



# Organizational Psychology and Behavior: An Integrated Approach to Understanding the Workplace

*Zinta S. Byrne*

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## **Organizational Psychology and Behavior: An Integrated Approach to Understanding the Workplace**

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Based on the author's extensive industrial, consultative, research, and teaching experience, *Organizational Psychology & Behavior: An Integrated Approach to Understanding the Workplace* truly integrates organizational psychology and organizational behavior in one comprehensive package. Written in a clear, approachable, and conversation-like style, *Organizational Psychology & Behavior* provides theory, research evidence (to promote more evidence-based practice), and application - making the material useful in all organizations. Informed by cognitive science, learning and educational principles, and the Mazur method of instruction, each chapter first asks key questions and then answers them as units or sections. *Organizational Psychology & Behavior: An Integrated Approach to Understanding the Workplace*: Offers a variety of simplified, proven and tested analogies that help students understand the material. Provides real-world examples for both managers and students to bring theories and research evidence to life. Intertwines history and research methods throughout all of the chapters rather than in a single dedicated chapter disconnected from the topic most relevant to the history and methods. Concludes with a chapter devoted to strategy and how it meshes with leadership and culture. Reviews the theoretical bases or foundation for the concept and then offers practical applications and explanations for how managers actually use the theories in organizations. Incorporates both foundational and latest-and-greatest research findings to explain where ideas originated and how they are used in today's organizations. Is student friendly! The publication features mini-diagnostic tests at the beginning of each chapter, How do managers use this theory in practice vignettes that help readers apply concepts to real life, and tables and more. Is instructor friendly! Resources include a test bank, a study guide/outline for each chapter, PowerPoint slides for each chapter, and a glossary of key terms to make the transition to this publication easy!

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