PERSONALITY
and performance
FOUNDATIONS FOR MANAGERIAL PSYCHOLOGY

Spillane & Martin

Personality And Performance Foundations For Managerial Psychology

Barry M. Staw

Personality And Performance Foundations For Managerial Psychology:

   Personality and Performance Robert Spillane,John Martin,2005 This book of psychology is written by two psychologists for managers and students of management It consists of a two pronged approach First it analyzes the work of psychologists who have adopted a scientific perspective In management this means treating people as predictable objects Second it offers an alternative to scientific psychology that treats people as purposive subjects The purpose of this psychology is as a psychology of self determination to enable working people to gain insight into and mastery of themselves To achieve this requires new foundations for managerial psychology based on purpose choice freedom and responsibility This book is an attempt to clarify certain ideas about managerial psychology and to suggest a new direction **Overcoming Managerialism** Robert Spillane,Jean-Etienne Joullié,2022-05-09 Managerialism has often been defined as an ideology according to which the effective and efficient running of commercial firms not for profit organizations and public administrations is delivered by individuals who possess superior formal knowledge and expertise in management Arguing to their exclusive education managers deprive employers and employees of decision making power and ensconce themselves systematically in the power structure of workplaces to advance their own interests and agenda The central thesis of Overcoming Managerialism is that resisting and overcoming managerialism necessitates the re establishing of the conceptual distinction between power and authority Second it requires the rehabilitating of authoritative management as a protection against authoritarian practices Authority properly conceived redirects power to technical experts and professionals and thereby limits managerial power The authors discuss ten contentions which taken together represent a theory of the foundation of management in which authority power and rhetoric are central concepts This book combines academic scholarship with a readable critique of managerialism It will be of interest to both management scholars and students

   Business Communication, Australia and New Zealand Baden Eunson,2025-09-09 em style font family Arial font size 13 3333px background color f7f3e7 Business Communication 1st Edition prepares business students to excel in their communication skills upon entering the workforce The text provides a concise and focused narrative covering a range of communication practices from written and oral communication to social media interactions It simplifies complex concepts while providing practical examples to enhance understanding **Howard Gardner Under Fire** Jeffrey A. Schaler,2006 Thirteen critical essays challenge Howard Gardner s theories of multiple intelligences ability traits U shaped curves in development and other psychological concepts of spirituality creativity and leadership All are answered by Gardner himself and his pungent replies coupled with the essays create a provocative no holds barred debate Also included are an intellectual autobiography and bibliography **Management: the Essentials** Stephen Robbins,David De Cenzo,Mary Coulter,Megan Woods,2013-08-28 Robbins Management The Essentials covers the concepts essential to management in the 21st century in a fresh lively format that s perfectly suited to a typical university semester The second edition features new and in depth

coverage of sustainability ethics and corporate social responsibility and new case studies from local and international businesses   *Psychologie der Wirtschaft* Miriam Landes,Eberhard Steiner,2013-11-18 Das Buch bietet eine umfassende Einf hrung in die Wirtschaftspsychologie und ihre Anwendungsfelder Es zeichnet sich einerseits durch eine konsequente Verbindung von Theorie und Praxis aus was sich auch in den Biografien der Autoren widerspiegelt die allesamt Praktiker mit wissenschaftlichem Hintergrund sind Andererseits wird neben der psychologischen Perspektive von Organisation und Individuum auch das Agieren der Unternehmung und der Wirtschaftssubjekte aus Sicht der Betriebswirtschaftslehre mit einbezogen so dass eine genuin interdisziplin re Perspektive auf die Wirtschaftspsychologie vermittelt wird   **The British National Bibliography** Arthur James Wells,2005   *Dark Personalities in the Workplace* Cynthia Mathieu,2021-03-11 Dark Personalities in the Workplace defines dark personalities their prevalence in the workplace and how they are best managed The book brings together research in psychology and business to both profile these employees and impart best practices for businesses to manage them Chapters explore narcissism Machiavellianism and psychopathy in a work context Coverage includes common behaviors such as incivility negative attitudes counterproductive behavior and escalating to harassment bullying violence and fraud Practical advice is given on how to avoid hiring dark personalities avoid promoting dark personalities and how to perform investigations and interventions with dark personalities With a background in forensic psychology and industrial organizational psychology Cynthia Mathieu provides a researched understanding to these personalities case studies to better understand them and practical tools and applied solutions for dealing with them Integrates psychology and business literature on dark personalities Identifies common personality features and behaviors Suggests HR protocols to avoid hiring dark personalities Addresses how to manage and review performance for dark personalities Explores the importance of leadership and organizational culture Presents case studies and applied solutions Provides recommendations for investigations and interventions   **Psychological Foundations of Organizational Behavior** Barry M. Staw,1983   *The ^AOxford Handbook of Job Loss and Job Search* Ute-Christine Klehe PhD,Edwin van Hooft PhD,2018-05-08 Combining current knowledge from psychology sociology labor studies and economics The Oxford Handbook of Job Loss and Job Search presents one of the first comprehensive overviews of the knowledge and research on job loss and job search It provides readers with suggestions for further research and offers hands on practical advice   Managerial Psychology Lillian Loyce Adams,1965   **Psychological Foundations of Sport** John M. Silva,Robert Stephen Weinberg,1984   **Work in the 21st Century** Frank J. Landy,Jeffrey M. Conte,2016-01-11 Work in the 21st Century 5th Edition by Frank J Landy and Jeffrey M Conte ties together themes such as diversity mental and physical ability personality interpersonal skills emotional intelligence and evidence based I O psychology in a way that explores the rich and intriguing nature of the modern workplace The 5th edition places an emphasis on the technological and multicultural dynamics of today s workplace This edition retains the 14 chapter format and the 4 color design which brings I O psychology

to life especially with the use of newsworthy color photographs This text is an unbound three hole punched version   *The Practice of Managerial Psychology* Andrew J. DuBrin,1972   University of California Union Catalog of Monographs Cataloged by the Nine Campuses from 1963 Through 1967: Authors & titles University of California (System). Institute of Library Research,University of California, Berkeley,1972   *Revue roumaine de psychologie* ,1996   Organizational Behavior Jerry C. Wofford,1982   **Psychological Dimensions of Organizational Behavior** Barry M. Staw,2004 This comprehensive paperback book contains carefully chosen pieces that cover human behavior in organizations from individual motivation to organizational processes This anthology offers a broad mix of classic and recent articles it covers emerging areas of interest such as business ethics and processes of creativity and change This collection of readings is separated into four clearly defined dimensions why and how we work thinking and making decisions interacting with others social and group processes and facing the future creativity innovation and organizational leadership An excellent resource for managers and other executives who need to know how to effectively lead their departments this book provides the skills necessary for understanding the organization and how power influence and interpersonal relations affect their businesses   *Research in Personnel and Human Resources Management* Gerald R. Ferris,Kendrith M. Rowland,John E. Beck,James B. Shaw,1984   **British Books in Print** ,1968

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