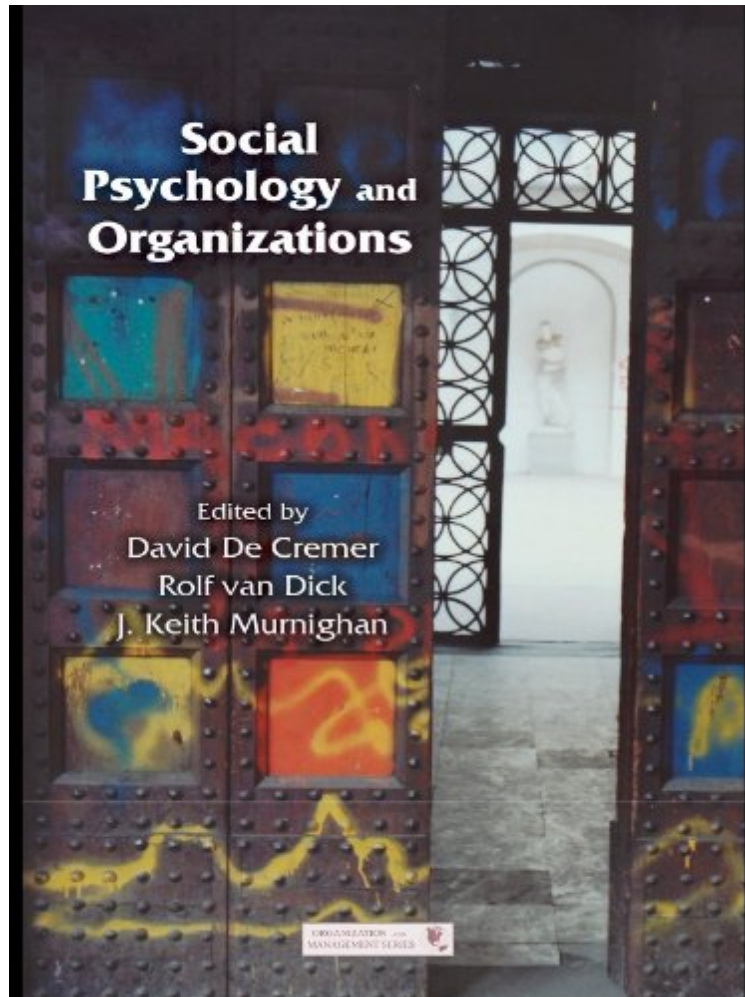


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Social Psychology and Organizations (Organization and Management Series)

David De Cremer, Rolf van Dick, J. Keith Murnighan
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David De Cremer, Rolf van Dick, J. Keith Murnighan : Social Psychology and Organizations (Organization and Management Series) before purchasing it in order to gauge whether or not it would be worth my time, and all praised Social Psychology and Organizations (Organization and Management Series):

0 of 0 people found the following review helpful. Great BookBy PJM9902One of the scholarly books I have read for my Master's degree!2 of 3 people found the following review helpful. Great bookBy Richard WI am only one third of the way through the book so far; it is a slow read because many of the terms used remain undefined. But the information is extremely useful, and solidly supported by research with numerous references. As an example, the first chapter describes what happens to a person when you give them power. They develop skills to enable them to handle that power, some useful (they become more creative), and some potentially problems for the organization (they

become optimistic, they tend to lose the ability to see from other's perspectives, and may even begin to see subordinates as mere tools to their own ends). The second chapter describes methods and pitfalls of orienting people's behavior along social norms. The third chapter describes what characteristics make a successful entrepreneur. I look forward to completing the book.

This book is one of the first to provide an overview of recent developments in social psychological theory as it applies to organizational issues. It brings together outstanding scholars whose research touches the interfaces of social psychology, IO psychology and organizational behavior. Social psychology deals with social interactions between individuals and groups. As individuals populate, run, and confuse (!) organizations, analyzing individual behavior and interpersonal interactions is critical for understanding organizational effectiveness and success, as well as individual satisfaction and well-being. The chapters in this volume address the critical topics for current and future organizational life such as prosocial and antisocial behavior, ethics, trust, creativity, diversity, stress, conflict, power and leadership and many more.

"This is a stunning collection of many of the most interesting people in the field addressing the most interesting social psychological issues in organizations. Buy it!" - Max Bazerman, Straus Professor, Harvard University, USA "This is a book to feed the intellect. It offers the lens of social psychology to enable us to discover the hidden processes of organizational life. The topics are theoretically challenging and of the utmost importance practically for organizational life. In the wake of financial crises and ethical scandals, we desperately need new paradigms and alternative perspectives to help us understand how to create sustainable institutions and organizations. This book provides a glut of these alternatives from craftspeople of the highest standing within psychology. The editors have done a brilliant job." - Michael West, Aston Business School, Aston University, UK "A fantastic exchange of social psychological theories and insights. For anyone who doubts the contributions of social psychology to organizational behavior, or of the relevance of social psychological theories to the modern workplace, this volume provides clear evidence of both the importance and relevance of social psychological theory to organizations." - Randall S. Peterson, London Business School, UK

About the Author David De Cremer is professor of behavioral business ethics at Rotterdam School of Management, the Netherlands, scientific director of the "Erasmus Centre of Behavioral Ethics" and visiting professor at London Business School, UK, and Ghent University, Belgium. He is the recipient of the British Psychology Society (BPS) award for "Outstanding Ph.D. in Social Psychology" (year 2000), of the Jos Jaspars Early Career Award for "Outstanding contributions to social psychology" (awarded by the European Association of Experimental Social Psychology; year 2005), of the "Comenius European Young Psychologist Award" (awarded by the European Federation of Psychology; year 2007), and of the International Society for Justice Research Early Career Contribution Award (year 2008). He is also a member of the Young Academy of Sciences in the Netherlands (Royal Netherlands Academy of Arts and Sciences, "De Jonge Akademie", KNAW). David's work has been published in the top journals in both basic and applied psychology (Journal of Experimental Social Psychology, Journal of Personality and Social Psychology, Personality and Social Psychology Bulletin, Psychological Science, Journal of Applied Psychology, Organizational Behavior and Human Decision Processes, and Leadership Quarterly). His books include Social Psychology and Economics, Lawrence Erlbaum, 2006, Advances in the Psychology of Justice and Affect, Information Age Publishing, 2007, and Psychological Perspectives on Ethical Behavior and Decision Making, Information Age Publishing, 2009. Rolf van Dick is Professor of Social Psychology at the Goethe-University Frankfurt (Germany) and currently serves as Associate Dean. Prior to his current position Rolf van Dick was Professor of Social Psychology and Organizational Behavior at Aston Business School Birmingham (UK). He was visiting professor at the University of Alabama (2001), the University of the Aegean, Rhodes, Greece (2002), and in Kathmandu, Nepal (2009). His research interests center on the application of social identity theory in organizational settings. In particular, he is interested in identity processes in teams and organizations which are highly diverse, he is applying identity research in the area of mergers and acquisitions and is currently investigating leadership and identity in the field and the laboratory. Rolf served as associate editor of the European Journal of Work Organizational Psychology and is or has been editor-in-chief of the British Journal of Management and the Journal of Personnel Psychology. He has published more than 40 books and book chapters and 70 papers in academic journals including the Academy of Management Journal, Journal of Organizational Behavior, Journal of Applied Psychology, Journal of Marketing, Journal of Vocational Behavior, and Journal of Personality and Social Psychology. J. Keith Murnighan is the Harold H. Hines Jr. Distinguished Professor of Risk Management at the Kellogg School of Management, Northwestern University. He earned his Ph.D. and MS degrees in social psychology and a BS in psychology and math from Purdue University. Prior to joining Kellogg in 1996, he taught at the Universities of Illinois and British Columbia. He has also had visiting appointments at the London Business School, the Center for Advanced Study in the Behavioral Sciences at Stanford, the University of Warwick, Coventry, England, Ecole Supérieure des Sciences Economiques et Commerciales (ESSEC) outside Paris, and the Fuqua School of Business at Duke University. In August of 2006 he received the Distinguished Educator Award from the Academy of Management, a Career Achievement award. His research has been published in

many different academic journals, primarily in organizational behavior, psychology, and economics. His books include *The Dynamics of Bargaining Games* (Prentice Hall, 1991), *Bargaining Games: A New Approach to Strategic Thinking in Negotiations* (William Morrow, 1992), *Social Psychology in Organizations: Advances in Theory and Research* (Prentice Hall, 1993), and *The Art of High-Stakes Decision-Making: Tough Calls in a Speed-Driven World* (with John Mowen; John Wiley Sons, 2002). His fifth book is *Social Psychology and Economics* (with David De Cremer and Marcel Zeelenberg; Lawrence Erlbaum, 2006)