

Contents

List of Tables	ix
List of Figures	xi
Preface	xii
Foreword by Martin R. Edwards	xiii
List of Abbreviations and Symbols	xv
1 Introduction	1
2 Psychological Bonds in Organizations	5
The nature of organizational identification	5
The impact of organizational identification	10
The occurrence of organizational identification	13
Contextual considerations for organizational identification	28
Summary	30
3 Methodical Issues	31
Epistemological approach	31
Organizational context	34
Research procedure	38
Sample demographics and characteristics and control variables	40
Analytical strategy	41
Psychometric properties of study variables	47
Summary	64
4 The Impact Model of Organizational Identification	65
Impact of organizational identification	65
Theory and hypothesis development	69
Results	73
Discussion	76
Summary	79
5 The Coalescence Model of Organizational Identification	81
Theory and hypothesis development	81
Results	99

Discussion	109
Summary	118
6 Common Method Variance Analysis of Structural Models	119
Common method variance in organizational research	120
Testing the Impact Model of Organizational Identification for common method variance effects	130
Testing the Coalescence Model of Organizational Identification for common method variance effects	140
Discussion	158
Summary	164
7 Discussing the Structural Models	166
Highlighting the impact of organizational identification	166
Explaining the occurrence of organizational identification	171
Considering common method variance effects in the study of organizational identification	180
Theoretical contribution of the Coalescence Model of Organizational Identification	186
Summary	191
Conclusion	193
<i>Appendices</i>	206
<i>Notes</i>	217
<i>References</i>	219
<i>Index</i>	239