

Attribution Theory: An Organizational Perspective (St Lucie)

By Mark Martinko

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With Special Contributions from Bernard Weiner Ph.D. (UCLA) and Robert Lord Ph.D. (Univ. of Akron)
Attribution theory is concerned with peoples causal explanation for outcomes: successes and failures. The basic premise is that beliefs about outcomes are a primary determinant of expectations and, consequently, future behavior. Attribution theory articulates how this process occurs and provides a basis for understanding that translates into practical action.
Attribution Theory: An Organizational Perspective serves as a primary sourcebook of attribution theory as it relates to management and organizational behavior. The text provides an integrated explanation of the role and function of attribution theory in the organization. This important new book contains original empirical research relating attributions to leader evaluations, reactions to information technologies, management of diverse work groups, achievement, and executive succession and power. The contributors are from a variety of disciplines including management, psychology, education, educational psychology, and sociology.

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