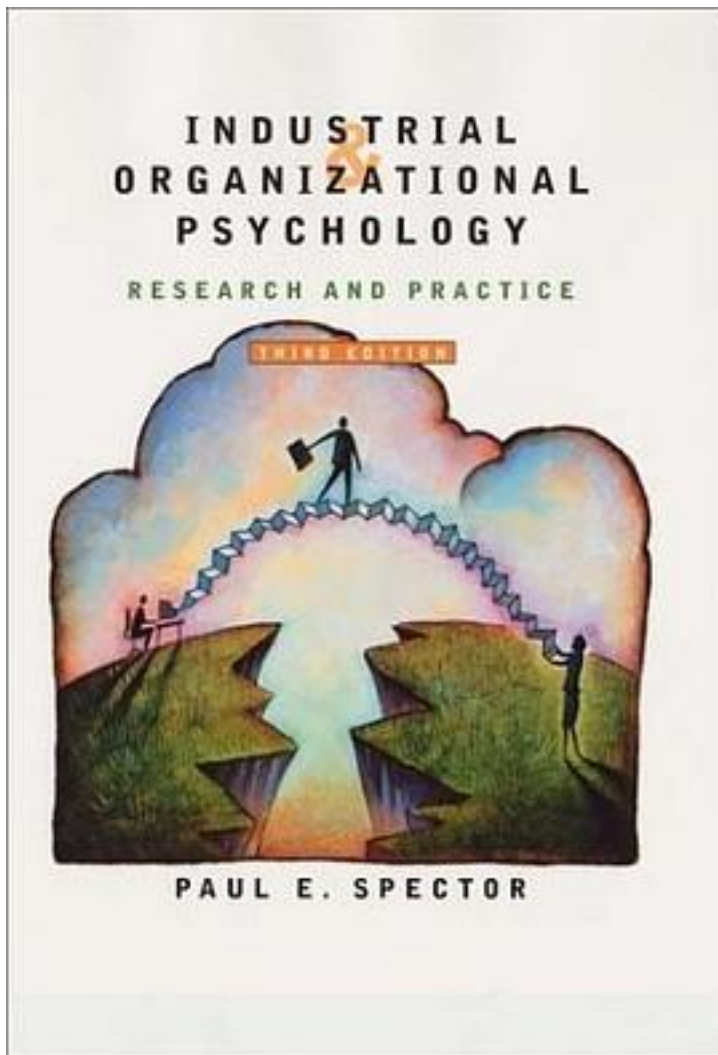


Industrial and Organizational Psychology



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Creating a more productive and healthier workforce is a balancing act. In a field as rapidly expanding and diverse as I/O psychology, it's not easy finding a book with just the right balance. Fortunately, Paul Spector's Fourth Edition of "Industrial and Organizational Psychology: Research and Practice" is up to the job. A balance between cutting edge topics and core material this Fourth Edition covers both the core material as well as newly emerging topics and cutting edge findings. Inside, you'll find 125 new references, as well as the latest thinking on team job analysis, drug testing, group problem solving, group diversity, cross cultural issues in leadership, and more. A balance between research and practice the text's balanced presentation of research and practice equips you with an understanding of the whole field. This balanced approach helps you see the relationship between the science and application of I/O psychology. You'll find detailed summaries of current research, including international studies. In addition, cases introduce you to the wide array of settings and applied work that involve I/O psychologists. A balance between employee performance and well being I/O psychology isn't just about how the organization can use psychology to improve the efficiency and effectiveness of its workforce; it's also about improving the health of the workforce. This Fourth Edition provides more balance between these two overarching areas of the field. Connect to online resources from the author's classroom. The author's website features class notes from his I/O psychology course, practice exams, internet exercises, I/O career information, and links to I/O instructor and student resources.

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