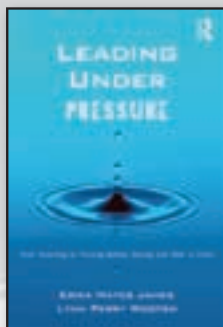
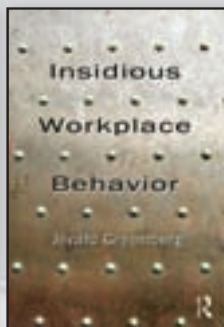


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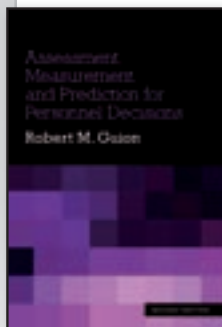
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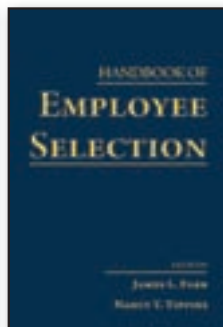
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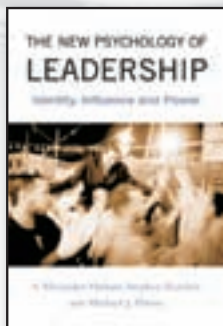
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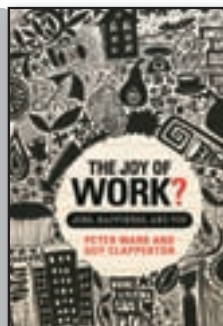
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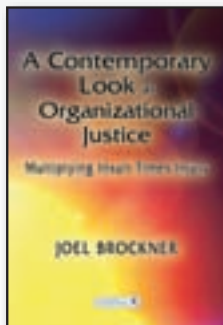
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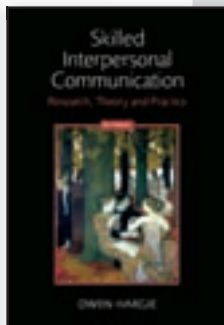
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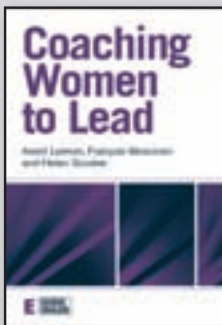
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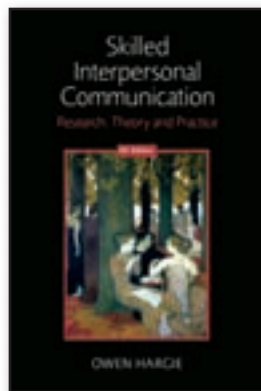
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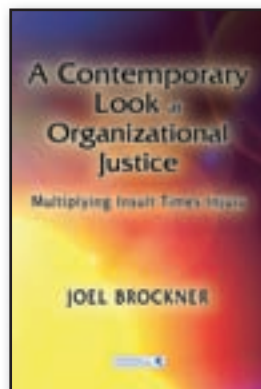
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Russell Cropanzano, The University of Arizona, USA, **Jordan H. Stein**, The University of Arizona, USA and **Thierry Nadisic**, Emlyon Business School, France

"In my opinion, the authors have done an excellent job of providing the reader an historical account of the origins of justice theory. I also think the authors have certainly been thorough in their description of the organizational justice literature." - **Steve M. Jex**, Psychology Department, Bowling Green State University

"Justice is a rapidly evolving field that generates a great deal of both empirical and theoretical papers. This book does a nice job of bringing people up to speed on what's out there without relying on a single perspective. Notably, the volume of publishing in this area also means that it is particularly popular, leading to a greater likelihood that a book such as this one will be read by many." - **Daniel Beal**, Psychology Department, Rice University, Texas

This book seeks to integrate the scholarship on justice and affect. The authors focus on empirical social scientific theories pertaining to fairness, mood and emotion. Most of the literature in this book is drawn from social and organizational psychology. Other areas included are management, personality and evolutionary psychology. The book includes coverage of relevant philosophical positions from Aristotle and Rawls. The goal of this book is to familiarize the reader with the rich tradition of conceptual models explaining the association between justice and emotion. It will be of interest to graduate students, researchers and practitioners in industrial organizational psychology, social psychology, management and business ethics.

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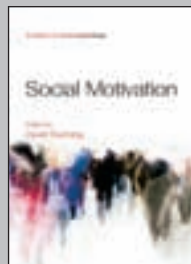


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This book, in honor of David Messick, is about social decisions and the role cooperation plays in social life. Noted contributors who worked with Dave over the years will discuss their work in social judgment, decision making and ethics which was so important to Dave.

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LEADING UNDER PRESSURE

From Surviving to Thriving Before, During, and After a Crisis

Erika H. James, University of Virginia, Charlottesville, USA

Lynn Perry Wooten, University of Michigan, USA

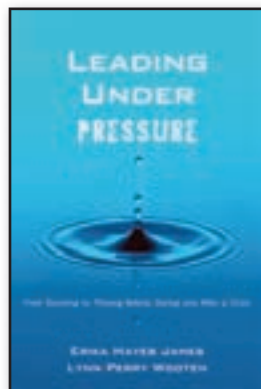
"This helpful book highlights the simple but important fact that in a time of crisis, effective leadership makes a huge difference for an organization under stress. The authors, James and Wooten, convincingly illustrate what great leadership looks like in difficult times and clearly demonstrate the compounding negative effect of poor leadership. The book is anchored by a solid theoretical framework, yet provides a way forward for practicing managers, and actually provides clarity on how crises can be used to a company's advantage. It is a great primer for all those interested in the practice of leadership." - Paul McKinnon, Head of Global Human Resources, Citigroup, Inc.

"This is much more than a book on crisis leadership. It's a handbook on how to lead, regardless of the situation. This book stands out in several ways. It is authoritative. It couples research with practice, and it is chock full of great examples. I seriously doubt that there will be a better book out there than this one." - Ronald Riggio, Director, Kravis Institute of Leadership, Claremont McKenna College

"This book brings together in an interesting and accessible way some of the authors' cutting-edge thinking on crisis leadership." - David Day, Department of Management and Organization, University of Western Australia Business School

The global workforce is under tremendous pressure. At a macro level, there is the pressure of worldwide competition and the need to operate across the globe. At the micro level, there is pressure of individuals or departments to produce more with increasingly fewer resources. Pressure is at once the precipitator and the consequence of crisis. Leaders who can flourish under pressure will be the ones to guide us through these and future turbulent times.

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THE NEW PSYCHOLOGY OF LEADERSHIP

Identity, Influence and Power

S. Alexander Haslam, University of Exeter, UK, **Stephen D. Reicher**, University of St Andrews, UK and **Michael J. Platow**, The Australian National University, Australia

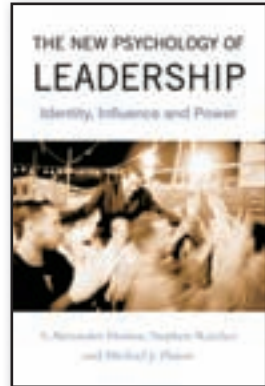
"As Haslam, Reicher and Platow set it out, a simple but profound theory underlies their New Psychology of Leadership. And that theory seems so very right that it may come as a surprise that this is not already the concept of leadership everywhere. This captures the true structure of what leadership is all about. Accordingly, on almost every page of the text there is a new subtlety about what leadership means and about how it works. It takes a subject older than Plato and as current as Barack Obama in a new and correct way." - **From the Foreword by George A. Akerlof, Nobel Laureate in Economics, University of California, Berkeley, USA**

According to John Adair, the most important word in the leader's vocabulary is "we" and the least important word is "I". But if this is true, it raises one important question: Why do psychological analyses of leadership always focus on the leader as an individual – as the great "I"?

One answer is that theorists and practitioners have never properly understood the psychology of "we-ness". This book fills this gap by presenting a new psychology of leadership that is the result of two decades of research inspired by social identity and self-categorization theories. The book argues that to succeed, leaders need to create, champion, and embed a group identity in order to cultivate an understanding of 'us' of which they themselves are representative. It also shows how, by doing this, they can make a material difference to the groups, organizations, and societies that they lead.

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The book will appeal to academics, practitioners and students in social and organizational psychology, sociology, political science and anyone interested in leadership, influence and power.



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Foreword by *George A. Akerlof*: The Social Identity Approach to Leadership and Why It Matters. 1. The Old Psychology of Leadership: Great Men and the Cult of Personality. 2. The Current Psychology of Leadership: Issues of Context and Contingency, Transaction and Transformation. 3. Foundations for the New Psychology of Leadership: Social identity and Self-categorization. 4. Being One of Us: Leaders as In-group Prototypes. 5. Doing It for Us: Leaders as In-group Champions. 6. Crafting a Sense of Us: Leaders as Entrepreneurs of Identity. 7. Making Us Matter: Leaders as Embedders of Identity. 8. Identity Leadership at Large: Prejudice, Practice, and Politics.

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FULL RANGE LEADERSHIP DEVELOPMENT

Pathways for People, Profit and Planet

John J. Sosik, The Pennsylvania State University, USA
Dongil (Don) Jung, Yonsei University, Korea

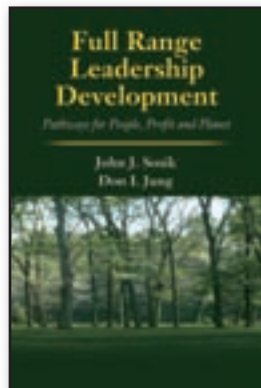
"This book contains an evidenced-based model of leadership. It covers a very broad range of leadership styles, with many, many applications of the Full Range Leadership model that will help any reader come to understand what it means to lead across the full range of leadership behaviors, actions and potential." - **Bruce J. Avolio, Marion B. Ingersoll**
Professor of Management and Executive Director of the Leadership Center, University of Washington, USA

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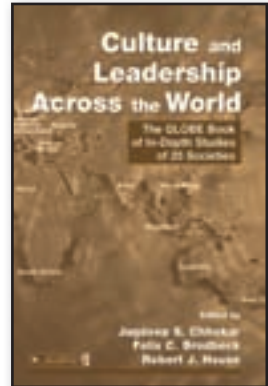
CULTURE AND LEADERSHIP ACROSS THE WORLD

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Management, Jungian Psychology, Spirituality and the Global Journey Through Purgatory

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THE PSYCHOLOGY OF EXECUTIVE COACHING

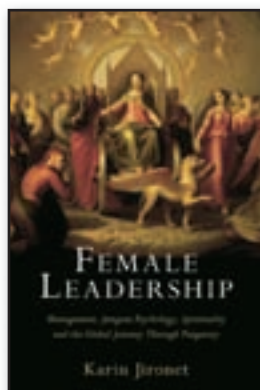
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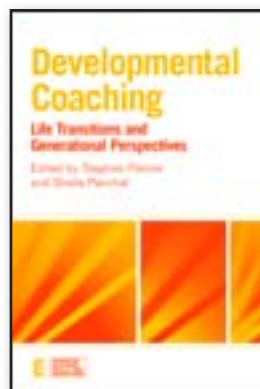
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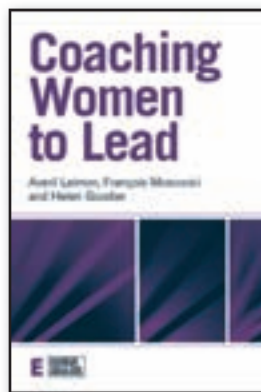
"Coaching Women to Lead is timely, relevant, and hugely inspiring! The authors effortlessly demonstrate an approach that goes beyond conventional wisdom, bringing it to life with real world success stories, and doing so in a true coaching style that harnesses the strengths and rewards that coaching women can bring. This is essential reading for not only coaches, but L&D professionals, C-Suite executives, and any manager looking to realise the full potential from their female colleagues/businesses." - Katherine Tulpa, CEO, Association for Coaching® and Co-founder, Wisdom8

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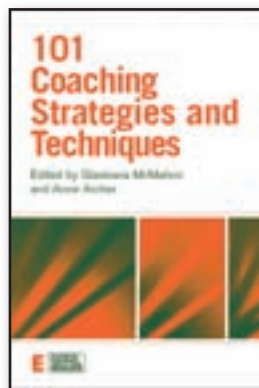
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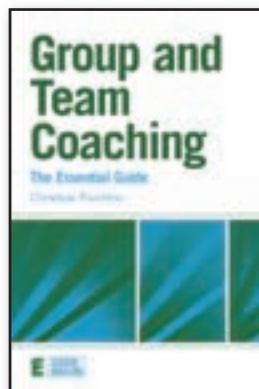
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EMPLOYEE ENGAGEMENT THROUGH EFFECTIVE PERFORMANCE MANAGEMENT

A Practical Guide for Managers

Edward M. Mone, CA, Inc.

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"In the past few years it has been almost impossible to avoid the topic of Employee Engagement. Ed Mone and Manny London have finally addressed the issue from the practical point of view of those who make it happen, the managers. Mone and London have delivered a very practical guide written in "how to" style which can be readily translated into action by those on the front lines. This book guides managers through these difficult conversations and how performance management can be used to drive employee engagement. Mone and London seamlessly weave research and practical guidelines into a very comprehensive and useful book for managers, as well as academics and HR professionals." - **Walter L. Jackson, PhD, Managing Director, Human Capital Consulting, Braver Group, Boston, MA**

"The framework for the performance management process is well integrated and provides a nice applied model for practitioners to use in the field. Authored by a leading psychologist and experienced practitioner, this book recognizes some recent streams of research (engagement, team learning, trust) and is clearly presented as a resource book for practitioners." - **William Balzer, Department of Psychology, Bowling Green State University**

An engaged employee is someone who feels involved, committed, passionate and empowered and demonstrates those feelings in work behavior. This book explains that a more engaged workforce is really about better performance management. The authors expand the traditional notion of performance management to include building trust, creating conditions of empowerment, managing team learning, and maintaining ongoing straightforward communications about performance, all of which are critical to employee engagement. The 'best practices' tools and advice in this book are based on solid research as well as the authors' experience.

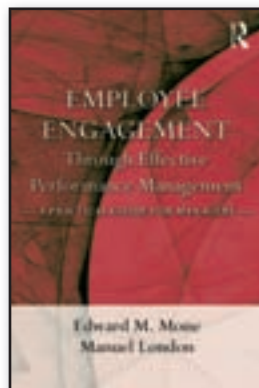
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WORK ENGAGEMENT

A Handbook of Essential Theory and Research

Arnold B. Bakker, Erasmus University Rotterdam, The Netherlands
Michael P. Leiter, Acadia University, Canada (Eds.)

"This volume is outstanding and absolutely innovative. The recent evolution in the field calls for the publication of a thorough and complete overview, as offered in this volume. This book has the potential to become a landmark text in this new and increasingly important field." - **Hans De Witte**, Research Group Work, Organizational and Personnel Psychology, Department of Psychology, K.U. Leuven, Belgium

This book provides the most thorough view available on this new and intriguing dimension of workplace psychology, which is the basis of fulfilling, productive work. The book considers the implications of work engagement for both the individual and the organization. To address readers' practical questions, the book provides in-depth coverage of interventions that can enhance employees' work engagement and improve management techniques.

Based upon the most up-to-date research by the foremost experts in the world, this volume will be of great use to academic researchers, upper level students of work and organizational psychology as well as management consultants.

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Connections to Work. *E. Demerouti, R. Cropanzano*, From Thought to Action: Employee Work Engagement and Job Performance. *M.P. Leiter, C. Maslach*, Building Engagement: The Design and Evaluation of Interventions. *A.B. Bakker, M.P. Leiter*, Where to Go From Here: Integration and Future Research on Work Engagement.

OBJECT RELATIONS, WORK AND THE SELF

David P. Levine

University of Denver, USA

In this book, David P. Levine applies psychoanalytic object relations theory to understanding work motivation and the meaning of work. Drawing on the writings of authors such as Donald Winnicott, Otto Kernberg and Melanie Klein, he explores three factors central to our effort to understand work: guilt, greed and the self. Special attention is paid to the factors that determine the individual's emotional capacity to do work that engages the self and its creative potential and to the related matter of impairment in that capacity. Chapters include:

- The problem of work
- Greed, envy and the search for the self
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Object Relations, Work and the Self will be of interest to psychoanalysts and organizational consultants as well as anyone concerned with what determines the quality of life in the workplace.



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THE JOY OF WORK?

Jobs, Happiness, and You

Peter Warr, Emeritus Professor, Institute of Work Psychology, University of Sheffield, UK

Guy Clapperton, Freelance business, technology and media journalist

"The Joy of Work? is a wonderful book. Drawing on important research findings from the fields of positive and work psychology, Peter Warr and Guy Clapperton show us what we can realistically do to improve our well-being at work. If you are wondering whether you should change jobs because you are unhappy, try the things in this book before you make up your mind." - **Professor Alan Carr, author of Positive Psychology**

Are you happy at work? Or do you just grin and bear it? We spend an average of 25% of our lives at work, so it's important to make the best of it.

The Joy of Work? looks at happiness and unhappiness from a fresh perspective. It draws on up-to-date research from around the world to present the causes and consequences of low job satisfaction and gives helpful suggestions and strategies for how to get more enjoyment from work. The book includes many interesting case studies about individual work situations, and features simple self-completion questionnaires and procedures to help increase your happiness. Practical suggestions cover how to improve a job without moving out of it, advice about changing jobs, as well as how to alter typical styles of thinking which affect your attitudes.

This book is unique. The subject is of major significance to virtually all adults – people in jobs and those who are hoping to get one. It is particularly distinctive in combining two areas that are usually looked at separately – self-help approaches to making yourself happy and issues within organizations that affect well-being.

The Joy of Work? has been written in a relaxed and readable style by an exceptional combination of authors: a highly-acclaimed professor of psychology and a widely published business journalist. Bringing together research from business and psychology – including positive psychology – this practical book will make a big difference to your happiness at work – and therefore to your whole life.

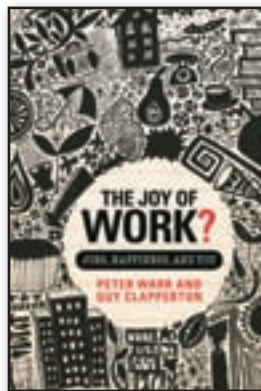
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MANAGING TRAUMA IN THE WORKPLACE

Supporting Workers and Organisations

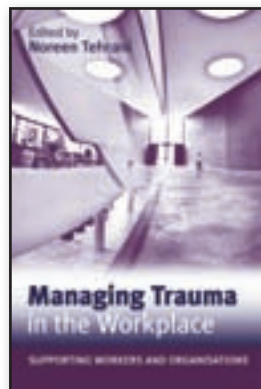
Noreen Tehrani (Ed.)

Employee Support Training and Development, Twickenham, UK

"Noreen Tehrani's work should be compulsory reading for anyone responsible for the health and well-being of staff who routinely confront violence, trauma and child abuse. If you are responsible for people operating in this environment, you will be better at your job after reading this work." - **Jim Gamble, Chief Executive, Child Exploitation and Online Protection Centre**

This book looks at the impact of trauma not only from the perspective of the employees but also from that of their organisations. In addition to describing the negative outcomes from traumatic exposure it offers solutions which will not only build a more resilient workforce but also lead to individual and organisational growth and development.

Managing Trauma in the Workplace has contributions from international experts working in a variety of professions including teaching, the military, social work and human resources. It is essential reading for anyone responsible for helping and supporting workers involved in distressing and traumatic incidents.



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TACKLING DEPRESSION AT WORK

A Practical Guide for Employees and Managers

Kerrie Eyers, Black Dog Institute, Australia

Gordon Parker, University of New South Wales & Black Dog Institute, Australia

"A practical and positive guide for both employees and their employers." - **Gerry Harvey**, Chairman, Harvey Norman Holdings Ltd.

"Depression in the workplace needs to be better understood, spoken about and dealt with. This book offers refreshing insights for everyone involved." - **Sharan Burrow**, former president, ACTU, and General Secretary of the International Trade Union Confederation

If you have depression, do you persevere or do you risk telling your manager? If you are a manager, what can you do to support the employee and ensure the job is done?

Figures suggest that more than ten per cent of people in the workforce struggle with depression. Both employees and their managers are looking for the same outcome: recovery and return to best functioning. *Tackling Depression at Work* explains the key issues that arise and offers proven strategies that employees and managers can use. Topics of discussion include:

- The importance of education about depression and bipolar disorder
- How to support an employee without crossing boundaries
- The destigmatisation of mood disorders
- The sensitive issues of disclosure and privacy.

With insightful advice from workers who have learned to manage their disorder on the job, this book offers invaluable support for any worker with depression. It is also an essential resource for all line managers, human resource managers and mental health professionals.

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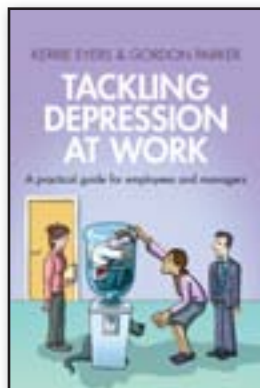
Introduction: Some Rules of the Game. Résumé: To Whom it May Concern. 1. Sizing Things Up: The Prevalence of Workplace Disability. 2. Reading the Game: Well-pitched Intervention and Support. 3. When Someone is 'Off Their Game': Signals that Indicate a Problem. 4. Early Intervention Scores Goals: Managerial Strategies. 5. Managing Time-out: Mental Illness and its Knock-on Effects. 6. Support: From the Team and from the Sidelines. 7. Individual Fitness: Assisting Recovery from Impairment. 8. Carrying an Injury into the Game: To Disclose or Not to Disclose. 9. Agreeing on the Goals: Aligning Worker and Workplace Expectations. 10. Improving the Odds: Matching Personal Skills to the Workplace. 11. Work is a Contact Sport: Contracts that Encourage Fair Play. 12. Stories from the Change Room: People Tell about Managing their Mood Disorder. Appendix 1. Measure of Workplace Wellbeing and Happiness.

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THE POSITIVE PSYCHOLOGY OF BUDDHISM AND YOGA

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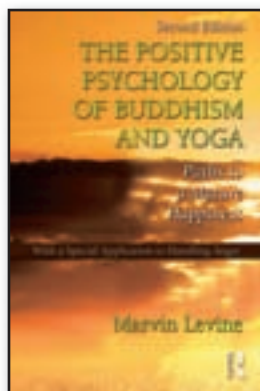
Marvin Levine

Professor Emeritus, SUNY Stony Brook, USA

"I have never read a clearer or more useful introduction to the positive psychological practices of Buddhism and Yoga. Each page is simply fascinating reading and appeals simultaneously to the lay reader and the seasoned scholar. The discussion of anger and how to overcome it is life-transforming. I would strongly recommend this book to undergraduates, graduate students, and professionals. One rarely finds a book that reaches right into one's mind and soul with a powerful vision of human enhancement. This is one of them." - **Stephen G. Post Director, Center for Medical Humanities, Compassionate Care, and Bioethics, Stony Brook University**

This book describes Buddhist-Yogic ideas in relation to those of contemporary Western psychology. The book begins with the Buddhist view of the human psyche and of the human condition. This leads to the question of what psychological changes need to be made to improve that condition. Similarities between Buddhism and Western Psychology include:

- Both are concerned with alleviating inner pain, turmoil, affliction and suffering.
- Both are humanistic and naturalistic in that they focus on the human condition and interpret it in natural terms.
- Both view the human being as caught in a causal framework, in a matrix of forces such as cravings or drives which are produced by both our biology and our beliefs.
- Both teach the appropriateness of compassion, concern and unconditional positive regard towards others.
- Both share the ideal of maturing or growth. In the East and the West, this is interpreted as greater self possession, diminished cravings and agitations, less impulsivity and deeper observations which permit us to monitor and change our thoughts and emotional states.



Buddhism, Yoga, and Western Psychology, especially the recent emphasis on positive psychology, are concerned with the attainment of deep and lasting happiness. The thesis of all three is that self-transformation is the surest path to this happiness.

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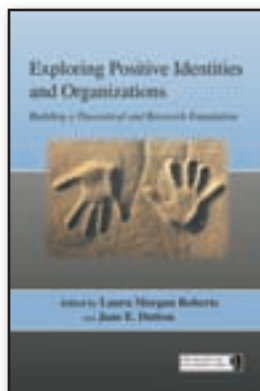
EXPLORING POSITIVE IDENTITIES AND ORGANIZATIONS

Building a Theoretical and Research Foundation

Laura Morgan Roberts, Harvard Business School, USA
Jane E. Dutton, University of Michigan, USA (Eds.)

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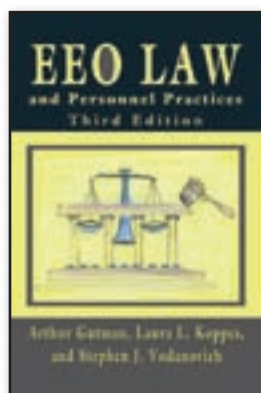
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"Dr. Gutman and authors have produced the most authoritative treatment of EEO law and its applications to human resources management available today." - Edward Levine, Psychology Department, University of South Florida

"The authors have developed a thorough volume. In fact, by increasing the coverage of compliance issues, they have increased the audience diversity so that the 3rd edition is likely to be of more value than the 2nd edition to EEO practitioners, organizations and students." - Jerard F. Kehoe, Selection and Assessment Consulting, LLC

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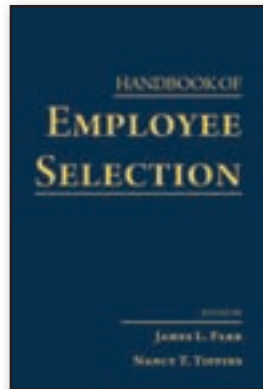
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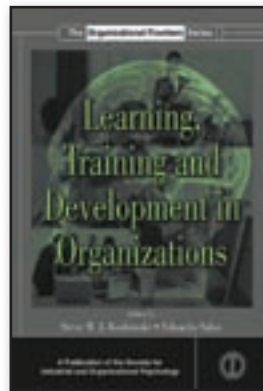
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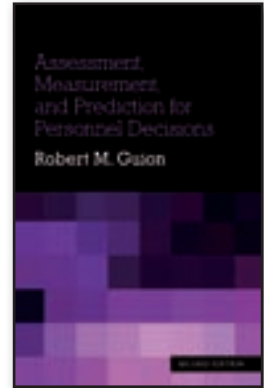
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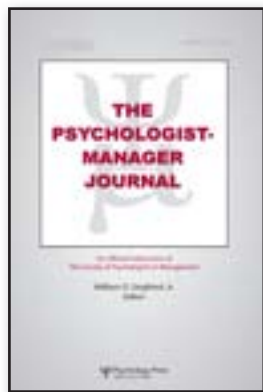
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