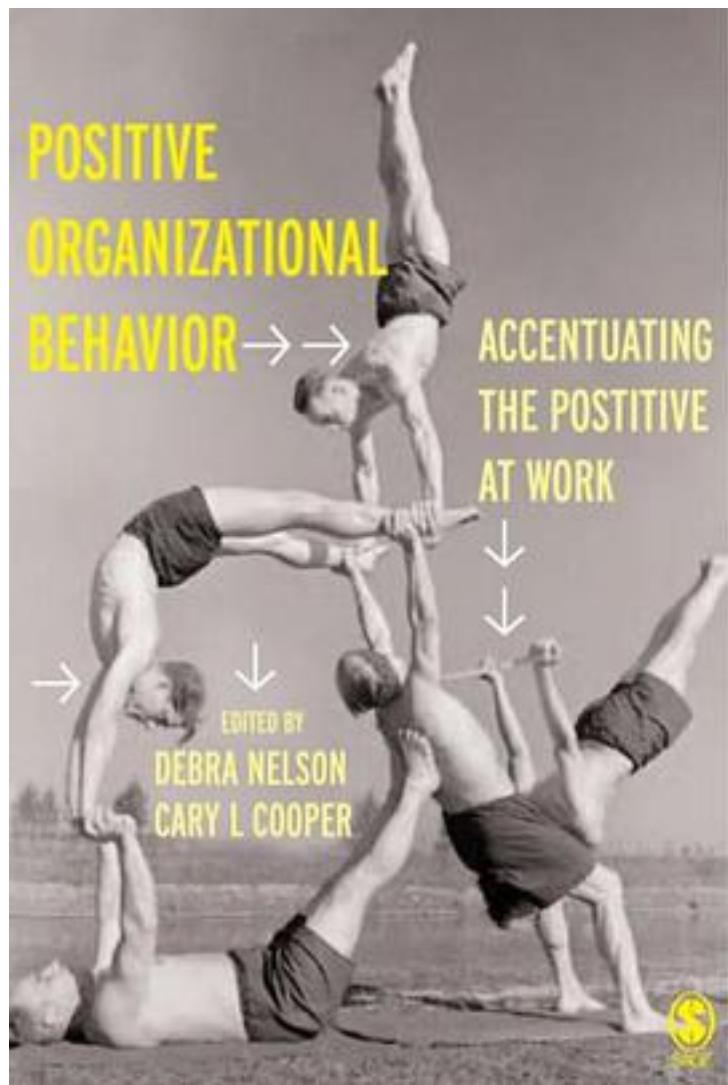


Positive Organizational Behavior



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著者:Nelson, Debra L. (EDT)/ Cooper, Cary L. (EDT)

出版者:Sage Pubns

出版时间:2007-4

装帧:HRD

isbn:9781412912129

Positive Organizational Behaviour is emerging as a truly contemporary movement within the classic discipline of organizational behaviour. The best work of leading scholars is gathered together in one edited collection. Chapters study the states, traits and processes that compromise this exciting new science. In addition to mapping the field, this collection goes one step further and invites noted experts to identify the methodological challenges facing scholars of Positive Organizational Behaviour. Positive Organizational Behaviour constitutes the study of positive human strengths and competencies, how it can be facilitated, assessed and managed to improve performance in the workplace. Its roots are firmly within positive psychology but transplanted to the world of work and organizations. This book showcases the cutting edge of this an exciting and challenging new area within Organizational Behaviour. It should be read by anyone who is interested in extending their knowledge of this field.

作者介绍:

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标签

评论

这本书大体介绍了积极组织行为的几个核心概念，比如工作投入，积极情感，积极压力等。每章一般是先开始介绍下核心概念（心理资本），然后讲一下测量的信度和效度，然后很多都会关注一下核心概念的前因和结果。大体的连接会是积极组织行为学是怎么来的，就是在IO（工业组织）的基础上，要多关注员工的积极面，所以诞生了这个。比较亮点的地方是这本书会提供相关的理论模型和框架。比如对engagement，它有一个核心的框架会总结engagement的产生过程，以及所带来的结果。虽然这些模型在今天看有的可能并不是主流的，但代表了当时（2007）这个领域的一些最新进展和研究。对POB或者POS的历史发展感兴趣的，可以读读此书。

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书评

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