

Psychology and Work Today: An Introduction to Industrial and Organizational Psychology (8th Edition)

By Duane Schultz, Sydney Ellen Schultz

Download now

Read Online

Psychology and Work Today: An Introduction to Industrial and Organizational Psychology (8th Edition) By Duane Schultz, Sydney Ellen Schultz

For undergraduate-level courses in Industrial and Organizational Psychology, Business Psychology, Personnel Psychology and Applied Psychology. An invaluable preparation guide for entering today's business and industrial world, this informative, sophisticated and entertaining text teaches students about the nature of work in modern society. Focusing on the practical and applied rather than the scientific ideal, the guide shows students how industrial-organizational psychology will directly influence their lives as job applicants, trainees, employees, managers, and consumers.

Download Psychology and Work Today: An Introduction to Indu ...pdf

Read Online Psychology and Work Today: An Introduction to In ...pdf

Psychology and Work Today: An Introduction to Industrial and Organizational Psychology (8th Edition)

By Duane Schultz, Sydney Ellen Schultz

Psychology and Work Today: An Introduction to Industrial and Organizational Psychology (8th Edition) By Duane Schultz, Sydney Ellen Schultz

For undergraduate-level courses in Industrial and Organizational Psychology, Business Psychology, Personnel Psychology and Applied Psychology. An invaluable preparation guide for entering today's business and industrial world, this informative, sophisticated and entertaining text teaches students about the nature of work in modern society. Focusing on the practical and applied rather than the scientific ideal, the guide shows students how industrial-organizational psychology will directly influence their lives as job applicants, trainees, employees, managers, and consumers.

Psychology and Work Today: An Introduction to Industrial and Organizational Psychology (8th Edition) By Duane Schultz, Sydney Ellen Schultz Bibliography

- Sales Rank: #1729507 in Books
- Published on: 2001-12-12
- Original language: English
- Number of items: 1
- Dimensions: 9.96" h x 1.01" w x 8.34" l, 2.57 pounds
- Binding: Hardcover
- 504 pages

Download Psychology and Work Today: An Introduction to Indu ...pdf

Read Online Psychology and Work Today: An Introduction to In ...pdf

Download and Read Free Online Psychology and Work Today: An Introduction to Industrial and Organizational Psychology (8th Edition) By Duane Schultz, Sydney Ellen Schultz

Editorial Review

From the Back Cover

Updated with a new ***Online!*** feature for web-based resources, the eighth edition of this industrial/organizational text is an informative, sophisticated guide to entering the world of business and industry.

It show the growth of computer technology and describes how I/O psychology directly influences students' lives as job applicants, trainees, employees, managers, and consumers in modern society.

Excerpt. © Reprinted by permission. All rights reserved.

Most of the students taking this introductory course in industrial-organizational (I-O) psychology will work for some kind of organization. Many are already employed while attending college. Our goal in this book is to show them how I-O psychology will directly influence their lives as job applicants, trainees, employees, managers, and consumers. In brief, we are teaching students about the nature of work in modern society.

Our focus is on the practical and the applied rather than the scientific ideal. For example, we believe that students must be introduced to topics such as training needs analysis, but they also should know that, in the reality of the workplace, training needs analyses are rarely conducted because companies are reluctant to spend money on them.

It is important that students learn about the major theories, models, research techniques, and findings of the science of I-O psychology, so that they can develop an understanding of the aims and goals of the field. However, students must also be aware that I-O psychology in practice is tempered by the conditions and demands of organizational life. Therefore, we have chosen to discuss theories, methods, and research results within the framework of actual work situations and job-related problems rather than as academic exercises.

Most of the research we cite deals with employees on the job, not college students performing simulated work tasks in the psychology department laboratory. We describe I-O psychology programs in action, showing how they are developed and implemented in a variety of organizational settings, using diverse groups of workers from many countries throughout the world.

Thus, the eighth edition of Psychology and Work Today continues to present I-O psychology within the context in which work actually takes place. We recognize the growing ethnic diversity of the workforce, the impact of changing economic conditions, and the effects of twenty-first-century technology.

We have written this text primarily for students who are not psychology majors and who have little background in the field. These students make up the majority of the enrollment in courses in I-O psychology, business psychology, personnel psychology, and applied psychology in psychology departments and business schools at the community college, college, and university levels.

The changes in this edition mirror the dynamic nature of the field. Chapters have been rewritten and reorganized to incorporate current research studies and management techniques. We acknowledge the importance of computer technology in several new sections on virtual reality—such as virtual workplaces,

research laboratories, meetings, and self-managing work teams. Related to this phenomenon is the use of online technology for recruiting, employee selection, interviewing, polling, and psychological testing. Internet-based training and electronic monitoring for performance appraisal are covered, along with problems of Internet addiction and social isolation.

Other topics new to this edition include the failures of fair employment (anti-discrimination) legislation, discrimination based on genetic testing, ethnic harassment, executive coaching, career self-management, organizational justice, occupational health psychology, safety issues for home offices, and management hoteling (private offices on demand).

Some topics from the previous editions given expanded coverage are the Big Five personality factors as predictors of job success, electronic performance monitoring, 360-degree feedback, women in management, gender and sexual harassment, and telecommuting.

The chapters include outlines, summaries, annotated reading lists, and key terms in boldface type. Definitions for the key terms are presented in the margins and are cumulated in a glossary at the back of the book. Chapters 3 through 14 contain case problems (Case in Point), which are descriptions of current on-the-job research to illustrate specific topics and research approaches. Think About It questions challenge students to analyze material from the chapter in evaluating the cases. The questions are also suitable for class discussion and written assignments. The popular Newsbreak feature has been expanded. These brief sections offer informal discussions of real-world job issues, such as casual dress in the office, how not to interview, power napping, workplace violence, and anonymity in rating one's boss. Web-based resources are provided throughout the book in a feature called Online! All addresses are current as of the time of publication. An instructor's manual and test bank to accompany the text has been prepared by Tom Meriwether of the Virginia Military Institute.

We would like to thank the many students and colleagues who wrote to us about the book and who offered valuable suggestions for the new edition. In addition, several reviewers provided perceptive feedback on the manuscript, and we are appreciative of their efforts. They include Jessica M. Sterling, State University of New York-Albany; Ken Gray, College of Dupage; and Lori Rosenthal, Emerson College.

Duane P. Schultz
Sydney Ellen Schultz

Excerpt. © Reprinted by permission. All rights reserved.

Most of the students taking this introductory course in industrial-organizational (I-O) psychology will work for some kind of organization. Many are already employed while attending college. Our goal in this book is to show them how I-O psychology will directly influence their lives as job applicants, trainees, employees, managers, and consumers. In brief, we are teaching students about the nature of work in modern society.

Our focus is on the practical and the applied rather than the scientific ideal. For example, we believe that students must be introduced to topics such as training needs analysis, but they also should know that, in the reality of the workplace, training needs analyses are rarely conducted because companies are reluctant to spend money on them.

It is important that students learn about the major theories, models, research techniques, and findings of the science of I-O psychology, so that they can develop an understanding of the aims and goals of the field. However, students must also be aware that I-O psychology in practice is tempered by the conditions and demands of organizational life. Therefore, we have chosen to discuss theories, methods, and research results within the framework of actual work situations and job-related problems rather than as academic exercises.

Most of the research we cite deals with employees on the job, not college students performing simulated work tasks in the psychology department laboratory. We describe I-O psychology programs in action, showing how they are developed and implemented in a variety of organizational settings, using diverse groups of workers from many countries throughout the world.

Thus, the eighth edition of *Psychology and Work Today* continues to present I-O psychology within the context in which work actually takes place. We recognize the growing ethnic diversity of the workforce, the impact of changing economic conditions, and the effects of twenty-first-century technology.

We have written this text primarily for students who are not psychology majors and who have little background in the field. These students make up the majority of the enrollment in courses in I-O psychology, business psychology, personnel psychology, and applied psychology in psychology departments and business schools at the community college, college, and university levels.

The changes in this edition mirror the dynamic nature of the field. Chapters have been rewritten and reorganized to incorporate current research studies and management techniques. We acknowledge the importance of computer technology in several new sections on virtual reality—such as virtual workplaces, research laboratories, meetings, and self-managing work teams. Related to this phenomenon is the use of online technology for recruiting, employee selection, interviewing, polling, and psychological testing. Internet-based training and electronic monitoring for performance appraisal are covered, along with problems of Internet addiction and social isolation.

Other topics new to this edition include the failures of fair employment (anti-discrimination) legislation, discrimination based on genetic testing, ethnic harassment, executive coaching, career self-management, organizational justice, occupational health psychology, safety issues for home offices, and management hoteling (private offices on demand).

Some topics from the previous editions given expanded coverage are the Big Five personality factors as predictors of job success, electronic performance monitoring, 360-degree feedback, women in management, gender and sexual harassment, and telecommuting.

The chapters include outlines, summaries, annotated reading lists, and key terms in boldface type. Definitions for the key terms are presented in the margins and are cumulated in a glossary at the back of the book. Chapters 3 through 14 contain case problems (*Case in Point*), which are descriptions of current on-the-job research to illustrate specific topics and research approaches. *Think About It* questions challenge students to analyze material from the chapter in evaluating the cases. The questions are also suitable for class discussion and written assignments. The popular *Newsbreak* feature has been expanded. These brief sections offer informal discussions of real-world job issues, such as casual dress in the office, how *not* to interview, power napping, workplace violence, and anonymity in rating one's boss. Web-based resources are provided throughout the book in a feature called *Online!* All addresses are current as of the time of publication. An instructor's manual and test bank to accompany the text has been prepared by Tom Meriwether of the Virginia Military Institute.

We would like to thank the many students and colleagues who wrote to us about the book and who offered valuable suggestions for the new edition. In addition, several reviewers provided perceptive feedback on the manuscript, and we are appreciative of their efforts. They include Jessica M. Sterling, State University of New York-Albany; Ken Gray, College of Dupage; and Lori Rosenthal, Emerson College.

Duane P. Schultz

Sydney Ellen Schultz

Users Review

From reader reviews:

Allison Carson:

Inside other case, little people like to read book Psychology and Work Today: An Introduction to Industrial and Organizational Psychology (8th Edition). You can choose the best book if you love reading a book. Provided that we know about how is important the book Psychology and Work Today: An Introduction to Industrial and Organizational Psychology (8th Edition). You can add information and of course you can around the world by a book. Absolutely right, because from book you can realize everything! From your country until eventually foreign or abroad you can be known. About simple factor until wonderful thing you could know that. In this era, you can open a book or even searching by internet system. It is called e-book. You need to use it when you feel uninterested to go to the library. Let's read.

Anna Lewis:

The book Psychology and Work Today: An Introduction to Industrial and Organizational Psychology (8th Edition) can give more knowledge and also the precise product information about everything you want. So why must we leave the best thing like a book Psychology and Work Today: An Introduction to Industrial and Organizational Psychology (8th Edition)? Several of you have a different opinion about e-book. But one aim that book can give many data for us. It is absolutely proper. Right now, try to closer with the book. Knowledge or information that you take for that, it is possible to give for each other; you are able to share all of these. Book Psychology and Work Today: An Introduction to Industrial and Organizational Psychology (8th Edition) has simple shape however you know: it has great and massive function for you. You can appear the enormous world by start and read a e-book. So it is very wonderful.

Sheila Carter:

Reading a book for being new life style in this calendar year; every people loves to study a book. When you learn a book you can get a great deal of benefit. When you read books, you can improve your knowledge, due to the fact book has a lot of information into it. The information that you will get depend on what types of book that you have read. If you need to get information about your analysis, you can read education books, but if you act like you want to entertain yourself you can read a fiction books, these us novel, comics, as well as soon. The Psychology and Work Today: An Introduction to Industrial and Organizational Psychology (8th Edition) will give you new experience in examining a book.

Gretchen Clark:

You will get this Psychology and Work Today: An Introduction to Industrial and Organizational Psychology (8th Edition) by look at the bookstore or Mall. Simply viewing or reviewing it can to be your solve challenge if you get difficulties for ones knowledge. Kinds of this reserve are various. Not only by means of written or printed but additionally can you enjoy this book by simply e-book. In the modern era similar to now, you just

looking of your mobile phone and searching what their problem. Right now, choose your current ways to get more information about your book. It is most important to arrange you to ultimately make your knowledge are still update. Let's try to choose right ways for you.

Download and Read Online Psychology and Work Today: An Introduction to Industrial and Organizational Psychology (8th Edition) By Duane Schultz, Sydney Ellen Schultz #A9PD3UNVT0L

Read Psychology and Work Today: An Introduction to Industrial and Organizational Psychology (8th Edition) By Duane Schultz, Sydney Ellen Schultz for online ebook

Psychology and Work Today: An Introduction to Industrial and Organizational Psychology (8th Edition) By Duane Schultz, Sydney Ellen Schultz Free PDF d0wnl0ad, audio books, books to read, good books to read, cheap books, good books, online books, books online, book reviews epub, read books online, books to read online, online library, greatbooks to read, PDF best books to read, top books to read Psychology and Work Today: An Introduction to Industrial and Organizational Psychology (8th Edition) By Duane Schultz, Sydney Ellen Schultz books to read online.

Online Psychology and Work Today: An Introduction to Industrial and Organizational Psychology (8th Edition) By Duane Schultz, Sydney Ellen Schultz ebook PDF download

Psychology and Work Today: An Introduction to Industrial and Organizational Psychology (8th Edition) By Duane Schultz, Sydney Ellen Schultz Doc

Psychology and Work Today: An Introduction to Industrial and Organizational Psychology (8th Edition) By Duane Schultz, Sydney Ellen Schultz Mobipocket

Psychology and Work Today: An Introduction to Industrial and Organizational Psychology (8th Edition) By Duane Schultz, Sydney Ellen Schultz EPub