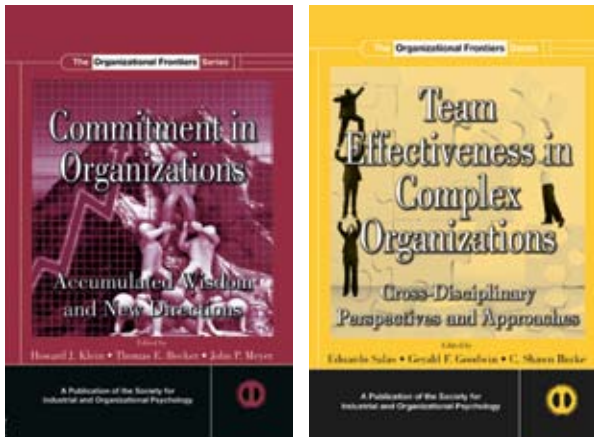


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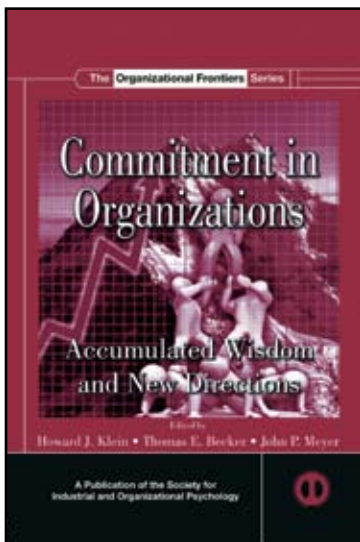
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Commitment in Organizations

Accumulated Wisdom and New Directions

Howard J. Klein, The Ohio State University, USA, Thomas Becker, University of Delaware, USA & John Meyer, University of Western Ontario, London, Canada (Eds.)



"The topic of commitment in organizations has received considerable attention in the organizational research literature in recent years. Consequently, this book is especially timely, as it brings together in one place a comprehensive and sympathetic coverage of the best available thinking and scholarship on this subject. Additionally, the multiple perspectives brought to bear on this topic provide a special plus of the book. This volume is definitely essential reading for graduate students or others who want to acquire in-depth knowledge of the subject matter, and also will be highly useful for those who plan to undertake their own research in this area." –**Lyman W. Porter, University of California, Irvine**

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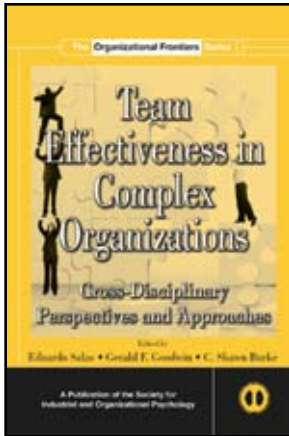
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Team Effectiveness In Complex Organizations Cross-Disciplinary Perspectives and Approaches

Eduardo Salas, University of Central Florida, USA,
Gerald F. Goodwin, Army Research Institute, USA &
C. Shawn Burke, University of Central Florida, USA (Eds.)



"This comprehensive text provides a powerful and scholarly overview of our understanding of team work in organizations; it is likely to be the core resource for researchers for the foreseeable future. Moreover, by offering a sophisticated understanding of teamwork in complex settings it clearly identifies the main challenges for research and theory. The contributors encompass the leading US researchers in this field of research, guaranteeing a thorough and authoritative overview of team effectiveness."

-Professor Michael West, Aston University

Over the past 40 years, there has been a growing trend toward the utilization of teams for accomplishing work in organizations. Project teams, self-managed work teams and top management teams, among others have become a regular element in the corporation or military. This volume is intended to provide an overview of the current state of the art research on team effectiveness.

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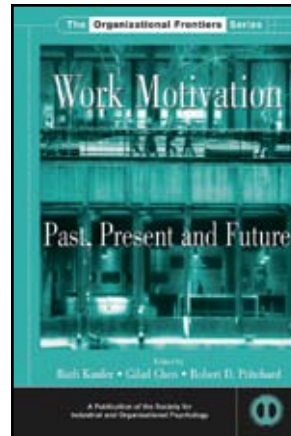
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Work Motivation Past, Present and Future

Ruth Kanfer, Georgia Institute of Technology, USA, Gilad Chen,
Robert H. Smith School of Business, University of Maryland, USA
& Robert Pritchard, University of Central Florida, USA (Eds.)



"This is a timely and important volume that presents the latest thinking in motivation. Every serious motivation researcher worldwide will want to have this copy on his or her desk."

-Michael Frese, past president IAAP, Univ. of Giessen and London Business School

This edited volume in SIOP's Organizational Frontiers Series presents the current thinking and research on the important area of motivation. Work Motivation is a central issue in Industrial organizational psychology, human resource management and organizational behavior. In this volume

the editors and authors show that motivation must be seen as a multi-level phenomenon where individual, group, organizational and cultural variables must be considered to truly understand it. The book adopts an overall framework that encompasses "internal" - from the person - forces and "external" - from the immediate and more distant environment - forces. It is destined to challenge scholars of organizations to give renewed emphasis and attention to advancing our understanding of motivation in work situations.

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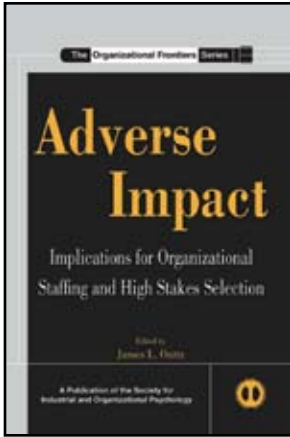
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Adverse Impact: Implications for Organizational Staffing and High Stakes Selection

James L. Outtz, Outtz & Associates, Washington, DC, USA (Ed.)



"This book goes beyond the simplistic notions that prejudice can explain adverse impact, that it is enough to measure subgroup mean differences or compute adverse impact ratios, or that it happens only "at-the-front-door" when employees are selected. The book shows the complexities of adverse impact and of understanding it from the perspectives of psychology theory and of organizational leadership. It goes far beyond the concerns of industrial and organizational psychologists, touching on cognitive, developmental, social, and educational psychology. A lot of dissertation topics can be expected to arise from reading this book. It will be cited often in diverse literatures."

- Robert M. Guion, Distinguished University Professor Emeritus, Bowling Green State University

This text will be the best single repository for a comprehensive examination of the scientific research and practical issues associated with adverse impact. Adverse impact occurs when there is a significant difference in organizational outcomes to the disadvantage of one or more groups defined on the basis of demographic characteristics such as race, ethnicity, gender, age, religion, etc.

This book, based on scientific research, will show how to design selection systems that minimize subgroup differences. The primary object of this SIOP series book is to bring together renowned experts in this field to present their viewpoints and perspectives on what underlies adverse impact, where we are in terms of assessing it and what we may have learned (or not learned) about minimizing it.

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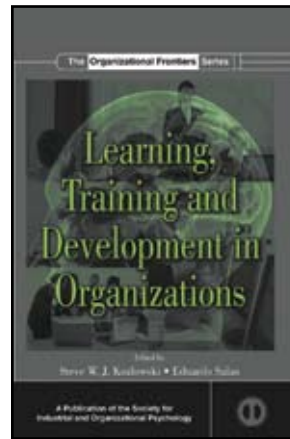
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Learning, Training, and Development in Organizations

Steve W.J. Kozlowski, Michigan State University, USA and Eduardo Salas, University of Central Florida, USA (Eds.)



"Everything you want to know regarding the scientific principles for effective training interventions, principles that are leading edge, questions not previously asked let alone addressed are here in this edited book of original chapters written by the titans in our field. This book is a dream come true for doctoral students and faculty who are searching for worthy ideas in need of research."

-Gary P. Latham, Rotman School of Management, University of Toronto

This scholarly book in SIOP's Organizational Frontier series looks at research on enhancing knowledge

acquisition and its application in organizations. It concentrates on training, design and delivery given the changing nature of work and organizations. Now that work is increasingly complex, greater emphasis will be on expertise and cognitive skills. Advances in technology such as computer simulations and web based training are necessitating a more active role for the learner in the training process. In the broad context of the organization systems, this book will promote learning and development as a continuous lifelong endeavor.

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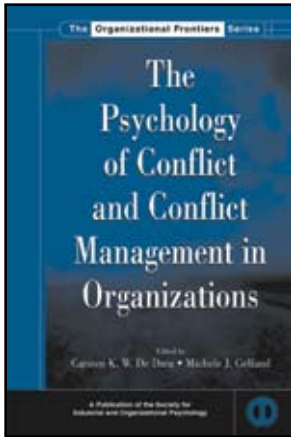
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