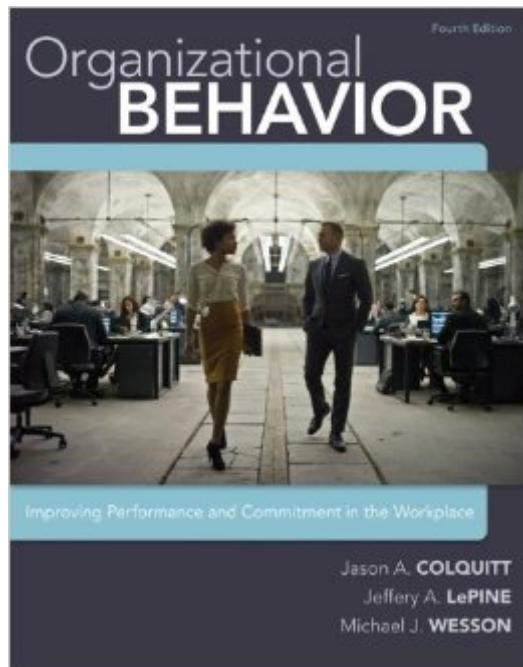


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# Organizational Behavior: Improving Performance And Commitment In The Workplace



## **Synopsis**

Now in its fourth edition, Colquitt-LePine-Wesson continues to offer a novel and innovative approach to teaching organizational behavior. The focus, tone, and organization of the book shows students that:OB really matters - The book opens with two chapters barely covered in other texts: job performance and organizational commitment. Those topics are critical to managers and students alike, and represent two of the most critical outcomes in OB. Each successive chapter then links that chapter's topic back to those outcomes, illustrating why OB matters in today's organizations. OB topics all fit together - The book is structured around an integrative model, shown on the back cover and spotlighted in the first chapter, that provides a roadmap for the course. The model illustrates how individual, team, leader, and organizational factors shape employee attitudes, and how those attitudes impact performance and commitment. In this way, the model reminds students where they are, where they've been, and where they're going. OB is all around them - The book includes innovative insert box features that students actually enjoy reading. OB on Screen uses scenes from popular films, such as Skyfall, Lincoln, 42, Moneyball, and Argo to demonstrate OB topics. OB at the Bookstore draws a bridge to popular business books, including Quiet, the Charisma Myth, Lean In, and the Happiness Project.

## **Book Information**

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## **Customer Reviews**

This is easily the most engaging OB textbook on the market, with clear writing and lots of production value in terms of quotes, sidebar tangents, connections to books and media, diagrams, etc. It is also noteworthy because the authors structured the chapters into an overarching model that is

repeatedly reinforced, which helps prevent the chapters from feeling like a series of disjointed ideas, a common problem in OB courses. My only criticism is that several topics that are common to most other OB books are oddly absent, or glossed over, in this textbook. There is little content on the theory of the organization or the history of OB, careers, work identity, emotions (which are just wrapped up in the book's coverage of satisfaction), diversity, or organizational change/development. These topics may not have fit in the book's overarching model, but instructors who want to talk about these topics, like I do, will need to find supplemental readings.

good book that teaches you to be organized in the business sense. BTW if a professor is REQUIRING you to have the most recent edition don't do it buy the older one. I retook this class and still had my older edition and i bought the newer one. . . the ONLY difference is a little real life story on each of the chapter pages (like a paragraph or 2 long) and pictures are laid out differently. Other than that its the same.

The textbook is straightforward and, if you've had any sort of organizational behavior course, you won't have any surprises. The chapters give real-world examples of various topics and at the end of the chapter, there is a synopsis of the topics covered. The biggest flaw in the book is that there is only a glossary/definition of terms section. Although these tell you the page where the definition was originally given, there are a limited number of words. Without a true index, I can't find, directly, which chapters discuss a specific item. I'm also not a huge fan of loose-leaf textbooks, especially when they cost upwards of \$100, but I need this for an MBA course and the alternative is a digital copy, which I loathe more.

I rented this book for a Management class at Eastern Washington University. The book was useful for the class. This particular book that I received was definitely used but not anything more than mild wear. The 4 star rating is more for the quality of the rental rather than the content in the book because I'm guessing most of the purchases/rentals are going to be required for a class.

This book was the required text for an organizational behavior class. Great book. The material was clearly laid out with text, charts, and summaries. Loved that it had examples from real companies. It was interesting reading to the point that I read the whole book-including the few chapters which were not covered by the class. I wish all of my text books were like this.

(I will preface this by saying Colquitt is currently my professor). The good news is if you don't have the pleasure of sitting in one of his classes, his book is right on target with his lectures! Colquitt does a great job both in the classroom and in this book of making this topic more interesting and engaging (especially for the number crunching business folks out there). It's probably one of the best and easiest textbooks I've ever had to read... and actually do read.

Great good, I like how the authors structured the book. It gives you a nice breakdown of every component that influences organizational behavior. Through the entire book you can see how each chapter relates to the other, creating a nice flow.

This book offers a well-written, accessible, and engaging format to learning organizational behavior -- for undergraduate and graduate students alike. While some books sacrifice clarity for density, the authors here did a great job keeping the audience in mind by relating OB principles to popular culture and to readers. Self assessments facilitate readers to apply the lessons to their past experiences, which reinforces the main point that effective OB practices lead to greater productivity and better companies.

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