



Goal
Commitment

Goal Commitment

John P. Meyer



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Work in the 21st Century Frank J. Landy, Jeffrey M. Conte, 2010 The workplace in the 21st century is technological and multi cultural Work is often accomplished in teams This work provides students with an up to date knowledge based that will enable them to apply the principles of I O psychology to themselves supervisors subordinates and fellow workers

Commitment in Organizations Howard J. Klein, Thomas E. Becker, John P. Meyer, 2012-11-12 Commitment is one of the most researched concepts in organizational behavior This edited book in the SIOP Organizational Frontiers series with contributions from many scholars attempts to summarize current research and suggests new directions for studies on commitment in organizations Commitment is linked to other concepts ie satisfaction involvement motivation and identification and is studied across cultural lines Both the individual and group levels of building and maintaining commitment are discussed

Handbook of Employee Commitment John P. Meyer, 2016-09-28 A high level of employee commitment holds particular value for organizations owing to its impact on organizational effectiveness and employee well being This Handbook provides an up to date review of theory and research pertaining to employee commitment in the workplace outlining its value for both employers and employees and identifying key factors in its development maintenance or decline Including chapters from leading theorists and researchers from around the world this Handbook presents cumulated and cutting edge research exploring what commitment is the different forms it can take and how it is distinct from related concepts such as employee engagement work motivation embeddedness the psychological contract and organizational identification

New Developments in Goal Setting and Task Performance Edwin A. Locke, Gary P. Latham, 2013-01-03 This book concentrates on the last twenty years of research in the area of goal setting and performance at work The editors and contributors believe goals affect action and this volume has a lineup of international contributors who look at the recent theories and implications in this area for IO psychologists and human resource management academics and graduate students

Goal Concepts in Personality and Social Psychology Lawrence A. Pervin, 2015-06-19 Is behavior motivated And if so can it be motivated by the anticipation of future events What role does cognition play in such motivational processes And further what role does motivation play in ongoing cognitive activity Questions such as these provide the foundation for this book originally published in 1989 More specifically the chapters in this book address the question of the utility of goals concepts in studying motivation and social cognition

Problems and Solutions in Human Assessment Richard D. Goffin, Edward Helmes, 2012-12-06 The assessment of individual differences has generated shockwaves affecting sociology education and a number of other behavioral sciences as well as the fields of management and organizational behavior In covering the assessment of individual differences this book pays tribute to the interests and activities that Douglas N Jackson has incorporated into his career as a psychologist He continues to be a leader in putting academic findings to practical use He has also inspired generations of students with his mastery of complex concepts and as

a personal example of the ability to balance several simultaneous areas of research Consistent with the focus of Jackson s research the theme of this book will be how the use of deductive construct driven strategies in the assessment of individual differences leads to benefits in terms of the applicability of the assessment instruments and the clarity of the conclusions that can be drawn from the research

Work Motivation Gary P. Latham,2007 Dr Latham s book is very detailed about under whom and where the major writers on work motivation studied This makes for interesting asides His footnotes are both informative and eyebrow raising His personal journey through all this is insightful charming and a great contribution to understanding the lineage of psychologists I plan on loaning to other nonpsychologists as well as assigning it to my students

CANADIAN PSYCHOLOGY Work Motivation History Theory Research and Practice provides unique behavioral science frameworks for motivating employees in organizational settings Drawing upon his experiences as a staff psychologist and consultant to organizations author Gary Latham has written this book in a mentor voice that is highly personal and rich in examples including enduring influences of mentors on researchers in the field Key Features Includes anecdotes about and from the major thought leaders in the field of motivation Personal insights from and about leading personalities in the field of motivation such as Bandura Frese Hough Judge Kanfer Lawler Locke Pinder Rousseau and Vroom make the material come alive Behind the scenes accounts of research and the researchers who conducted studies in North America Africa Asia Australia and Europe are addressed Offers a chronological review of the research on and theories of motivation in the workplace Written in a meaningful and memorable style a comprehensive treatment of work motivation is given from the end of the 19th century to the present Provides a taxonomy for the study and practice of motivation The book explains how and why to take into account a person s needs values work setting goals moods and emotions Controversies of theoretical and practical significance such as the importance of money the relationship between job satisfaction and job performance and the distinction between intrinsic and extrinsic motivation are captured and resolved Intended Audience This is an excellent text for advanced undergraduate and graduate students studying work motivation in the departments of Industrial Organizational Psychology Organizational Behavior and Human Resource Management Talk to the author <http://www.rotman.utoronto.ca/facbios/viewFac.asp?facultyID=latham>

Psychology Library Editions: Social Psychology Various,2021-07-09 Psychology Library Editions Social Psychology 30 volume set brings together an eclectic mix of titles from a wealth of authors with diverse backgrounds seeking to understand human behaviour and interaction from a socio psychological perspective The series of previously out of print titles originally published between 1908 and 1993 includes those from some authors considered to be founders of social psychology and traces the development of the subject from its early foundations

Current Topics in Management M. Afzalur Rahim,2007 Current Topics in Management presents basic research on the theory and practice of management and administration Volume 12 contains eleven contributions divided into four sections The editor explains the volume in Chapter 1 while the other chapters were the survivors of competitive reviews of 124

submissions to the thirteenth annual International Conference on Advances in Management held at Lisbon Portugal Part 1 Managing Evolution and Transformation contains three chapters that deal with organizational transformation through reengineering for improving business processes an organizing framework for the emergence of new organizational forms and concepts and forms of do it yourself in organizations which involve creative use of resources to deal with a problem Part 2 Managing Inappropriateness deals with some unusual situations managing global imbalances that require cooperation and commitment from all countries and one of the most important contemporary phenomena misrepresentation or radical distortion of reality Part 3 Issues in Strategic Management focuses on the relationships of board of directors attributes conflict and shared mental models to board effectiveness controlling CEO compensation through an independent board of directors and ecologically responsive behavior of corporate actors The final part Entrepreneurship and Behavior in Organizations concentrates with an opportunity based approach to the theory and research in entrepreneurial discovery research a study of the moderating effects of goal commitment task feedback and reward for competence on the relationship between work overload and creativity and guidelines to managers for the diagnosis of the spiritual health and intervention to enhance spirituality at work This volume will be of interest to corporate libraries advanced students in management and administration economists and labor studies specialists It is the official publication of the Center for Advanced Studies in Management

Organizational Behavior John A. Wagner III, John R. Hollenbeck, 2014-09-15 The management of organizational behavior is a critically important source of competitive advantage in today's organizations Every organization's members share a constellation of skills abilities and motivations that differentiates it from every other firm To gain advantage managers must be able to capitalize on these individual differences as jobs are designed teams are formed work is structured and change is facilitated This textbook now in its second edition provides its readers with the knowledge required to succeed as managers under these circumstances In this book John Wagner and John Hollenbeck make the key connection between theory and practice to help students excel as managers charged with the task of securing competitive advantage They present students with a variety of helpful learning tools including Coverage of the full spectrum of organizational behavior topics Managerial models that are based in many instances on hundreds of research studies and decades of management practice Introductory mini cases and current examples throughout the text to help students contextualize organizational behavior theory and understand its application in today's business world The ideal book for undergraduate and graduate students of organizational behavior Organizational Behavior Securing Competitive Advantage is written to motivate exceptional student performance and contribute to their lasting managerial success

Advances in Sport Psychology Thelma S. Horn, 2008 This third edition presents a thorough review of the literature and terminology in key topic areas The clear explanation of potential research directions and the list of contributors make this a must have book for students of sport psychology

Compensation Barry Gerhart, Sara Rynes, 2003-05-02 The authors artfully synthesize

complex scholarly articles from economics psychology and sociology The organization of the book is exceptionally transparent Compensation should be accessible to a wide range of readers who appreciate a multidisciplinary perspective on organizational issues I cannot emphasize enough how effectively Gerhart and Rynes discuss compensation throughout this book As an experienced academic researcher I have already benefited tremendously from my first reading of the book It is a must read and I recommend it without reservation to instructors researchers and students Industrial and Labor Relations Review Gerhart and Rynes provide a thorough comprehensive review of the vast literatures relevant to compensation Their insights regarding the integration of economic psychological and management perspectives are particularly enlightening This text provides an invaluable tool for those interested in advancing our understanding of compensation practices Alison Barber Eli Broad College of Business Michigan State University Compensation Theory Evidence and Strategic Implications provides a comprehensive research based review of both the determinants and effects of compensation Combining theory and research from a variety of disciplines authors Barry Gerhart and Sara L Rynes examine the three major compensation decisions pay level pay structure and pay delivery systems Revealing the impact of different compensation policies this interdisciplinary volume examines The relationship between performance based pay and intrinsic motivation Implications of individual pay differentials for team or unit performance The consequences of pay for performance policies Effect sizes and practical significance of compensation findings Directions for future research Compensation Theory Evidence and Strategic Implications considers why organizations pay people the way they do and how various pay strategies influence the success of organizations Critically evaluating areas where research is inconsistent with common beliefs Gerhart and Rynes explore the motivational effects of compensation Primarily intended for graduate students in human resource management psychology and organizational behavior courses this book is also an invaluable reference for compensation management consultants and organizational development specialists

Psychological Management of Individual Performance Sabine

Sonnentag, 2003-01-17 Psychological Management of Individual Performance is a unique combination of contributions from an academic and a practitioner for each topic Leading international authors come together in this integrative and comprehensive handbook to combine academic research findings and to provide detailed practice relevant information on subjects such as performance concepts work design cognitive ability and personality as predictors of performance performance appraisal and potential analysis goal setting training mentoring reward systems strategic HRM as well as broader issues such as well being and organizational culture This Handbook is a valuable resource for researchers academics and advanced students in psychology and related fields as well as consultants practitioners and professionals in HR who want to contribute to the enhancement and maintenance of high individual performance *Motivation* Lambert

Deckers, 2022-03-30 Motivation provides an accessible introduction to motivation and emotion combining classic studies with current research and uses numerous real world examples to engage the student and make often difficult theoretical concepts

come to life By understanding and applying the principles of motivation described in the text students will not only discover insights into what motivates their own behavior but also how to instigate self change through goal setting Throughout the book the author adopts an evolutionary approach to explore the effect of interpersonal relationships food preferences fear music and the emotions on motivation at the same time considering how personality traits and psychological needs are essential for understanding why people are motivated by different things The motivation of compulsive behavior from addictions such as drugs gambling Internet gaming and obsessive exercise is also considered providing a truly comprehensive overview of biological psychological and environmental sources of motivation The sixth edition has been thoroughly updated throughout and is accompanied by an instructor s manual that contains multiple choice questions essay questions with answers websites related to motivation and emotion power point slides in class activities and discussion questions It is an essential read for all students of motivation

Handbook of Psychology, Industrial and Organizational Psychology, CafeScribe Walter C. Borman, Daniel R. Ilgen, Richard J. Klimoski, 2003-03-10 Includes established theories and cutting edge developments Presents the work of an international group of experts Presents the nature origin implications an future course of major unresolved issues in the area

Fundamentals of Psychology Michael Eysenck, 2014-08-07 Aimed at those new to the subject Fundamentals of Psychology is a clear and reader friendly textbook that will help students explore and understand the essentials of psychology This text offers a balanced and accurate representation of the discipline through a highly accessible synoptic approach which seamlessly brings together all the various related topics Fundamentals of Psychology combines an authoritative tone a huge range of psychological material and an informal analogy rich style The text expertly blends admirably up to date empirical research and real life examples and applications and is both readable and factually dense The book introduces all the main approaches to psychology including social developmental cognitive biological individual differences and abnormal psychology as well as psychological research methods However it also includes directions for more detailed and advanced study for the interested student Fundamentals of Psychology incorporates many helpful textbook features which will aid students and reinforce learning such as Key term definitions Extremely clear end of chapter summaries Annotated further reading sections Evaluations of significant research findings Numerous illustrations presented in attractive full color This textbook is also accompanied by a comprehensive program of resources for both students and instructors which is available free to qualifying adopters The resources include a web based Student Learning Program as well as chapter by chapter lecture slides and an interactive chapter by chapter multiple choice question test bank Combining exceptional content abundant pedagogical features and a lively full color design Fundamentals of Psychology is an essential resource for anyone new to the subject and more particularly those beginning undergraduate courses The book will also be ideal for students studying psychology within education nursing and other healthcare professions

Culture, Self-Identity, and Work Miriam Erez, P. Christopher Earley, 1993-08-12 A great deal of research has

recently been completed on behavior and the organization of work most of which has viewed it from an ethnocentric perspective In this work Erez and Earley show how this is insufficient to develop a global theory of work behavior it necessitates the inclusion of a cultural perspective Solidly grounding their work in the fields of psychology management and anthropology the authors propose a new theoretical framework utilizing individual s self concept as a means of linking cultural beliefs and social interaction to emergent work behavior The book includes specific recommendations for structuring work environments and managerial processes to match cultural practices and enhance productivity in the workplace making it an essential reference for scholars students and professionals Targeting Commitment Rodney Scott,Ross

Boyd,2022-03-08 New Zealand s deceptively simple but effective program to improve public services New Zealand has long been considered at the forefront of public administration experimenting with new ways of organizing and delivering public services Even so successive New Zealand governments had mixed results from using traditional public management tools to lift the performance of the public service and address persistent problems that required multi agency action In 2012 the government decided to try something different As part of a reform package called Better Public Services the government challenged the public service to organize itself around achieving just ten results that had proven resistant to previous interventions The plan was deceptively simple set ambitious targets and publicly report on progress every six months hold small groups of public managers collectively responsible use lead indicators and learn from both success and failure This book explores how and why the New Zealand government made progress and how the program was able to create and sustain the commitment of public servants and unleash the creativity of public entrepreneurs The authors combine case studies based on the experience of people involved in the change together with public management research They explain how ambitious targets and public accountability were used as levers to overcome the bureaucratic barriers that impeded public service delivery and how data evidence and innovation were used to change practice New Zealand experimented failed succeeded and learned from the experience over five years This New Zealand experience demonstrates that interagency performance targets are a potentially powerful tool for fostering better public services and thus improving social outcomes

Simply Psychology Michael W. Eysenck,2017-11-06 Simply Psychology fourth edition is an engaging and reader friendly introduction to the key principles of psychology Organized around the major approaches to the subject it covers biological developmental social and cognitive psychology as well as individual differences Supported by a wealth of colour illustrations it provides students new to the subject with straightforward and clear explanations of all the key topics within contemporary psychology The features spread throughout the book are designed to help readers to engage with the material and include highlighted key terms and comprehensive glossary chapter introductions and summaries further reading and evaluation boxes structured essay and self assessment questions case studies and examples illustrating the application of key theories It also concludes with a practical chapter that offers students tips and advice to help them improve their study skills and get

the most out of the book and their studies NEW FOR THE FOURTH EDITION expanded coverage of abnormal psychology coverage of developments in neuroscience new In the real world feature showing how psychology can be used in a range of professional contexts Simply Psychology is ideal for students studying psychology for the first time as well as those in related fields such as nursing social work and the social sciences *Performance Management* James W. Smither,Manuel London,2009-07-28 There has been a shift in HR from performance appraisal to performance management A new volume in the SIOP Professional Practice Series this book contains a broad range of performance management topics offers recommendations grounded in research and many examples from a variety of organizations In addition to offering state of the art descriptions of performance management needs and solutions this book provides empirical bases for recommendations demonstrates how performance management tracks and helps promote organizational change and exams critical issues This book makes an ideal resource for I O psychologists HR professionals and consultants In this comprehensive and timely volume Smither and London assemble an exceptional collection of chapters on topics spanning the entire performance management process Written by leading researchers and practitioners in the field these chapters draw on years of research and offer a blueprint for implementing effective performance management systems in organizations This volume is a must read for all those interested in performance management John W Fleenor Ph D research director Center for Creative Leadership

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