

Contents

1	Introduction	1
	Tabea Scheel and Christine Gockel	
1.1	Why Humor in Work and Organizational Psychology	1
1.2	What to Expect from the Book	4
1.3	What the Chapters Will Provide	5
	References	6
2	Definitions, Theories, and Measurement of Humor	9
	Tabea Scheel	
2.1	Introduction	9
2.2	Definitions of Humor	10
2.3	Theories of Humor	12
2.3.1	Incongruity Theory	13
2.3.2	Superiority Theory	14
2.3.3	Arousal Theories	15
2.3.4	Additional Theoretical Approaches	16
2.4	Specific Concepts of Humor	17
2.5	Functions of Humor	20
2.5.1	Intrapersonal Functions	20
2.5.2	Interpersonal Functions	21
2.5.3	Specific Functions at Work	21
2.6	Measuring Humor	22
2.7	Conclusion	24
	References	25
3	Humor in Teams: Interpersonal Functions of Humor	31
	Christine Gockel	
3.1	Introduction	31
3.2	A Positive Look on Humor in Teams	32
3.3	A Look at the Dark Side of Humor in Teams	33

3.4	A Look at Relevant Processes	34
3.5	A Look at the Past: Evolution of Laughter and Humor	36
3.6	A Look at the Present: Research Inspired by Evolutionary Thinking.....	38
3.7	A Look at the Details: Micro-level Research About Humor in Teams.....	40
3.8	A Note of Caution	41
3.9	Future Research	42
3.10	Recommendations for Practice	43
	References.....	43
4	Humor in Leadership: How to Lead People with Humor	47
	Christine Gockel and Laura Vetter	
4.1	Introduction	47
4.2	Functions of Humor Use by Leaders	48
4.3	Perception of Humorous Leaders	50
4.4	The Complexity of Effects	51
4.5	The Relationship Between Leader and Subordinate	53
4.6	Subordinate Reactions to Leader Humor.....	55
4.7	Leader Humor and Gender.....	56
4.8	Future Research	58
4.9	Recommendations for Practice	59
	References.....	60
5	Humor in Negotiations: How to Persuade Others with Humor	65
	Christine Gockel	
5.1	Introduction	65
5.2	General Functions of Humor in Negotiations	66
5.3	Specific Functions of Humor in Negotiations	67
5.4	Verbal Signs for Humor in Negotiations.....	68
5.5	Timing of Humor and Laughter in Negotiations.....	69
5.6	Humor and Negotiation Outcomes	69
5.7	Humor Producers in Negotiations.....	71
5.8	Characteristics of Online Negotiations	72
5.9	A Brief Note of Caution.....	74
5.10	Future Research	74
5.11	Recommendations for Practice	75
	References.....	75
6	Humor and Learning in the Workplace	79
	Tabea Scheel	
6.1	Introduction	79
6.2	Content and Frequency of Humor in Instruction.....	80
6.3	Theories About Humor in Instruction	81
6.4	The Consequences of Humor in Instruction	82

6.4.1	Cognitive Effects of Humor on Learning	82
6.4.2	Social Effects of Humor	85
6.4.3	Motivational and Affective Effects of Humor	86
6.5	Mode of Presentation	87
6.5.1	Humor in Textbooks and Tests	87
6.5.2	Online Instruction	88
6.6	Humor in Learning/Instruction in Work Contexts	89
6.7	Conclusions	89
6.7.1	Future Research	90
6.7.2	Recommendations for Practice	90
	References	91
7	Humor in Health: How to Stay Healthy and Happy with Humor	95
	Tabea Scheel	
7.1	Introduction	95
7.2	Humor and Mental Health	96
7.2.1	Humor and Well-Being, Anxiety, and Depression	97
7.2.2	Humor and Work-Related Outcomes	100
7.3	Humor and the Stress-Buffering Hypothesis	103
7.3.1	Stress-Buffering Through Affect and Coping	103
7.3.2	The Stress-Buffering Hypothesis at Work	105
7.3.3	Stress-Buffering of Humor by Promoting Mediators of Mental Health	107
7.4	Humor and Social Facilitation	108
7.4.1	Social Facilitation by Social Support Through Humor	108
7.4.2	Humor, Social Competence, and Social Support	109
7.4.3	Empirical Evidence for Humor and Social Facilitation in the Work Context	110
7.5	Humor and Physical Health	110
7.6	Conclusion: Humor and (Mental) Health at Work	113
7.6.1	Future Research	113
7.6.2	Practical Implications	114
	References	115
8	Two Emerging Topics for Humor Research and Practice: Diversity and Virtuality	121
	Tabea Scheel and Christine Gockel	
8.1	Diverse Humor	121
8.1.1	Cultural Diversity	122
8.1.2	Gender Diversity	124

8.1.3	Age Diversity	126
8.1.4	Future Research	127
8.1.5	Recommendations	127
8.2	Humor in Computer-Mediated Communication	128
8.2.1	Important Definitions	128
8.2.2	Virtual Teamwork	129
8.2.3	Relevant Research Findings	129
8.2.4	Future Research	130
8.2.5	Recommendations	131
	References	131
	Erratum to: Humor at Work in Teams, Leadership, Negotiations, Learning and Health	E1
	Tabea Scheel and Christine Gockel	
	Appendix	135