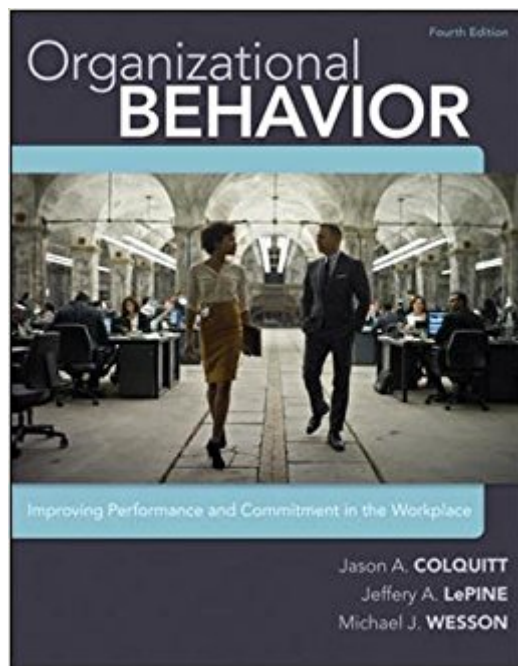


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# Organizational Behavior: Improving Performance And Commitment In The Workplace



## Synopsis

Now in its fourth edition, Colquitt-LePine-Wesson continues to offer a novel and innovative approach to teaching organizational behavior. The focus, tone, and organization of the book shows students that: OB really matters - The book opens with two chapters barely covered in other texts: job performance and organizational commitment. Those topics are critical to managers and students alike, and represent two of the most critical outcomes in OB. Each successive chapter then links that chapter's topic back to those outcomes, illustrating why OB matters in today's organizations. OB topics all fit together - The book is structured around an integrative model, shown on the back cover and spotlighted in the first chapter, that provides a roadmap for the course. The model illustrates how individual, team, leader, and organizational factors shape employee attitudes, and how those attitudes impact performance and commitment. In this way, the model reminds students where they are, where they've been, and where they're going. OB is all around them - The book includes innovative insert box features that students actually enjoy reading. OB on Screen uses scenes from popular films, such as Skyfall, Lincoln, 42, Moneyball, and Argo to demonstrate OB topics. OB at the Bookstore draws a bridge to popular business books, including Quiet, the Charisma Myth, Lean In, and the Happiness Project.

## Book Information

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## Customer Reviews

Jason A. Colquitt is the William H. Willson Distinguished Chair in the Department of Management at the University of Georgia's Terry College of Business. He received his PhD from Michigan State University's Eli Broad Graduate School of Management, and earned his BS in Psychology from

Indiana University. He has taught organizational behavior and human resource management at the undergraduate, masters, and executive levels and has also taught research methods at the doctoral level. He has received awards for teaching excellence at both the undergraduate and executive levels. Jeffery A. LePine is the PetSmart Chair in Leadership in the Department of Management at Arizona State University's W.P. Carey School of Business. He received his PhD in Organizational Behavior from the Eli Broad Graduate School of Management at Michigan State University. He also earned an MS in Management from Florida State University and a BS in Finance from the University of Connecticut. He has taught organizational behavior, human resource management, and management of groups and teams at undergraduate and graduate levels. Michael J. Wesson is an associate professor in the management department at Texas A&M University's Mays Business School. He received his PhD from Michigan State University's Eli Broad Graduate School of Management. He also holds an MS in human resource management from Texas A&M University and a BBA from Baylor University. He has taught organizational behaviour and human resource management-based classes at all levels but currently spends most of his time teaching Mays MBAs, EMBA's, and executive development at Texas A&M. Michael's research interests include organizational justice, goal-setting, organizational entry (employee recruitment, selection, and socialization), person-organization fit, and compensation and benefits.

Rented this book for required textbook for college class. Textbook is exactly as described and great condition.

I bought this for my OB class years ago. The content was simple to read and understand. Great book for business students!

It's a textbook, but I've never read one this great before! It's well organized and well written. It brings about concepts that you always knew about when it comes to this subject matter, but failed to put a name to. It's recommended readings (OB at the Bookstore) or periodical OB Assessments features help to facilitate and solidify the concepts being discussed in that chapter.

At first, this subject seemed uninteresting. The authors managed to make the material interesting and functional at the same time. All of the movie references are great examples of the topics. Also, throughout the book, additional readings are suggested along with some excerpts which I found very helpful. The book has a great rhythm to it and is easy to read. The authors did a great job of

linking all of the concepts and theories together. The concepts are very clearly explained and in some cases over explained. One thing I didn't like about the book was the amount of words that were highlighted as "key terms". I felt that some of them were common english and didn't need an explicit definition. The overuse of bolded, key terms detracted from the importance of the new terms, concepts, and ideas. All in all, its one of the better textbooks I have read!

As described, thanks

This was an okay book. Felt like it was standard and that it was very similar to other McGraw Hill Management texts. Would not buy again.

I rented this book for a Management class at Eastern Washington University. The book was useful for the class. This particular book that I received was definitely used but not anything more than mild wear. The 4 star rating is more for the quality of the rental rather than the content in the book because I'm guessing most of the purchases/rentals are going to be required for a class.

Just got the book. As noted earlier, this fourth version of this textbook is basically verbatim the 5th version, without the addition of a short half-page story at the start of each chapter. Glad to have saved significant sums by buying this addition.

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