



# Organizational Behavior: Real Research for Real Managers (Fourth Edition)

*Jone L. Pearce*

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## **Organizational Behavior: Real Research for Real Managers (Fourth Edition)** Jone L. Pearce

Organizational Behavior: Real Research for Real Managers draws on organizational behavior research to address the practical problems all managers face in gaining mastery of organizations. This book clearly, honestly, and accurately conveys what the field of organizational behavior can say to experienced managers, providing applications and advice based in what systematic research can tell us.

### WHAT'S NEW IN THE FOURTH EDITION:

This new edition represents a significant expansion and updating of earlier versions. New additions include the practical implications of new research on off site work, narcissistic leaders and distributed leadership, dynamic delegation, and nepotism. Each of the chapters has been updated with the latest scholarly research; this book reflects our best knowledge in organizational behavior through 2016. Most significantly, there is a new Chapter 8, Creating Effective Teams. Organizations rely on teams to do much of their work, and teams can be extraordinarily difficult to manage and a source of frustration to their members. This new chapter takes what we have learned from the large body of research on teams doing organizational work and applies it to the practical problems managers face.

### ABOUT THE AUTHOR:

Jone L. Pearce is Dean's Professor of Leadership in The Paul Merage School of Business, University of California, Irvine. She has published 100 scholarly articles in her field of organizational behavior, has edited several volumes, and has authored four previous books. She is a Fellow and past president of the Academy of Management, a Fellow of the American Psychological Association, Association for Psychological Science, and International Association of Applied Psychology, and has received numerous honors and teaching excellence awards.

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