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Introduction To Work And Organizational Psychology

Nik Chmiel

Introduction To Work And Organizational Psychology:

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A Handbook of Work and Organizational Psychology De Charles, P J D Drenth, THIERRY HENK, 2013-05-24 Personnel Psychology or Human Resource Management examines individual differences and their consequences for the organization Attention is paid to choice processes abilities and capabilities needs and need fulfilment commitment selection methods career development appraisal and training The focus of personnel psychology is the satisfactory relationship between the employee and the organization and takes in all the elements influencing this relationship ranging from the traditional area of personnel selection to recent considerations such as conflict between client demands and government regulations restriction of output job evaluation practices and industrial unrest A Handbook of Work and Organizational Psychology Charles J. De Wolff, PID Drenth, Thierry Henk, 2013-05-13 Work Psychology the second volume of the Handbook of Work and Organizational Psychology concentrates on issues related to the direct relationship between the worker and the organization and on his or her task or function This could be termed the classical tradition of work psychology including human factors psychology and ergonomics This volume provides a comprehensive update on new issues and studies in this core area Subjects like safety occupational stress workload and absenteeism due to sickness are tackled Chapters discuss particular types of workers on whom psychologists have focused attention more recently the older worker the unemployed and the foreign worker Moving away somewhat from the micro world of the individual worker models of human economic behaviour and the development of social indicator systems are also explored **Handbook of Industrial, Work & Organizational Psychology** Neil Anderson, 2001-12-20 Work in the 21st century requires new understanding in organizational behaviour

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