



Проблемы организационного поведения: теория, методика, практика

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“Организационное поведение” как учебная дисциплина с недавних пор стала обязательным предметом в профессиональной подготовке менеджеров для различных областей управленческой деятельности и включена в планы многих вузов экономического профиля. Объяснение данного факта состоит в том, что именно люди, их поведение и действия, трудовая активность и стремление к достижению стоящих перед компанией (фирмой) целей позволяют обеспечить эффективную деятельность любой организации.

Что касается учебной и научной литературы по проблемам организационного поведения, то особого “голода” на книжном рынке не наблюдается. За последние годы вышел ряд изданий, которые достойны упоминания. Вместе с тем, трудно назвать работу, которая, с одной стороны, претендовала бы на полный охват теоретических основ организационного поведения, с другой стороны, имела бы хорошую практическую часть и методическую оснащенность. И вот такой учебник появился.*

Авторы проделали большую и серьезную работу по обобщению теоретического и фактического материала. Прежде всего, следует отметить структуру учебника, которая хорошо раскрыта на странице 10. — она подчинена единой цели: дать студенту (слушателю) необходимые и достаточный объем знаний из теории управления организацией, общего и стратегического менеджмента, общей и социальной психологии, социологии и других научных дисциплин для практической деятельности, связанной с управлением и людьми, и организациями. Кстати, нельзя считать эту цель легкой. В ранее вышедших изданиях подобная цель тоже ставилась, но далеко не во всех из них она достигнута. Рецензируемая работа выгодно отличается разумным соотношением теоретических положений и практическими примерами использования теории в деятельности менеджеров разного уровня.

Читая любой раздел книги, сразу ощущаешь взгляд и оценочные суждения специалистов с большим опытом как практической работы, так и преподавательской деятельности. И тем приятнее отметить высокую ответственность и “бережное отношение” авторов к раскрытию составных частей общей проблемы, название которой организационное поведение. Подтверждением сказанного являются детально анализируемый в учебнике понятийный аппарат, четко и ясно выделенные основные для каждой главы термины и понятия, выводы по главам и вопросы для самопроверки степени усвоения материала.

Всего в книге шесть разделов, в которых представлены теоретические основы организационного поведения. Безусловно, эти разделы, составляющие первую часть книги, наиболее важны с точки зрения рецензирования. Итак, по порядку.

В первом разделе рассматриваются сущность, сферы и модели организационного поведения, эволюция теоретических концепций менеджмента и анализ организации как системы. Оригинально описаны модели организационного поведения (авторитарная, опеки, поддерживающая и коллегиальная) и

* Зайцев Л.Г., Соколова М.И. Организационное поведение. [Учебник]. — М.: Экономика, 2005. — 665 с.

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Table of Contents Problemy I Praktika Perekhoda Voennoi Organizatsii Robii Na Novuii Sistemu Komplektovaniia

1. Understanding the eBook Problemy I Praktika Perekhoda Voennoi Organizatsii Robii Na Novuii Sistemu Komplektovaniia
 - The Rise of Digital Reading Problemy I Praktika Perekhoda Voennoi Organizatsii Robii Na Novuii Sistemu Komplektovaniia
 - Advantages of eBooks Over Traditional Books
2. Identifying Problemy I Praktika Perekhoda Voennoi Organizatsii Robii Na Novuii Sistemu Komplektovaniia
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Problemy I Praktika Perekhoda Voennoi Organizatsii Robii Na Novuii Sistemu

Komplektovaniia

- User-Friendly Interface

4. Exploring eBook Recommendations from Problemy I Praktika Perekhoda Voennoi Organizatsii Robii Na Novuiu Sistemu Komplektovaniia

- Personalized Recommendations
- Problemy I Praktika Perekhoda Voennoi Organizatsii Robii Na Novuiu Sistemu Komplektovaniia User Reviews and Ratings
- Problemy I Praktika Perekhoda Voennoi Organizatsii Robii Na Novuiu Sistemu Komplektovaniia and Bestseller Lists

5. Accessing Problemy I Praktika Perekhoda Voennoi Organizatsii Robii Na Novuiu Sistemu Komplektovaniia Free and Paid eBooks

- Problemy I Praktika Perekhoda Voennoi Organizatsii Robii Na Novuiu Sistemu Komplektovaniia Public Domain eBooks
- Problemy I Praktika Perekhoda Voennoi Organizatsii Robii Na Novuiu Sistemu Komplektovaniia eBook Subscription Services
- Problemy I Praktika Perekhoda Voennoi Organizatsii Robii Na Novuiu Sistemu Komplektovaniia Budget-Friendly Options

6. Navigating Problemy I Praktika Perekhoda Voennoi Organizatsii Robii Na Novuiu Sistemu Komplektovaniia eBook Formats

- ePub, PDF, MOBI, and More
- Problemy I Praktika Perekhoda Voennoi Organizatsii Robii Na Novuiu Sistemu Komplektovaniia Compatibility with Devices
- Problemy I Praktika Perekhoda Voennoi Organizatsii Robii Na Novuiu Sistemu Komplektovaniia Enhanced eBook Features

7. Enhancing Your Reading Experience

- Adjustable Fonts and Text Sizes of Problemy I Praktika Perekhoda Voennoi Organizatsii Robii Na Novuiu Sistemu Komplektovaniia
- Highlighting and Note-Taking Problemy I Praktika Perekhoda Voennoi Organizatsii Robii Na Novuiu Sistemu Komplektovaniia
- Interactive Elements Problemy I Praktika Perekhoda Voennoi Organizatsii Robii Na Novuiu Sistemu

Komplektovaniia

8. Staying Engaged with Problemy I Praktika Perekhoda Voennoi Organizatsii Robii Na Novuiu Sistemu Komplektovaniia
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Problemy I Praktika Perekhoda Voennoi Organizatsii Robii Na Novuiu Sistemu Komplektovaniia
9. Balancing eBooks and Physical Books Problemy I Praktika Perekhoda Voennoi Organizatsii Robii Na Novuiu Sistemu Komplektovaniia
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Problemy I Praktika Perekhoda Voennoi Organizatsii Robii Na Novuiu Sistemu Komplektovaniia
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Problemy I Praktika Perekhoda Voennoi Organizatsii Robii Na Novuiu Sistemu Komplektovaniia
 - Setting Reading Goals Problemy I Praktika Perekhoda Voennoi Organizatsii Robii Na Novuiu Sistemu Komplektovaniia
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Problemy I Praktika Perekhoda Voennoi Organizatsii Robii Na Novuiu Sistemu Komplektovaniia
 - Fact-Checking eBook Content of Problemy I Praktika Perekhoda Voennoi Organizatsii Robii Na Novuiu Sistemu Komplektovaniia
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
 - Integration of Multimedia Elements

- Interactive and Gamified eBooks

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