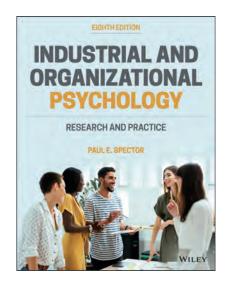
## CDS

# **Industrial and Organizational Psychology:** Research and Practice, 8th Edition

Paul E. Spector | ISBN: 978-1-119-80531-1 | August 2021 | 416 Pages



Explore the foundations of, and latest developments in, industrialorganizational psychology from employee and employer perspectives

In the newly revised Eighth Edition of *Industrial and Organizational Psychology:* Research and Practice, distinguished researcher and psychologist Paul E. Spector delivers a robust and up-to-date review of the industrial-organizational field that covers the latest research on contemporary trends and traditional areas of the subject. The author draws on four decades of research and teaching experience, balancing employee and organizational perspectives by covering issues relating to both employee well-being and productivity.

The new edition places a special focus on how technology is affecting a variety of issues in industrial-organizational psychology, especially employee selection and training. The growing trend of gamification as it relates to employee assessment, motivation, and training is discussed.

Each chapter includes a special feature that links to the author's weekly blog (https://paulspector.com/blog/) expanding on the topics explained within the book. The book includes an instructor guide for using the blog in class. The book also offers:

- Current and balanced discussions of the most pertinent issues in industrial-organizational psychology today
- A special focus on the use of technology by employers to impact employee selection and training.
- Practical discussions of gamification as a tool in employee assessment, motivation, and training.
- special features in each chapter that link back to the author's popular, weekly blog on a variety of industrialorganizational issues.

#### **ABOUT THE AUTHOR**

Paul E. Spector is an Adjunct Professor at the Muma College of Business where he teaches executive DBA students. He spent 38 years teaching industrial-organizational psychology in the USF Psychology Department and has published research on many of the topics in the book.

#### **TABLE OF CONTENTS**

Preface v

#### **Part 1 Introduction**

1 Introduction 2

2 Research Methods in I-O Psychology 21

#### Part 2 Assessment of Jobs, Performance, and People

3 Job Analysis 48

4 Performance Appraisal 70

5 Assessment Methods for Selection and Placement 96

#### **Part 3 Selecting and Training Employees**

6 Selecting Employees 128

7 Training 155

#### Part 4 The Individual and the Organization

8 Theories of Employee Motivation 178

9 Feelings About Work: Job Attitudes and Emotions 198

10 Productive and Counterproductive Employee Behavior 227

11 Occupational Health Psychology 252

### Part 5 The Social Context of Work

12 Work Groups and Work Teams 282

13 Leadership and Power in Organizations 305

14 Organizational Climate/Culture, Development, and Theory

333

Blog Guide B-1

Glossary G-1

Name Index I-1

Subject Index I-00