

# Organizational Behavior Improving Performance And Commitment In The Workplace

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research paper undergraduate from the year 2017 in the subject leadership and human resource management leadership grade a course business administration language english abstract the purpose of this study is to examine the relationship between organizational commitment moral or affective commitment calculative or continuance commitment and normative commitment and job performance the population of the study is made up of 300 academic and non academic staff of ritman university ikot ekpene akwa ibom state the paper used purposive sampling for the selection of the respondents questionnaires were distributed to the respondents for statistical analysis the study utilized linear correlation coefficient to analyze the data collected the study revealed a number of findings including there is a significant correlation between organizational commitment and employee performance there is a significant correlation between moral or affective commitment and job performance there is statistically significant correlation between continuance commitment and job performance

based on the findings some recommendations were made most importantly nigeria university should lay more emphases on the provision of social responsibility to its workers owners society and other stakeholders finally the success or failure of any organization depends on its workforce adequate motivation and remuneration boost the employee moral to work harder towards achieving or accomplishing challenging task or goals

the 5th canadian edition of organizational behaviour improving performance and commitment in the workplace continues to strike the perfect balance between academic rigor and a student focused approach current and engaging examples help students relate to the content using scenes from popular films and television series to demonstrate topics in action in addition this updated edition describes cross cultural differences with an emphasis on cultural diversity in the workplace each chapter speaks to the learning objectives of organizational behaviour ob from a conversational and manager s lens focusing on the performance retention commitment and the overarching organizational impact of each topic as a result this product is known for answering the so what of ob in a way that is both academically sound and engaging for students the innovative pedagogy combined with an evidence based approach ensures research and accuracy are at the forefront of each chapter this edition s cover image featuring rose apothecary from the award winning tv sitcom schitt s creek reiterates the intersect between fun and theory that the authors stand by schitt s creek as an example is found within the ob on screen feature focusing on the way two business partners david and patrick approach and resolve conflict when their personal relationship is valued above all

colquitt organizational behavior improving performance and commitment in the workplace provides a fresh modern look at organizational behavior with scientifically proven models and theories research on learning motivation has shown that students learn more when they have an intrinsic interest in the topic this prompted the colquitt team to create an ob text to using a more informal conversational style and use of company examples students will be familiar with and find compelling thus helping to stimulate interest each chapter includes special features designed to bring ob to life chapters open around an integrative model that provides students with a roadmap of the course showing them where they have been and where they are going important note the introductory section of colquitt contains two chapters not found in the beginning of other books job performance and organizational commitment why this is important being good at one s job and wanting to stay with one s employer are critical concerns for employees and managers alike this book takes on a unique approach highlighting the concepts of performance and commitment at the beginning of the book after describing these topics in detail every remaining chapter in the book links back to the theory of performance and commitment from this organization students can better appreciate the practical relevance of organizational behavior concepts

this study seeks to evaluate the impact of organizational ethical climate on the organizational commitment and job performance of japanese funded manufacturing enterprises jfmes in china using empirical analysis and discussion and includes a review of related research into economic ethics as well as a quantitative analysis of the various types of organizational ethical climates typically found in jfmes operating in china while prior studies have approached the topic from an ethical psychological philosophical and or sociological perspective none have specifically analyzed organizational ethical climate and its effect on organizational commitment and job performance under these conditions nor has an analysis of the relationship between organizational ethical climate organizational commitment and job performance ever been approached from the perspective of economic ethics this study illustrates the feasibility of researching organizational ethics from an economic perspective while laying out a theoretical basis for exploring the philosophy of economics from the perspective of economic ethics

colquitt lepine and wesson s organizational behavior essentials for improving performance and commitment in the workplace represents the most up to date perspective on organizational behavior ob on the market today many students leave their ob courses asking questions like does any of this stuff really matter how does all this stuff fit together if that

theory doesn't work why is it in the book and does this stuff have to be so dry those questions will never be asked if Colquitt Essentials is used the author team has written a text that highlights the importance of course topics while organizing them around an integrative model of OB the text is also contemporary omitting outdated and disproven models that remain in other texts most important to students the text is written in an approachable conversational tone with features that students actually want to read Colquitt Essentials is the complete package in a condensed unique and visually stimulating format all without losing the integrity and level of quality we've come to expect from this author team this text stands out from the competition for four key reasons a focus on performance and commitment being a good performer and working for an employer that inspires commitment are critical concerns for employees and managers alike Colquitt Essentials takes a unique approach by devoting chapter 2 to job performance and organizational commitment once these two key outcomes have been spotlighted all of the remaining chapters are linked back to them illustrating the importance of the chapter topics to performance and commitment an integrative model of OB the table of contents is organized around an integrative model described in chapter 1 that provides a roadmap for the course showing students how all of the chapters fit together unlike many OB texts with many editions behind them Colquitt Essentials avoids being grab baggy in nature with what seem to be randomly placed topics the positioning of every topic makes sense and it's easy for students to understand how the topics they are studying fit into the bigger picture contemporary content when creating the book the author team asked themselves what OB texts would look like if all of them were first written in 2008 many OB texts include outdated and disproven models just to maintain continuity with earlier editions such content frustrates students who don't understand why they should learn theories that are not valid Colquitt Essentials omits such theories devoting more space to contemporary topics that are useful for employees and managers features that students want to read each chapter includes special insert box features like OB on screen OB in sports OB for students and OB internationally that help bring OB to life for the reader many of these features have been praised by students for their ability to demonstrate OB content in a fun and appealing manner Colquitt Essentials also uses an informal style that students enjoy reading while focusing on company examples that students find interesting Google Netflix Best Buy Four Seasons eBay and others

psychological management of individual performance is a unique combination of contributions from an academic and a practitioner for each topic leading international authors come together in this integrative and comprehensive handbook to combine academic research findings and to provide detailed practice relevant information on subjects such as performance concepts work design cognitive ability and personality as predictors of performance performance appraisal and potential analysis goal setting training mentoring reward systems strategic HRM as well as broader issues such as well being and organizational culture this handbook is a valuable resource for researchers academics and advanced students in psychology and related fields as well as consultants practitioners and professionals in HR who want to contribute to the enhancement and maintenance of high individual performance

in past two decades the need for greater understanding of organizational phenomenon increases on a daily basis as the organization can be successful through the efforts of employees so they should be considered to play a key role in the organization it is important to look deeper and beyond the issue and try to understand the nature of employee's performance this book contributes to the body of the literature by examining the influence of organizational commitment on individual performance in the organization investigates the moderating effect of work ethic on organizational commitment and individual performance in the organization the empirical results indicated that each dimensions of organizational commitment affects on individual performance directly furthermore the work ethic moderate between affective commitment and individual performance evidence exists that the level of work ethic and organizational commitment may be a contributor to the level of individual performance more specifically affective commitment which is the emotional attachment of the employee were correlated with individual performance

the authors introduce the general concepts definitions and issues related to the use of risk informed decision making risk management these are structured processes which assist decision makers

when faced with high impact complex decisions involving multiple objectives and the presence of uncertainty they aim to ensure that decisions between competing alternatives are taken with an awareness of the risks associated with each option and that all attributes of a decision are considered in an integrated manner motivations for the use of these techniques as a complement to more traditional deterministic approaches to risk assessment are provided the risk processes adopted by nasa and by the us nuclear regulatory commission are described in detail with an analysis of commonalities and differences in approach

this new third edition of the best selling coaching for commitment is based on the groundbreaking coaching work of the late dennis c kinlaw in this thoroughly revised and updated edition the authors cindy coe and amy zehnder clearly show that coaching is a proven strategy for improving performance in today's environment of intense competitiveness for total customer satisfaction continuous improvement and the drive to deliver superior products and services this book includes the most current coaching strategies and methodologies and provides information on the latest definitions of what coaching is and ways to succeed at coaching the authors take kinlaw's concept of tying coaching and commitment one step further and make commitment to action part of a new coaching model coaching for commitment offers a practical how to guide to coaching for anyone no matter what their skill level who wants to hone their coaching skills for a range of circumstances and using a variety of methods face to face with a virtual team on the fly by phone or e mail coaching for commitment is filled with easy to use tools illustrative examples and sample coaching conversations that clearly show how to use the coaching process understand the underlying model and develop the needed skills

employee training has been identified as an important factor in the survival of banking business particularly in a globally competitive economy with uncertainty as in nigeria the nigerian banking industry faces a number of challenges in relation to employee development this study investigated the effects of training and manpower development on employee performance in nigerian banking industry the survey research design was used the population of the study comprised 30 006 employees in the nigerian banking industry from which a sample of 379 respondents was selected using purposive sampling technique the population was broken into various strata in line with the hierarchy of office seniority the study concluded that there is need for the nigerian banking industry to adopt manpower training as an innovative tool for improving employee performance in today's dynamic banking environment

the management science informatization and economic innovation development conference is a leading conference held annually it aims at building an academic platform for the communication and academic exchange among participants from various fields related to management science informatization and economic innovation development here scholars experts and researchers are welcomed to share their research progress and inspirations it is a great opportunity to promote academic communication and collaboration worldwide this volume contains the papers presented at the 4th management science informatization and economic innovation development conference msieid 2022 held during december 9th 11th 2022 in chongqing china virtual event for the safety concern of all participants under nowadays situation we decided to hold it as a virtual conference which is also effective and convenient for academic exchange and communication everyone interested in these fields were welcomed to join the online conference and to give comments and raise questions to the speeches and presentations

this is a welcome addition to the body of work on iJV performance the emphasis on marketing and on s e asia is particularly timely paul beamish university of western ontario canada craig julian argues that the international joint venture iJV phenomena represents two opposing trends on the one hand an analysis of the number of new iJVs reveals that they are becoming increasingly popular as a mode of overseas market entry and expansion on the other hand however the significance of a robust growth trend is overshadowed by the

incidence of high failure the book examines the factors influencing the marketing performance of ijvs in south east asia including market characteristics conflict commitment product characteristics marketing orientation control trust partner s contributions and partner s needs

coaching is for everyone in this all new edition of his best selling package dennis kinlaw gives you the insight you need to improve performance by empowering your colleagues in today s employee centered organizations the opportunities for leadership no longer rest with managers and supervisors alone everyone needs to be a coach with kinlaw s help you can teach people in all types of organizations to build commitment to tasks encourage successful project completion enhance job satisfaction and much more

na literatura mais recente da gest o observa-se o crescente discurso ressaltando a import ncia das pessoas dentro da organiza  o como conseq  ncia as empresas v m implementando pol ticas e pr ticas que visam elevar o comprometimento e a produtividade de seus empregados entre essas ferramentas est  o sistema de gest o de desempenho o presente estudo tem como objetivo investigar a influ ncia dos sistemas de gest o de desempenho no comprometimento dos indiv duos com rela  o  s organiza  es e  s metas estabelecidas atrav s de um estudo de campo com a utiliza  o de question rios a pesquisa observou que as varia  es nos n veis de comprometimento s o mais vis veis quando indiv duo percebe que o sistema de gest o de desempenho propicia ganhos para o funcion rio tais como oportunidades de crescimento profissional maior acesso   informa  o e maior autonomia de decis o al m de uma maior influ ncia sobre o comprometimento para com as metas tais pr ticas levam   forma  o de um comprometimento normativo quanto   organiza  o e   meta e em menor escala a um comprometimento afetivo com a organiza  o

organizational behavior 6th edition by colquitt lepine and wesson continues to offer a novel approach using an integrative model and roadmap to illustrate how individual team leader and organizational factors shape employee attitudes and how those attitudes impact performance and commitment this model reminds students where they are where they ve been and where they re going they include two unique chapters on job performance and organizational commitment those topics are critical to managers and students alike and represent critical outcomes in ob each successive chapter then links back to those outcomes illustrating why ob matters in today s organizations

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