online Courses (MOOCs), organizational communities of practice, self-regulation, the role of feedback and errors, and how to capture value from autonomous learning. This book will appeal to scholars, researchers, and practitioners in psychology, management, training and development, and educational psychology.

The Ethical Practice of Psychology in Organizations Routledge

Researchers conducting multinational organizational studies face considerable challenges. This book presents accessible models and real-world examples of large-scale, multinational research within organizations. The contributors describe their own successful research projects, highlighting the challenges they have faced and how they have overcome them.

Handbook of Industrial, Work & Organizational Psychology Routledge

This text is the best single repository for a comprehensive examination of the scientific research and practical issues associated with adverse impact. Adverse impact occurs when there is a significant difference in organizational outcomes to the disadvantage of one or more groups defined on the basis of demographic characteristics such as race, ethnicity, gender, age, religion, etc. This book shows, based on scientific research, how to design selection systems that minimize subgroup differences. The primary object of this volume in the SIOP series is to bring together renowned experts in this field to present their viewpoints and perspectives on what underlies adverse impact, where we are in terms of assessing it and what we may have learned (or not learned) about minimizing it.

Becoming an Industrial-Organizational Psychologist Cengage Learning

This edited volume in SIOP's Organizational Frontiers Series presents the current thinking and research on the important area of motivation. Work Motivation is a central issue in Industrial organizational psychology, human resource management and organizational behavior. In this volume the editors and authors show that motivation must be seen as a m

Vocational Interests in the Workplace John Wiley & Sons

Diversity at Work: The Practice of Inclusion How can organizations, their leaders, and their people benefit from diversity? The answer, according to this cutting-edge book, is the practice of inclusion. Diversity at Work: The Practice of Inclusion (a volume in SIOP's Professional Practice Series) presents detailed solutions for the challenge of inclusion—how to fully connect with, engage, and empower people across all types of differences. Its editors and chapter authors—all topic experts ranging from internal and external change agents to academics—effectively translate theories and research on diversity into the applied practice of inclusion. Readers will learn about the critical issues involved in framing, designing, and implementing inclusion initiatives in organizations and supporting individuals to develop competencies for inclusion. The authors' diverse voices combine to provide an innovative and expansive model of the practice of inclusion and to address its key aspects at the individual, group, and organizational levels. The book, designed to be a hands-on resource, provides case studies and illustrations to show how diversity and inclusion operate in a variety of settings, effectively highlighting the practices needed to benefit from diversity. This comprehensive handbook: Explains how to conceptualize, operationalize, and implement inclusion in organizations. Connects inclusion to multiple dimensions of diversity (including gender, race, ethnicity, nationality, social class, religion, profession, and many others) in integrative ways, incorporating specific and relevant examples. Includes models, illustrations, and cases showing how to apply the principles and practices of inclusion. Addresses international and multicultural perspectives throughout, including many examples. Provides practitioners with key perspectives and tools for thinking about and fostering inclusion in a variety of organizational contexts. Provides HR professionals, industrial-organizational psychologists, D&I practitioners, and those in related fields—as well as anyone interested in enhancing the workplace—with a one-stop resource on the latest knowledge regarding diversity and the practice of inclusion in organizations. This vital resource offers a clear understanding of and a way to navigate the challenges of creating and sustaining inclusion initiatives that truly work.

Work in the 21st Century Routledge

"It is absolutely up to date and very much international in its outlook" Dr. Rolf van Dick, Dr. Patrick Tissington, Aston University The globalized nature of work in the new millennium implies that human resource management, psychological theories of personnel and individual behaviour in the workplace have to change and evolve. This volume mainly focuses on theories, techniques and methods used by industrial and work psychologists. Internationally renowned authors summarize advances in core topics such as: analysis of work; work design; job performance; performance appraisal and feedback; workplace counterproductivity; recruitment and personnel selection; work relevant individual difference variables (cognitive ability,

personality); human-machine interactions; human errors; training; learning; individual development, socialization; and methods and measurement.

Personal Relationships John Wiley & Sons

Striking a balance between research, theory, and application, the sixth edition of INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY: AN APPLIED APPROACH prepares students for their future careers through a combination of scholarship, humor, case studies, and practical applications. Students will see the relevance of industrial/organizational psychology to their everyday lives through such practical applications as how to write a resume, survive an employment interview, write a job description, create a performance appraisal instrument, and motivate employees. Charts and tables simplify such complicated issues as employment law, job satisfaction, work motivation and leadership. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

Learning, Training, and Development in Organizations Taylor & Francis

Entrepreneurship is essential for international social and economic well-being, as new ventures are the dominant source of job creation, market innovation, and economic growth in many societies. In this book, a noted group of researchers use findings, methods, and theories of modern psychology as the basis for gaining important, new insights into entrepreneurship-and into the hearts and minds of the talented, passionate professionals who create new business ventures. The Psychology of Entrepreneurship, a volume in the SIOP Organizational Frontiers Series, is the first book written about the psychology of entrepreneurship, and includes over 60 research questions to guide industrial organizational psychology, organizational behavior, and entrepreneurship research about entrepreneurs. It seeks to answer questions such as, how and why do some people, but not others, recognize opportunities, decide to start new ventures, and organize successful, rapidly growing new ventures? Some topics addressed include: methods to help researchers explore the domain of entrepreneurship research; the entire process of starting a new business; characteristics of the individual entrepreneur; the history of entrepreneurship education; the cross-cultural effects of entrepreneurship; and the viewpoints of seasoned psychologists who analyze current entrepreneurship research methods. This book will appeal to teachers, students, and researchers in the areas of industrial organizational psychology, organizational behavior, entrepreneurship, and management.

The Self at Work Routledge

This volume brings together top scholars in industrial and organizational psychology with social psychologists to explore the research and theory relating to various areas of workplace discrimination. Many of the contributors to this book participated in a conference on workplace discrimination held at Rice University in May 2000. The idea came from the realization that there had been no attempt to bring together the various literatures on the topic. Discrimination and issues of employment diversity are significant topics today in IO psychology, business, and human resource management. This edited volume examines the following components of this important discussion: how to explain discrimination in organizations; understanding discrimination against specific groups; and implications for practical efforts to reduce discrimination. This book brings together, in one volume, a review of the research on discrimination based on race, age, sexual orientation, gender, physical appearance, disability, and personality. In addition, it explores the multilevel antecedents and potential bases for a general model of discrimination in the workplace. While social psychological research and theory have provided invaluable insights, an understanding of discrimination in the workplace and solutions will require incorporating factors at the organizational level in addition to factors at the individual and group levels. Although a definitive model is not reached, the aim of this text is to facilitate future research and theory.

Discrimination at Work Psychology Press

This scholarly book in SIOP's Organizational Frontier series looks at research on enhancing knowledge acquisition and its application in organizations. It concentrates on training, design and delivery given the changing nature of work and organizations. Now that work is increasingly complex, there is greater emphasis on expertise and cognitive skills. Advances in technology such as computer simulations and web-based training are necessitating a more active role for the learner in the training process. In the broad context of the organization systems, this book promotes learning and development as a continuous lifelong endeavor.

Psychology and Work Taylor & Francis

Neurodiversity in the Workplace presents a timely and needed perspective on the role and responsibility of employers and those working to increase the effectiveness of workplace practices to examine the many ways we preclude large segments of the population from employment; minimizing opportunities for building a truly inclusive work environment. This collection provides an opportunity to look at how discrimination can occur across the employment process and what can be done to minimize the exclusionary practices that prevent neurodiverse individuals from getting into the workplace, advancing, thriving, and contributing as each of us desires to do. With expertise from leading professionals, this book provides a holistic look at the application of leadership theories in a neurodiverse context and how the workplace can be adapted to accommodate for neurodiverse employees. This book also explores effective recruitment strategies by looking into applicant screening as well as interviewing and selection, adapting internal organizational resources to a neurodiverse workforce, and legal and regulatory environment considerations for autism hiring programs. Each chapter provides an overview of existing knowledge on effective workplace inclusion practices across the employment process, specific implications of research to date for a more neurodiversity-inclusive workplace, and what future research is needed to further inform these practices. This volume is intended to increase awareness about the challenges and opportunities in making the workplace more neurodiversity-inclusive, making it instrumental for I/O and other psychologists. This book is also crucial for management and business consultants; employers; diversity, equity, and inclusion specialists; human resource professionals; and others interested in neurodiversity inclusion more broadly.

Mastering the Job Market Routledge

Publisher description

The SAGE Handbook of Industrial, Work & Organizational Psychology SAGE

Experts from across all industrial-organizational (IO) psychology describe how increasingly rapid technological change has affected the field. In each chapter, authors describe how this has altered the meaning of IO research within a particular subdomain and what steps must be taken to avoid IO research from becoming obsolete. This Handbook presents a forward-looking review of IO psychology's understanding of both workplace technology

and how technology is used in IO research methods. Using interdisciplinary perspectives to further this understanding and serving as a focal text from which this research will grow, it tackles three main questions facing the field. First, how has technology affected IO psychological theory and practice to date? Second, given the current trends in both research and practice, could IO psychological theories be rendered obsolete? Third, what are the highest priorities for both research and practice to ensure IO psychology remains appropriately engaged with technology moving forward?

Judgment and Decision Making at Work American Psychological Association (APA)

The "litigation explosion" in the 21st century workplace means increasing costs and risks of lawsuits. Negotiation appears the attractive alternative to litigation. This new volume, with contributions from experts in psychology, management, and other disciplines, bridges the gap between management and negotiation research. Managers, students, and researchers interested in the field of negotiation will find this new book in SIOP's Organizational Frontiers series of interest.

The SAGE Handbook of Industrial, Work & Organizational Psychology Routledge

"An Introduction to Industrial-Organizational Psychology provides a brief introduction to Industrial-Organizational (I-O) psychology; a definition of the field; an explanation of the knowledge, skills, and abilities needed by master's level I-O practitioners; and a description of I-O master's professional

practice areas. I-O graduate training is introduced, highlighting differences between master's training and doctoral training. The exponential growth of I-O master's programs over the past several decades and the growing demand in the job market for I-O practitioners is noted. The authors conclude with a discussion of issues relevant to the master's degree in I-O psychology"--

The Psychology of Conflict and Conflict Management in Organizations Taylor & Francis

"The Age of Agility: Building Learning Agile Leaders and Organizations focuses on learning agility, one of the most important trends in the business world during the past decade. Some surveys have found it was the most frequently used criterion to measure leadership potential. Despite this popularity there are fundamental questions that need to be answered such as (a) What specifically is learning agility? (b) How many facets or dimensions does it have? (c) How do we measure it? and (d) Can it be developed? It appears that much of what is known about the construct of learning agility has been gleaned from its application by practitioners. While this knowledge is an extremely useful place to begin, there is an urgent need to undergird this understanding with science. The purpose of this edited book is to systematically examine the construct through a more scholarly lens. Over 50 authors - both academic researchers and talent management practitioners - have contributed to the contents. The goal is to enhance knowledge of learning agility, distilling and synthesizing scientific evidence with best practices"--

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