Organizational Psychology: Foundations and Applications

Robert Lawson, Zheng Shen

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Organizational Psychology provides an overarching framework for understanding, managing, and working with and within global organizations. The text develops and emphasizes a transcultural approach to the study of organizational psychology and promotes the understanding of a wide variety of people within different organizations by identifying both the common features and those which make people, groups, and organizations unique. The text emphasizes the need to balance the forces of the global market place with the concomitant forces and mandates of the local environment in which the organization is a community member. The text presents user friendly methods for studying organizations, and analyzes eight key organizational processes applicable to all global organizations, and discusses the theory, empirical data, and applied strategies for each.

The processes include organizational culture; work force diversity; group dynamics; individual and organizational motivation; leadership, power, and politics; decision making; conflict and negotiation; individual development; and organizational development. Each chapter begins with an introduction and learning objectives, then presents a theoretical framework for each major topic, including related empirical findings and specific applied interventions for a variety of organizational situations. *Organizational Psychology* is informative, engaging, and the content is highly applicable to all real life organizational situations and problems. The text is ideal for undergraduates and graduate courses in organizational psychology, and serves as an excellent companion to a variety of specialized periodical readings. Given its global scope, it will be of interest to psychology, business, sociology, and political science students and practitioners seeking an enhanced understanding of both the global marketplace and global organizations.

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