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Managing organizational behavior is critical to implementing an organization's strategy, gaining an advantage over competitors, and ensuring positive organizational performance. Hitt/Miller/Colella's approach provides a big-picture framework that helps students appreciate and understand the value of OB to organizational performance and to their future careers.

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Hitt/Miller/Colella, Organizational Behavior helps students understand the impact of effective management of people, teams and groups on organizational performance. Through this strategic framework, the authors illustrate organizational behavior as critical to implementing strategy, gaining competitive advantages, and ensuring positive organizational results. The 4th Edition includes the latest research and literature pertaining to pressing topics like global contexts, motivation and leadership. With features that offer managerial advice, highlight strategic initiatives and provide

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opportunities for self-assessment and analysis, the text encourages students to understand the value of OB to organizational success and to their future careers.

Hitt's engaging book will help managers understand the linkage between managing behavior effectively and the organisation's ability to formulate and implement its strategy. It emphasises the relationship between management effectiveness and company performance. A case study on Whole Foods is integrated throughout the chapters and covers all major organisational behavior topics. It also underscores how people are important assets to organisations, and how application of their knowledge and skills is necessary for organisations to accomplish their goals. Managers will gain the skills to make a strategic impact within their organisations.

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This text is an unbound, binder-ready edition. Managing Organizational Behavior (OB) involves acquiring, developing, managing, and applying the knowledge, skills, and abilities of people. Best-selling author Michael Hitt, together with co-authors C. Chet Miller and Adrienne Colella, wrote Organizational Behavior 3rd edition to help students understand how effectively managing behavior in organizations at the individual, group, and organization level effects organizational performance. In Organizational Behavior 3rd edition the authors emphasize the importance of how people contribute to the success of organizations. Managing organizational behavior is critical to implementing an organization's strategy, gaining an advantage over competitors, and ensuring positive organizational performance. Hitt/Miller/Colella's approach provides a big-picture framework that helps students appreciate and understand the value of OB to organizational performance and to their future careers.

Addressing the complex issues that knowledge-based work organizations face in the early 21st century, this text combines a managerial approach, aimed to help managers meet increasingly challenging performance targets, with a critical perspective that questions and looks deeper into the research behind the theories.

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Organization scholars have long acknowledged that control processes are integral to the way in which organizations function. While control theory research spans many decades and draws on several rich traditions, theoretical limitations have kept it from generating consistent and interpretable empirical findings and from reaching consensus concerning the nature of key relationships. This book reveals how we can overcome such problems by synthesising diverse, yet complementary, streams of control research into a theoretical framework and empirical tests that more fully describe how types of control mechanisms (e.g., the use of rules, norms, direct supervision or monitoring) aimed at particular control targets (e.g., input, behavior, output) are applied within particular types of control systems (i.e., market, clan, bureaucracy, integrative). Written by a team of distinguished scholars, this book not only sheds light on the long-neglected phenomenon of organizational control, it also provides important directions for future research.

A less-expensive grayscale paperback version is available. Search for ISBN 9781680922875. The field of management and organizational behavior exists today in a constant state of evolution and change. Casual readers of publications like the New York Times, The Economist and the Wall Street Journal will learn about the dynamic nature of organizations in today's ever-changing business environment. Organizational Behavior is designed to meet the scope and sequence requirements of the introductory course on Organizational Behavior. This is a traditional approach to organizational behavior. The table of contents of this book was designed to address two main themes. What are the variables that affect how, when, where, and why managers perform their jobs? What theories and techniques are used by successful managers at a variety of organizational levels to achieve and exceed objectives effectively and efficiently throughout their careers? Management is a broad business discipline, and the Organizational Behavior course covers many areas such as individual and group behavior at work, as well as organizational processes such as communication in the workplace and managing conflict and negotiation. No one individual can be an expert in all areas of management, so an additional benefit of this text is that specialists in a variety of areas have authored individual chapters. Finally, we all made an effort to present a balanced approach to gender and diversity throughout the text in the examples used, the photographs selected, and the use of both male and female in alternating chapters when referring to

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generic managers or employees.

This text shows readers how to efficiently manage behavior in organizations that in turn helps implement the organization's strategy, affects the organization's productivity, and allows the organization to gain advantages over its competitors.

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