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Organizational Psychology: A Scientist-Practitioner Approach

Steve M. Jex, Thomas W. Britt

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The foundation of organizational psychology, updated to reflect the changing workplace

Organizational Psychology: A Scientist-Practitioner Approach, Third Edition provides students with a thorough overview of both the science and practice of organizational psychology. Reflecting changes in the global workplace, the third edition expands coverage of the effects of technology on processes and personnel, the generalizability of theories across cultures, including organizational climate, and employee health and well-being. The new edition retains the hallmark features of the text and

- Expanded coverage of the pervasive effects of technology on the social environment of work, including virtual work and the impact of social media.
- More graphics, including tables and charts, to help students understand and remember various related concepts and theories.
- Includes a unique full chapter on research methods and the use of statistics in understanding organizations.
- New chapter on the work/non-work interface, including consideration of both employees' life stages and changes over their careers.
- Provides Instructors with comprehensive presentation and testing materials.
- More on ethics, in light of relatively recent scandals in corporations and in politics.
- Expanded coverage throughout on cross-cultural issues and diversity in organizations.
- Additional readings facilitate in-depth learning.

Industrial and organizational psychologists contribute to the success of an organization by improving the performance, satisfaction, and well-being of employees. By identifying how behaviors and attitudes can be improved through hiring practices, training programs, and feedback and management systems, I/O psychologists also help organizations transition during periods of change and development. *Organizational Psychology: A Scientist-Practitioner Approach, Third Edition* is a comprehensive guide to the theory and application of behavioral science in the workplace.

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