

# ORGANIZATIONAL BEHAVIOR

Improving Performance and  
Commitment in the Workplace

EIGHTH EDITION

Jason Colquitt • Jeffery LePine • Michael Wesson

The background of the cover features a photograph of a wind farm. In the foreground, two large white wind turbines are visible, with their yellow bases partially submerged in the dark blue water. In the distance, a long line of smaller, similar wind turbines stretches across the horizon under a clear, light blue sky. The overall scene is serene and represents a modern, sustainable industry.

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# Organizational Behavior Improving Performance

**Jason Colquitt,Jeffery LePine,Michael  
Wesson**



## **Organizational Behavior Improving Performance:**

Organizational Behavior Jason Colquitt,Jeffery A. LePine,Michael J. Wesson,2021 Colquitt LePine and Wesson s Organizational Behavior 7th edition 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

Organizational Behavior: Improving Performance and Commitment in the Workplace Jason A Colquitt,Michael J. Wesson,Jeffery A LePine,2018-01-23 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

**Organizational Behavior: Improving Performance and Commitment in the Workplace with Connect Plus** Jason Colquitt,Jeffrey LePine,Michael Wesson,2010-06-16 Organizational Behavior: Improving Performance and Commitment in the Workplace Jason Colquitt,Michael Wesson,Jeffrey LePine,2008-01-08 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 *Organizational Behavior: Improving Performance and Commitment in the Workplace* Jason Colquitt,JEFFERY. WESSON LEPINE (MICHAEL.),Michael

J. Wesson, 2018-03-20 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

**Organizational Behavior** Jason A. Colquitt, 2025

**Loose Leaf Organizational Behavior: Improving Performance and Commitment in the Workplace** Jeffery LePine, Jason Colquitt, Michael Wesson, 2014-01-29 This full featured text is provided as an option to the price sensitive student It is a full 4 color text that's three whole punched and made available at a discount to students The loose leaf is also available in a package with Connect Plus

**Loose Leaf Organizational Behavior: Improving Performance and Commitment in the Workplace** Jason Colquitt, Jeffery LePine, Michael Wesson, 2016-01-22 Now in its FIFTH edition Colquitt LePine Wesson continues to offer a novel and innovative approach to teaching organizational behavior Why did we decide to write this textbook Well for starters organizational behavior OB remains a fascinating topic that everyone can relate to because everyone either has worked or is going to work in the future What makes people effective at their job What makes them want to stay with their employer What makes work enjoyable Those are all fundamental questions that organizational behavior research can help answer However our desire to write this book also grew out of our own experiences and frustrations teaching OB courses using other textbooks We found that students would end the semester with a common set of questions that we felt we could answer if given the chance to write our own book OB really matters The book opens with two chapters barely covered in other texts job performance and organizational commitment Those topics are critical to managers and students alike and represent two of the most critical outcomes in OB Each successive chapter then links that chapter's topic back to those outcomes illustrating why OB matters in today's organizations OB topics all fit together The book is structured around an integrative model shown on the back cover and spotlighted in the first chapter that provides a roadmap for the course The model illustrates how individual team leader and organizational factors shape employee attitudes and how those attitudes impact performance and commitment In this way the model reminds students where they are where they've been and where they're going OB is all around them The book includes innovative insert box features that students actually enjoy reading OB on Screen uses scenes from popular films such as Skyfall Lincoln 42 Moneyball and Argo to demonstrate OB topics OB at the Bookstore draws a bridge to popular business books including Quiet the Charisma Myth Lean In and the Happiness Project

**Organizational Behavior: Essentials for Improving Performance and Commitment** Michael Wesson, Jeffery LePine, Jason Colquitt, 2009-01-23 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

Organizational Behaviour Jason Colquitt, Jeffery A. LePine, Michael J. Wesson, Ian R. Gellatly, 2022 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.

Organizational Behaviour Jason Colquitt, Jeffery A. LePine, Michael J. Wesson, Ian Robert Gellatly, 2016

*ICETLAWBE 2020* Tulus Suryanto, Hamzah, Samsudin Wahab, Yulia Chernysheva, Ali Juhary, Jie Ferry, 2020-11-04

We are delighted to introduce the proceedings of The International Conference on Environment and Technology of Law Business and Education on Post Covid 19 2020 ICETLAWBE 2020. This conference is organized by Faculty of Law Universitas Lampung Corporation With Universiti Teknologi MARA Cawangan Pulau Pinang Malaysia, STEBI Lampung Indonesia, Asia e University Malaysia, Rostov State University Russia, University of Diponegoro Indonesia, IAIN Palu Indonesia, Universitas Dian Nusantara Jakarta Indonesia, Universitas Islam Indonesia Yogyakarta Indonesia, Universitas Trunojoyo Madura Indonesia, STEBIS IGM Palembang Indonesia, Universitas Katolik Parahyangan Bandung Indonesia, Universitas Jenderal Achmad Yani UNJANI Bandung Indonesia, Akademi Farmasi Yannas Husada Bangkalan Indonesia, and Universitas Saburai Lampung Indonesia. This conference has brought researchers, developers, and practitioners around the world who are leveraging and developing technology and Environmental in Business Law Education and Technology and ICT. The technical program of ICETLAWBE 2020 consisted of 133 full papers. The conference tracks were Track 1 Law, Track 2 Technology and ICT, Track 3 Business, and Track 4 Education.

*Green Management Approaches to Organizational Behavior* Şeker, Cemile, Örüçü, Edip, Kaya, Aslı, 2025-02-21

Understanding the intersection of organizational behavior and green management practices is vital for fostering sustainable success and addressing environmental challenges. Leadership styles, teamwork, and employee motivation play crucial roles in shaping workplace dynamics, while sustainability-oriented strategies such as energy efficiency and green supply chains influence organizational culture and performance. Integrating digital technologies such as automation and data analytics further amplifies these impacts by transforming business processes and behaviors. Environmentally conscious organizations not only protect resources for future generations but also inspire individuals and communities to adopt sustainable practices. Such approaches positively impact society, the environment, and the long-term success of businesses. *Green Management Approaches to Organizational Behavior* explores how businesses that respect the environment not only affect sustainable success but also positively affect the impact of business activities on society and the environment. It promotes the protection of resources for future generations. Covering topics such as green mindfulness, intrinsic motivation, and organizational citizenship, this book is an excellent resource for

business professionals human resource professionals policymakers researchers professionals scholars academicians and more

**ICTES 2018** Robbi Rahim, Kadek Suranata, Ifdil Ifdil, Itsar Bolo Rangka, 2019-03-13 The technical program of The First ICTES 2018 consisted of 114 full papers. Aside from the high quality technical paper presentations we also held workshop and clinic manuscript that was carried out before the main track aims to strengthen the ability to write scientific publications. Coordination with the steering chairs Dr Kadek Suranata S Pd M Pd Kons and the members of organizing committee is essential for the success of the conference. We sincerely appreciate all the Advisory Boards for the constant support and guidance. It was also a great pleasure to work with such an excellent organizing committee team for their hard work in organizing and supporting the conference. In particular the Scientific Committee led by Cand Dr Robbi Rahim M Kom have completed the peer review process of technical papers and made a high quality technical program. We are also grateful to Students Conference chairs were leading by Ida Ayu Made Diah Paramiswari for their support and all the authors who submitted their papers to the First ICTES 2018. We strongly believe that ICTES conference provides a good forum for all academicians researchers and practitioners to discuss all Educational science and technology aspects that are relevant to issues and challenge for sustainability in the 4th industrial revolution. We also expect that the future ICTES conference will be as successful and stimulating as indicated by the contributions presented in this volume.

**Organizational Behaviour** Jason A. Colquitt, Jeffery A. Lepine, Michael J. Wesson, Ian Gellatly, 2009-10-14

**Business Process Transformation** Chitra Sharma, 2015-05-19 This book presents a framework through transformation and explains how business goals can be translated into realistic plans that are tangible and yield real results in terms of the top line and the bottom line. Process Transformation is like a tangram puzzle which has multiple solutions yet is essentially composed of seven tans that hold it together. Based on practical experience and intensive research into existing material Process Tangram is a simple yet powerful framework that proposes Process Transformation as a program. The seven tans are the transformation program itself triggers goals tools and techniques culture communication and success factors. With its segregation into tans and division into core elements this framework makes it possible to use pick and choose to quickly and easily map an organization's specific requirements. Change management and process modeling are covered in detail. In addition the book approaches managed services as a model of service delivery which it explores as a case of process transformation. This book will appeal to anyone engaged in business process transformation be it business process management professionals change managers sponsors program managers or line managers. The book starts with the basics making it suitable even for students who want to make a career in business process management.

**The Future of the Leader-Member Exchange Theory** Aharon Tziner, Erich Christian Fein, 2021-10-04

**Human Capital Management in the Contemporary Workplace** Agata Sudolska, Kamil Zawadzki, 2024-07-12 Nowadays organisations are confronted with the imperative to enhance their organisational sustainability. This involves establishing an appropriate balance between the economic ecological and social

aspects of an organisation's operations and striving to accomplish their economically viable goals that are both socially and environmentally responsible. By aligning the priorities and incorporating environmental, social, and economic factors into their operational strategies, organisations can generate value for themselves while also making a positive impact on the current and future welfare of society and the environment. Noticeably, the advancement of organisational sustainability relies heavily on human capital management in the workplace. Today, more than ever, human capital is regarded as the foundation of organisations and ought to be treated as such. Given the pivotal role of human capital management for ensuring the long-term organisational sustainability of an organisation, emphasis should be placed on redefining leadership strategies and priorities, focusing on diversity and inclusion, cultivating talent, facilitating remote work, fostering employee engagement, promoting skill development for environmentally friendly practices, and prioritising job satisfaction and employee well-being. In response to the multi-faceted challenges of the third decade of the 21st century, this book provides an in-depth review of research avenues addressing present and future human capital development concerns in terms of enhancing organisational sustainability. The main aim of the book is to indicate the direction of demand for new competences regarding workplace human capital and identify synergies between its particular aspects with reference to contemporary human capital development. The monograph's objectives include presenting tools that allow the analysis and development of human capital competences, pro-active and pro-environmental attitudes and behaviours, the coexistence of workers and AI in the organisation, as well as providing employee well-being, satisfaction, and commitment. Moreover, the book offers recommendations for contemporary responsible organisations that carry themselves towards the new economic and social order and sustainability.

*Monetary Wisdom* Thomas Li-Ping Tang, 2024-05-16. Money is the instrument of commerce and a measure of value. Globalization has created economic prosperity for citizens around the world. These challenges have changed how people work, live, and do business. *Monetary Wisdom: Monetary Aspirations and Decision Making* presents an excellent collection of innovative and a multi-cultural view of how money has affected decision-making, not only at an individual level but at an organizational level. This book discusses the powerful motivators of money and the connection to ethical decision-making, both in organizations and social life. Inspires readers to learn one of the world's most often used money attitude measures. Notices that in modern societies, money is power at the individual level. Suggests that monetary aspirations, not money itself, predict cheating. Profiles that reducing stress curbs dishonesty directly and indirectly. Illustrates that leaders promote employees' honesty and creativity. Reveals how corruption expands prospect theory to a global level. Explores the contexts to achieve balanced aspirations and serenity.

*Handbook of Organizational Behavior Management* Lee W. Frederiksen, 1982.

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