

BRIEF CONTENTS

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In this first section, we discuss the field of industrial/organizational psychology, learn what it is, and examine its history. The second chapter is an overview of social scientific research methods and how this methodology is used by I/O psychologists. This section sets the groundwork for what is to come.

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In these five chapters, we will take a “tour” of personnel functions in organizations. We will examine how jobs are analyzed, how workers are recruited and selected for jobs, how workers’ job performance is evaluated, and finally, how workers are trained.

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These three chapters will examine important psychological states that influence employee work behavior: the motivation to work, the satisfaction one gets from a job, and the stress that occurs because of job demands. These three states represent the vital issues of why people work and what happens to them internally because of work rewards and demands.

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In the next five chapters, we will examine how workers interact in the formation of work groups and larger work organizations. The study of this interaction of workers and work groups comprises a good part of the area within I/O psychology known as organizational psychology. In reviewing organizational issues, we will start small, looking at communication between two workers, and finish big, examining how large work organizations are designed and structured.

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What's New: The Seventh Edition

The world's fastest-growing technology sector has changed the way we live and work. It has been a long time since the last edition of this book, and the changes have been significant. The new edition of the book has been updated to reflect the latest research and developments in the field. The new edition includes the following changes:

- A focus on the broader context of job design, with a new chapter on the design of work environments, including the design of workspaces, the design of work schedules, and the design of work environments.
- More studies on the design of work environments.