

Access Free Emerging Positive Organizational Behavior

Emerging Positive Organizational Behavior

Remediating deficits and managing disabilities has been a central preoccupation

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for clinical psychologists. Positive Psychology, in contrast, is concerned with the enhancement of happiness and well-being, involving the scientific study of the role of personal

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strengths and positive social systems in the promotion of optimal wellbeing. Alan Carr's Positive Psychology has become essential reading for anyone requiring a thorough and accessible

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introduction to the field. This new edition retains all the features that made the first edition so popular, including: accounts of major theories and relevant research learning objectives chapter

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summaries research and personal development questions suggestions for further reading measures for use in research glossaries of new terms. The book has also been completely

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updated to take account of recent research and major advances, and includes a new chapter on Positive Psychotherapy, an extended account of research on character strengths and

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virtues, and a discussion of recent ground-breaking research on emotional intelligence. This new edition of Positive Psychology will prove a valuable resource for psychology students and

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lecturers, as well as those involved in postgraduate training in related areas such as clinical psychology, social work, counselling and psychotherapy.

With comprehensive

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coverage of topics related to learning, training, and development, this volume is a must-have resource for industrial and organizational (I/O) psychologists, human resource (HR) scholars, and

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adult education specialists. Brown provides a forward-looking exploration of the current research on workplace training, employee development, and organizational learning from

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the primary point of view of industrial organizational psychology. Each chapter discusses current practices, recent research, and, importantly, the gaps between the two. In

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analyzing these aspects of the topic, the chapter authors both present the valuable knowledge available and show the opportunities for further study and practice.

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The extent of mental illness concerns in the workforce is becoming increasingly apparent. Stress, depression, anxiety, workplace bullying and other issues are costing businesses billions every

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year in lost productivity, poor treatments and employee retention. Unless appropriately addressed, issues related to mental illness difficulties will result in stiff financial,

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organizational, and human costs for organizations.

Drawing on empirical evidence from North America, the United Kingdom, Australia and New Zealand, the book provides a

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practical guide to identifying, understanding, treating and preventing individual and organizational mental health issues. The authors illustrate how organizations can save money and improve the

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health and wellbeing of their employees by using a psychological disability management approach in the treatment and accommodation of mental illness issues. This book will

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meet the needs of human resources professionals, administrators of employee assistance programs, industrial and organizational psychologists, mental health practitioners, those teaching

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or studying psychology and disability management, and more generally will serve to enlighten students of business management and practicing managers regarding a major workforce

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risk factor.

Although there are as many answers to the question of how organizations can gain competitive advantage in today's global economy as there are books and experts,

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one lesson seems very clear: traditional answers and resources are no longer sufficient. This seminal book offers not only an answer regarding how to gain competitive advantage

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through people, but also a brand new, untapped human resource--psychological capital, or simply PsyCap. Generated from both the positive-psychology movement and the authors'

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pioneering work on positive organizational behavior, PsyCap is a rigorous concept: to be included in PsyCap, a given positive construct must be based on theory, research, and valid

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measurement, must be open to development, and must have measurable performance impact. The positive constructs that have been determined to best meet these PsyCap

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criteria--efficacy (confidence), hope, optimism, and resiliency--are covered in separate chapters in Psychological Capital and Beyond. Following an exploration of other potential

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positive constructs such as
creativity, wisdom, well-
being, flow, humor,
gratitude, forgiveness,
emotional intelligence,
spirituality, authenticity, and
courage, the authors

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summarize the research demonstrating the performance impact of PsyCap. They go on to provide the PsyCap Questionnaire (PCQ) as a measurement tool, and the

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PsyCap Intervention (PCI) as a development aid.

Psychological Capital and Beyond provides theory, research, measurements, and methods of application for psychological capital, a

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resource that can be developed and sustained for competitive advantage. Each copy includes a complimentary PsyCap online self-assessment. Positive Organizational

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Psychology Interventions
Taking Stock and Moving
Forward

The Oxford Handbook of
Positive Psychology
Psychological Capital and
Beyond

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Research Anthology on
Changing Dynamics of
Diversity and Safety in the
Workforce

Advances in Creating
Improved Workplaces and
Employee Well-Being

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The first edition introduced the newly emerging field called Positive Organizational Scholarship. Rather than focusing on organizational dysfunction, Positive Organizational Scholarship looks at organizations that are

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functioning at an unusually high level. Learning from such successful groups about what they did right forms the backbone of the strategy, because strategies that capitalize on the positive tend to produce life-giving, flourishing

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outcomes in organizations. The four strategies discussed in the first edition included the cultivation of positive climate, positive relationships, positive communication, and positive meaning. Each strategy is

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explained and illustrated. In this revised edition, the author will add the following materials: Chapter 1: Outlining three outcomes associated with positive leadership and one more example. Chapter 2: Adding some empirical findings

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linking attributes of climate with physiological benefits. Chapter 3: A brief discussion of temporary encounters with positive or negative outcomes. Chapter 4: Additional research on the results of the positive-to-negative-communication-

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*ratio. Chapter 5: Elaboration on
the issue of meaningfulness in
work. Chapter 6: More ideas for
implementation*

*This volume provides theoretical
perspectives on and approaches to
the development or enhancement of*

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positive psychological capacities within various multi-cultural professional and organizational contexts. Specifically, it presents theoretical frameworks for the identification, development and optimization of positive

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psychological capacities through a contemporary, multi-cultural and multi-disciplinary lens. In recent years, the applicability of positive psychological intervention (PPI) techniques has transposed the boundaries of clinical practice into

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a wide array of complementary domains such as law, education, business and even design sciences such as architecture. These interventions target the enhancement of positive psychological capacities (e.g.

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strength-identification and use; high-performance learning; appreciative design; job-crafting) in order to not only improve individual functioning, well-being and the treatment of various forms of psychopathology but also to

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*enhance team
functioning/performance,
organizational growth and
community development. Despite
its importance, very little research
has been done on the design of
PPIs applicable to multi-cultural*

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contexts. The contributions to this volume provide insights into this hitherto neglected area of research. A historical account of workplace stress and what the research in the field of occupational stress tells us about the changing nature of work

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*and what individuals and
organizations can do about it to
create more liveable environments.
Applied Behavior Science in
Organizations provides a
compelling overview of the history
of Organizational Behavior*

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Management (OBM) and the opportunity it presents for designing and managing positive work environments that can in turn have a positive impact on society. The book brings together leading experts from industry and research

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settings to provide an overview of the historical approaches in Organizational Behavior Management. It begins with an introduction to recognized practices in OBM and the applications of fundamental principles of behavior

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analysis to a variety of performance problems in organizational settings. The book then highlights how organizational practices and consumers' behavior combine in a complex confluence to meet an organization's goals and satisfy

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consumer appetites, whilst often unintentionally affecting the wellbeing of organizational members. It argues that the science of behavior has a responsibility to contribute to the safety, health and wellbeing of organizational

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*members, consumers of
organizational products, and
beyond. Finally, the book
recognizes the essential role of
organizations in initiating, shaping,
and sustaining the development of
more nurturing and reinforcing*

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*work environments, through
discussion of the need for
innovation while adapting and
responding to growing social
upheaval, technological advances,
and environmental concerns,
alongside crises in the global*

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economy, health, education, and environment. Showcasing emerging work by internationally recognized scholars on the application of behavior science in organizations, the book will be an essential read for all students and

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*professionals of Organizational
Behavior Management, as well as
those interested in using
organizational applications to
create new models of management.
Theoretical Approaches to Multi-
Cultural Positive Psychological*

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Interventions

*Religion and Its Impact on
Organizational Behavior*

The Emerging Positive Agenda

Positive Organizational Behaviour

Work Stress and Coping

Improving Everyday Life, Well-

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Being, Work, Education, and Societies Across the Globe

"Organizing Relationships
makes a contribution to
the discipline in its
treatment of this area
from multiple

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perspectives, in its
deliberate
engagement/suggestions of
future research
directions, and its
functional purpose of
bringing together extant

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research on this important topic in a coherent and organized way. It adds cumulatively to our knowledge of organizational communication and

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relationships, it fits within the horizon of the established parameters of our field while opening new areas for engagement, and, moreover, it is a very interesting read. It

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will, no doubt, become a touchstone for the field of organizational communication." –Janie Hardin Fritz, Duquesne University "This book represents an important

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step to a relational approach to organizational behavior (communication) by pulling together many different areas/types of relationships. It will be a 'must' book to anyone

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who teaches relationships in organization or broadly relational/applied organizational communication." –Jaesub Lee, University of Houston
The first book in the

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field to provide a
comprehensive,
interdisciplinary
treatment of workplace
relationships, Organizing
Relationships: Traditional
and Emerging Perspectives

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on Workplace Relationships explores both negative and positive workplace relationships, including supervisor–subordinate relationships, peer relationships, workplace

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friendships, romantic workplace relationships, and customer–client relationships. Author Patricia M. Silas, a recognized scholar in the field, examines workplace

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relationships from multiple theoretical perspectives, including postpositivism, social construction theory, critical theory, and structuration theory. She

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helps readers understand the unique influences of the workplace on relationship processes and dynamics. Key Features Examines the role of workplace relationships as

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information-sharing, resource-distributing, decision-making, and support systems and highlights their importance to both organizational and

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individual well-being
Includes cases in each
chapter that demonstrate
the usefulness of
approaching real-world
workplace problems and
issues from multiple

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perspectives Helps readers broaden and enrich the ways they think about workplace relationships and their roles in organizational processes Provides an innovative

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agenda for future research
Organizing Relationships
is appropriate for upper-
level undergraduate and
graduate courses in
Workplace Relationships,
Relational Communication,

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Applied Interpersonal
Communication,
Organizational
Communication,
Communication Management,
Operations/Human Resource
Management, Organizational

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Psychology, and
Organizational Sociology.
Positive Organizational
Behaviour: A Reflective
Approach introduces the
most recent theoretical
and empirical insights on

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positive organizational practices, addressing emerging topics such as resilience, job crafting, responsible leadership and mindfulness. Other books on positive approaches

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tend to gloss over the limitations of the positive agenda, but this textbook is unique in taking a reflective approach, focussing on the positive while also

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accommodating critical perspectives relating to power and control.

Positive Organizational Behaviour provides an integrated conceptual framework, evidence-based

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findings and practical
tools to gain an
understanding of the
potential of positive
organizational practices.
This innovative new
textbook will provide

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advanced management and psychology students with a grounding in the area, and help them develop strategies for building effective and responsible organizations.

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Positive Organizational Behavior is emerging as a truly contemporary movement within the classic discipline of organizational behavior. The best work of leading

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scholars is gathered together in one edited collection. Chapters present the states, traits, and processes that compromise this exciting new science. In addition

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to mapping the field, this collection goes one step further and invites noted experts to identify the methodological challenges facing scholars of positive organizational

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behavior. Positive Organizational Behavior constitutes the study of positive human strengths and competencies, how it can be facilitated, assessed and managed to

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improve performance in the workplace . Its roots are firmly within positive psychology but transplanted to the world of work and organizations. Building a peak performing

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organization is not easy
or else everybody would be
achieving this goal.
Organizations today are
facing heightened
challenges in remaining
competitive in a more

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demanding global business environment. New technology, customer expectation, outsourcing, low cost competitors and needs for both higher performance and more

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innovation from employees are only a few of these. In this book Burke and Cooper present an international collection of current research and new perspectives,

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examining why people and human resource management matter to the success of organizations and presenting examples of efforts to build more satisfying and effective

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organizations that have worked. The book includes chapters on organizational processes as well as organizational strategies and design. The former includes performance

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management, building employee engagement, developing psychological capital (e.g., resilience, self-esteem), managing talent, supporting teams and inspiring leaders at

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all levels of the organization. The latter tackles how to develop and sustain an ethical organizational culture, fostering the ability to work across cultures

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(cultural agility), employer branding, the sustainable organization and improving corporate governance practices. These chapters offer suggestions as to how

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organizations can embrace
the need for continual
change.

Traditional and Emerging
Perspectives on Workplace
Relationships
Design and Evaluation

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Employee Engagement in
Theory and Practice
Integrating Organizational
Behavior Management with
Industrial and
Organizational Psychology
Greater Than a Trickle,

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But Not Yet a Deluge
The Handbook of
Organizational Culture and
Climate

*This latest volume contains approaches
from researchers around the world. The
chapters explore such issues as skills-*

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building and other professional development activities, changing demographic profiles of staff, changing modes of resource provision, succession planning, remote work, and planning for Linked Data.

This landmark book translates positive and asset-based understandings of

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organizations to develop a powerful model of school leadership that is grounded in both existing research and the complexities of life in schools. The authors - both senior scholars in educational leadership - apply insights from positive psychology to the role and function of educational leaders. The

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Positive School Leadership (PSL) model draws on the strengths of relationships among staff and the broader school community to communicate and instill shared values and a common mission. This book builds a compelling case for creating a more inclusive, less "mechanistic" approach to leadership.

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Designed to engage both the hearts and minds of readers, the text is organized around reflective questioning of educational practice and current assumptions about the purposes and goals of leadership in schools.

This book examines the intersection of Organizational Behavior Management

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(OBM) and Industrial and Organizational Psychology (I/O Psychology). It argues that, whilst OBM and I/O Psychology have developed simultaneously, they have done so with minimal integration. I/O Psychology, a somewhat older field, has evolved to become widely accepted, both influencing management and social

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sciences and being affected by them. It can be viewed as a research-oriented subject that is closely aligned with human resources functions. With regards to the intersection of I/O Psychology with OBM, some practices are more closely related than others; and of those that are related, some are relatively consistent with OBM

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practices, while others are very inconsistent. Most I/O Psychology interventions focus on many people simultaneously, seeking to ensure that one intervention affects multiple employees as a cost-efficient way to improve organizations, while OBM is usually better than I/O Psychology at improving

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the behaviors of individuals and smaller groups or workers. This book provides a framework for understanding differences and similarities between I/O Psychology and OBM, and as such is an innovative compendium for students, scholars, applied psychologists, and human resource specialists. It was

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*originally published as a special issue of
the Journal of Organizational Behavior
Management.*

*This research shows the dynamic
relationship between work, health and
satisfaction. New Directions in
Organizational Psychology and
Behavioral Medicine, comprehensively*

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covers new developments in the field of occupational health psychology and provides insight into the many challenges that will change the nature of occupational health psychology. The editors have gathered 40 experts from all over the developed world to discuss issues relevant to human resource and talent

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management, and specifically to employment related physical and psychological health issues. Especially because it comes at a time of economic turbulence that will create work stress and strain, organizations, researchers and practitioners will find this book valuable.

Advances in Positive Organization

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*Consilience of Historical and Emerging
Trends in Organizational Behavior
Management*

The Virtuous Organization

Positive Organizational Scholarship

*The Wiley-Blackwell Handbook of the
Psychology of Leadership, Change, and
Organizational Development*

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A Reflective Approach

*Revised edition of:
Oxford handbook of
positive psychology and
work / edited by P. Alex
Linley, Susan
Harrington, Nicola*

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Garcea. -- Oxford; New York: Oxford University Press, 2010.

In recent years there has been a weight of evidence suggesting that engagement has a

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significantly positive impact on productivity, performance and organisational advocacy, as well as individual wellbeing, and a significantly negative

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impact on intent to quit and absenteeism from the work place. This comprehensive new book is unique as it brings together, for the first time, psychological and

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*critical HRM
perspectives on
engagement as well as
their practical
application. Employee
Engagement in Theory and
Practice will*

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familiarise readers with the concepts and core themes that have been explored in research and their application in a business context via a set of carefully chosen

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*and highly relevant
original and case
studies, some of which
are co-authored by
invited practitioners.
Written in an accessible
manner, this book will*

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be essential reading for scholars in the field, students studying at both undergraduate and postgraduate levels, as well as practitioners interested in finding

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*out more about the
theoretical
underpinnings of
engagement alongside its
practical application.
This book provides the
most thorough view*

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*available on this new
and intriguing dimension
of workplace psychology,
which is the basis of
fulfilling, productive
work. The book begins by
defining work*

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engagement, which has been described as 'an opposite to burnout,' following its development into a more complex concept with far reaching implications

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for work-life. The chapters discuss the sources of work engagement, emphasizing the importance of leadership, organizational

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structures, and human resource management as factors that may operate to either enhance or inhibit employee's experience of work. The book considers the

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*implications of work
engagement for both the
individual employee and
the organization as a
whole. To address
readers' practical
questions, the book*

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provides in-depth coverage of interventions that can enhance employees' work engagement and improve management techniques. Based upon the most up-

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to-date research by the foremost experts in the world, this volume brings together the best knowledge available on work engagement, and will be of great use to

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*academic researchers,
upper level students of
work and organizational
psychology as well as
management consultants.
This timely Handbook
addresses the concepts*

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of stress and well-being among workers in various public sector roles and occupations across the globe. Emphasizing the importance of well-being and stress prevention

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*initiatives in ever-
changing workplace
environments, this
Handbook highlights
successful
organizational
initiatives and provides*

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insight into best practice for promoting healthy employees and workplaces. Containing contributions from leading international experts in their

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respective fields, the contributors hope that this multi-disciplinary Handbook will help to enhance the health and well-being of public sector employees.

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*New Directions in
Organizational
Psychology and
Behavioral Medicine
The Science of Happiness
and Human Strengths
Work Engagement*

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*Handbook of Research on
Stress and Well-Being in
the Public Sector
Positive Psychological
Science
Strategies for
Extraordinary*

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Performance

The recent COVID-19 pandemic has emphasized the importance of safety and ergonomics in the workplace. From work-life balance and mental

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***health to risk
prevention, maintaining
a healthy and happy
workforce has become
essential for the
progress of every
company. Moreover,***

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ensuring inclusive spaces has become a pillar of business with some worrying that the diversity agenda will be overshadowed by the recent pandemic. It is

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imperative that current research is compiled that sheds light on the advancements being made in promoting diversity and wellbeing in the modern workforce. The

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***Research Anthology on
Changing Dynamics of
Diversity and Safety in
the Workforce is a
comprehensive reference
source that provides the
latest emerging research***

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***on diversity management
and initiatives as well
as occupational health
and safety practices in
the workplace. These
concepts are necessary
for global workplaces to***

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remain safe, efficient, and inclusive. Covering topics such as employee equity, human resources practices, and worker wellbeing, this anthology provides an

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***excellent resource for
researchers, human
resources personnel,
managers, safety
officers, policymakers,
CEOs, students,
professors, and***

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academicians.

***This volume examines
what positive psychology
offers to our
understanding of key
issues in working life
today. The chapters***

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***focus on such topics as
strengths, leadership,
human resource
management, employee
engagement,
communications, well-
being, and work-life***

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balance.

***A state-of-the-art
reference, drawing on
key contemporary
research to provide an
in-depth, international,
and competencies-based***

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***approach to the
psychology of
leadership, change and
OD Puts cutting-edge
evidence at the
fingertips of
organizational***

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***psychology practitioners
who need it most, but
who do not always have
the time or resources to
keep up with scholarly
research Thematic
chapters cover***

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***leadership and employee
well-being,
organizational
creativity and
innovation, positive
psychology and
Appreciative Inquiry,***

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*and leadership-culture
fit Contributors include
David Cooperrider,
Manfred Kets de Vries,
Emma Donaldson-Feilder,
Staale Einarsen, David
Day, Beverley Alimo-*

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***Metcalfe, Michael
Chaskalson and Bernard
Burnes***

***This book focuses on a
new and emerging, yet as
old as recorded history,
organizational concern:***

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virtue. Virtue has recently become a topic of serious examination among organizational researchers and progressive companies who are exploring their

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*role in creating new,
more holistic, healthy,
and humane work
environments. With
interdisciplinary
insights by many of the
world's leading*

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management thinkers, the book includes conceptual treatments, empirical research, and actual cases concerning virtuous behavior and leadership under

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***conditions of crises,
and ordinary and
exemplary times. Until
recently, scholarly
research paid scant
attention to virtue,
especially in***

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organizations. The pursuit of virtue, as opposed to the bottom line, remained outside the acceptable domain of practising managers faced with economic

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pressures and stakeholder demands. Concepts such as efficiency, return on investment (ROI), and competitive advantage were emphasized over

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***more virtuous concerns
such as caring,
compassion, integrity
and wisdom. The Virtuous
Organization fills this
void by presenting
paradigm-shifting***

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***insights of leading
scholars that have the
potential to change the
face of management
thinking and practice
for both this and future
generations.***

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***Building Capacity and
Strengthening
Relationships***

***The Oxford Handbook of
Positive Organizational
Scholarship***

Positive Leadership

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***Positive School
Leadership***

***A Handbook of Essential
Theory and Research***

***The Cambridge Handbook
of Workplace Training
and Employee Development***

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Scholarship establishes a new field of study in the organizational sciences. Just as positive psychology focuses on exploring optimal individual psychological states rather than pathological ones, Positive Organizational

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Scholarship focuses attention on optimal organizational states --- the dynamics in organizations that lead to the development of human strength, foster resiliency in employees, make healing, restoration, and reconciliation

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***possible, and cultivate
extraordinary individual and
organizational performance.
While the concept of positive
organizational scholarship
encompasses the examination
of typical and even
dysfunctional patterns of***

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behavior, it emphasizes positive deviance from expected patterns. Positive Organizational Scholarship examines the enablers, motivations, and effects associated with remarkably positive phenomena --- how

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they are facilitated, why they work, how they can be identified, and how researchers and managers can capitalize on them. The contributors do not adopt one particular theory or framework but draw from the

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***full spectrum of
organizational theories to
understand, explain, and
predict the occurrence,
causes, and consequences of
positivity. Positive
Organizational Scholarship
rigorously seeks to***

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understand what represents the best of the human condition based on scholarly research and theory. This book invites organizational scholars to build upon and extend the positive organizational phenomena

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being examined. It provides the definitional, theoretical, and empirical foundations for what will become a cumulative body of enduring work.

This volume attempts to build a bridge between POB and

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Positive Organizational Scholarship (POS). Similar to POB, but different from positive psychology, the primary emphasis of POS is on the workplace and on the accomplishment of work-related outcomes. The volume

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includes contributions from both fields, and theories and studies in which a positive individual perspective (POB) is combined with a positive organization perspective (POS).

Positive psychology exploded

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into public consciousness 10 years ago and has continued to capture attention around the world ever since. The movement promised to study positive human nature, using only the most rigorous scientific tools and theories.

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How well has this promise been fulfilled? This book evaluates the first decade of this fledgling field of study from the perspective of nearly every leading researcher in the field. Scholars in the areas of social, personality, clinical,

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biological, emotional, and applied psychology take stock of their fields, while bearing in mind the original manifesto and goals of the positive psychology movement. They provide honest, critical evaluations of the flaws and

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untapped potential of their fields of study. The contributors design the optimal future of positive psychology by addressing gaps, biases, and methodological limitations, and exploring exciting new

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questions.

Although there are as many answers to the question of how organizations can gain competitive advantage in today's global economy as there are books and experts, one lesson seems very clear:

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traditional answers and resources are no longer sufficient. This seminal book offers not only an answer regarding how to gain competitive advantage through people, but also a brand new, untapped human

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resource--psychological capital, or simply PsyCap. Generated from both the positive psychology movement and the authors' pioneering work on positive organizational behavior, PsyCap goes beyond

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traditionally recognized human and social capital. But PsyCap is not a vague or unscientific concept: to be included in PsyCap, a given positive construct must be based on theory, research, and valid measurement, must

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be open to development, and must have measurable performance impact. The positive constructs that have been determined to best meet these PsyCap criteria, efficacy (confidence), hope, optimism, and resiliency, are covered in

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***separate chapters in
Psychological Capital. After
exploring other potential
positive constructs such as
creativity, wisdom, well being,
flow, humor, gratitude,
forgiveness, emotional
intelligence, spirituality,***

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authenticity, and courage, the authors summarize the research demonstrating the performance impact of PsyCap. They go on to provide the PsyCap Questionnaire (PCQ) as a measurement tool, and the PsyCap Intervention

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(PCI) as a development aid. Utility analysis indicates that investing in the development of PsyCap as presented in this book can result in a very substantial return. In total, Psychological Capital provides theory, research,

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measurements, and methods of application for the new resource of psychological capital, a resource that can be developed and sustained for competitive advantage.

***Psychological Capital:
Developing the Human***

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***Competitive Edge
Handbook of Research on
Positive Organizational
Behavior for Improved
Workplace Performance
New Horizons in Positive
Leadership and Change
Library Staffing for the Future***

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***Foundations of a New
Discipline***

***Forces of Change and
Challenges***

POSITIVE ORGANIZATIONAL
PSYCHOLOGY INTERVENTIONS
DISCOVER THE LATEST
ADVANCEMENTS IN THE FIELD OF

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POSITIVE ORGANIZATIONAL
PSYCHOLOGY Positive
Organizational Psychology
Interventions: Design and
Evaluation delivers a concise
description and synthesis of
positive organizational
psychology theory, empirical

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research, and evidence-based applications. Based on a thorough review of the peer-reviewed literature by the accomplished and distinguished editors, the book offers readers an encapsulation of the growth of the field and the latest state-of-

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the-art theory and research-driven interventions in this emerging area. You'll discover the breadth and depth of the field of positive organizational psychology grounded in empirical research and evidence-based practice, thereby avoiding some

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of the frivolousness and optimism sometimes associated with the field. The book provides an honest and balanced view of positive organizational psychology by acknowledging the limitations of the research, relevant critiques, and the extent

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to which findings can be applied. Finally, the volume will serve as a useful tool to inspire ideas for further evidence-based research and intervention design, and for facilitating class exercises, discussions, projects, and more. Readers will also benefit from the

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inclusion of: A thorough introduction to positive organizational psychology and research methods commonly used in positive organizational psychology An exploration of positive psychological states, traits, and processes in the

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workplace, as well as strength and virtues at work Practical discussions of flow and work engagement, job crafting, strengths-focused performance reviews, positive organizational capacity building, positive cultural humility, a positive approach to

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sexual harassment prevention, and positive leadership development An analysis of positive organizational development and positive human resource practices, as well as workplace well-being, thriving, and flourishing Perfect for

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undergraduate and graduate students in psychology programs, Positive Organizational Psychology Interventions will also earn a place in the libraries of practitioners of positive psychology who seek a one-stop reference for the latest

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developments in positive organizational psychology scholarship.

The Oxford Handbook of Positive Psychology is the seminal reference in the field of positive psychology, which continues to transcend the boundaries of

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academia to capture the imagination of the general public. Almost 20 years after the first publication of this groundbreaking reference, this new third edition showcases how positive psychology is thriving in diverse contexts and fields of psychology.

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Consisting of 68 chapters of the most current theory and research, this updated handbook provides an unparalleled cross-disciplinary look at positive psychology from diverse fields and all branches of psychology, including social, clinical, personality, counseling,

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health, school, and developmental psychology. Several new chapters are included which highlight the latest research on positive psychology and neuroscience, as well as growing areas for applications of positive

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psychology.

The Second Edition provides an overview of current research, theory and practice in this expanding field. The editorial team and the authors come from diverse professional and geographical backgrounds, and

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provide an unprecedented coverage of topics relating to both culture and climate of modern organizations. Religion and its effect on individuals in organizations is critical to understand as organizational behavior and

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culture are dependent upon individual employees. Evaluating the link between religion and organizations is important in today's world in order to develop organizations and understand employee motivations, perspectives, and ideals. Further

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research into this link is needed to ensure organizations operate successfully and prosper. Religion and Its Impact on Organizational Behavior seeks to enhance the understanding of theories, concepts, procedures, and processes related to the impact

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and effect that religion has on the behavior of individuals in organizations. Covering a range of topics such as personality and religion, human perception of religion, and work-related attitudes, this book is ideal for practitioners, industry

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professionals, business owners,
policymakers, researchers,
academicians, instructors, and
students.

Organizing Relationships
Mental Illness in the Workplace
Oxford Handbook of Positive
Psychology and Work

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Designing Positive Psychology
Insights from Some of the World's
Leading Management Thinkers
A Practical Guide for Workplace
Transformation
Positive psychological science
has experienced extraordinary

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growth over the past two decades. Research in this area is revealing new strategies and interventions for improving everyday life, health and well-being, work, education, and societies across the globe.

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Contributions from luminaries in the field provide excellent reviews of the selected topics, summarizing empirical evidence, describing measurement tools, and offering recommendations for

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improving many aspects of our lives. Comprehensively updated, this second edition not only incorporates the more recent empirical findings; three new chapters on relationships and love, the importance of purpose,

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and the stimulation of education practice have been added. Focused on peer-reviewed and theory-driven psychological science, this book uniquely establishes a bridge between the intellectual

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movement for positive psychology and how it works in the real world. This collection of chapters will inspire the reader to creatively find new opportunities to better the human condition, whether

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these are in our lives, schools, health care settings, or workplaces. This book will be of interest to all psychologists and social scientists, applied researchers, program designers and evaluators, educators,

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leaders, students, and anyone interested in applying the science of positive psychology to improve everyday life and/or to promote social betterment and justice locally and globally. This edited volume provides

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managers, as well as students, with the best practices in effectively leading the 21st century workforce and managing change. It applies positive principles arising from the newly emerging fields of

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positive psychology, positive change, and positive organizational studies to the field of leadership and change; offering managers strategies and tools to lead change effectively, in the present-day

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boundary-less work environment. At its most fundamental level, the uniqueness of this volume lies in its anchorage in the moral and spiritual dimension of leadership, an approach most

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relevant for contemporary organizations.

Positive psychology focuses on finding the best one has to offer and repairing the worst to such a degree that one becomes a more responsible, nurturing,

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and altruistic citizen. However, since businesses are composed of groups and networks, using positive psychology in the workplace requires applications at both the individual and the group levels. There is a need for

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current studies that examine the practices and efficacy of positive psychology in creating organizational harmony by increasing an individual ' s wellbeing. The Handbook of Research on Positive

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Organizational Behavior for
Improved Workplace
Performance is a collection of
innovative research that
combines the theory and
practice of positive psychology
as a means of ensuring happier

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employees and higher productivity within an organization. Featuring coverage on a broad range of topics such as team building, spirituality, and ethical leadership, this publication is

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ideally designed for human
resources professionals,
psychologists, entrepreneurs,
executives, managers,
organizational leaders,
researchers, academicians, and
students seeking current

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research on methods of nurturing talent and empowering individuals to lead more fulfilled, constructive lives within the workplace.

The labor market is evolving very rapidly in recent years, in

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Europe and worldwide. The fast and deep changes brought a brand-new context of challenges and occupational risks to the attention of stakeholders. The current global financial crisis has increased the

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economic pressures on companies and they in turn have intensified the effects on employees, particularly in terms of new competition contexts and a lot of stress and mental health issues. Concurrently,

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social, political, and environmental problems generate under-employment, over-qualification, over-education, low wages for skilled workers, and unmet demand for education. Consequently, both

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high skilled and low skilled
immigrant workers are
increasing. In addition,
workplaces are continually
changing in step with the
introduction of new
technologies, materials, and

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work processes, together with the changes in the labor market, the new forms of employment, and the new work organizations. These changes lead to new opportunities for employees and employers –

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but also to new risks or re-actualization of old organizational risks. According to the EU-OSHA, the key points that describe the evolution that is currently ongoing in the world of work are globalization, the

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technical innovation, and the aging population. On one hand, some older potential risks are reappearing in organizations: intensive fear and worries, organizational anxiety, boredom, physical violence,

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alienation, segregation, loneliness, and isolation. On the other hand, re-emerging perceived organizational features seem vital for organizations and more important today than ever.

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Central constructs in the study of organizational behavior and organizational health such as perceived organizational support, commitment in organizational context, socialization processes, change

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capacity of organizations,
perceived organizational justice,
ergonomics, and motivation,
nowadays seem increasingly
important and renewed.

Special Issue: The Emerging
Positive Agenda in

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Organizations

Positive Organizational

Psychology

Emerging and Re-Emerging

Organizational Features, Work

Transitions and Occupational

Risk Factors: The Good, the Bad,

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the Right. An Interdisciplinary
Perspective

Positive Psychology

Psychological Disability

Management

Positive Organizational Behavior

The Oxford Handbook of Positive

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Psychology is the seminal reference in the field of positive psychology, which in recent years has transcended academia to capture the imagination of the general public. The handbook provides a roadmap for the

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psychology needed by the majority of the population -- those who don't need treatment but want to achieve the lives to which they aspire. These 65 chapters summarize all of the relevant literature in the field.

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The content's breadth and depth provide an unparalleled cross-disciplinary look at positive psychology from diverse fields and all branches of psychology, including social, clinical, personality, counseling, school,

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and developmental psychology. Topics include not only happiness but also hope, strengths, positive emotions, life longings, creativity, emotional creativity, courage, and more, plus guidelines for applying what

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has worked for people across
time and cultures.

The Peak Performing
Organization
Applied Behavior Science in
Organizations