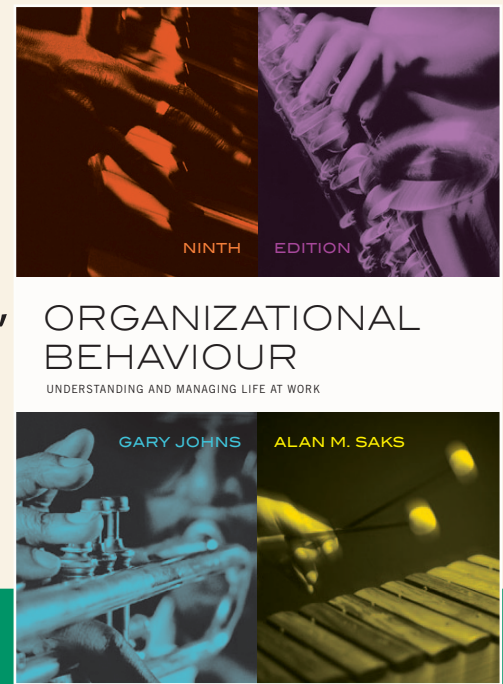


PEARSON CANADA PROUDLY PRESENTS

Organizational Behaviour: Understanding and Managing Life at Work with MyManagementLab, 9e

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Real-world cases and thoughtful discussion questions are a hallmark of this authoritative text. *Organizational Behaviour, Ninth Edition*, is comprehensive—the material is up to date, and reflects current research and practical concerns. The text takes a rigorous approach to OB, while maintaining its readability and engaging writing style.

Major Themes and Content

The **global aspects of organizational life** continue to receive strong treatment in this edition to enable students to become more comfortable and competent in dealing with people from other cultures. Major sections on this theme appear in Chapters 4, 5, 9, and 10, which deal respectively with values, motivation, leadership, and communication.

The changing nature of workplace demographics and a need to provide a welcoming work environment for all organizational members has led to explicit coverage of **workforce diversity**. The major treatment of this topic occurs in Chapter 3 in the context of perception and attribution. Additional treatment occurs in the context of motivation (Chapter 5), teams (Chapter 7), and communication (Chapter 10).

Contemporary organizations are focusing more and more on **teamwork**. This has led to expanded coverage of teams (such as virtual teams), and the most recent research findings on team characteristics and group effectiveness can be found in Chapter 7. Coverage of group decision making is included in Chapter 11.

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Many organizations continue to undergo major change and transformation. Interrelated topics involving organizational change such as **reen-gineering, downsizing, and advanced technology** continue to receive detailed coverage and are the focus of another theme highlighted in this edition.

The major formal coverage of **ethics** is included in Chapter 12 along with a discussion of power and politics. In addition, coverage of ethical leadership can be found in Chapter 9.

Examples of new topics, sections, and definitions that can be found in the ninth edition include:

- **Chapter 1:** a positive work environment and employee well-being; workplace spirituality; psychological capital
- **Chapter 2:** trait activation theory; peer recognition programs
- **Chapter 3:** frame-of-reference training
- **Chapter 4:** progression of withdrawal from the organization
- **Chapter 5:** more coverage of self-determination theory
- **Chapter 6:** relational job design and prosocial motivation
- **Chapter 7:** information sharing in virtual teams
- **Chapter 8:** social information processing theory; developmental networks
- **Chapter 9:** social exchange theory; empowering and servant leadership
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- **Chapter 14:** the merits and demerits of centralization; more coverage of network and virtual organizations
- **Chapter 15:** the adoption and use of technology
- **Chapter 16:** the Mayflower Group employee survey consortium; creative deviance

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PART FOUR The Total Organization

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Appendix Research in Organizational Behaviour

MyManagementLab is a state-of-the-art interactive and instructive solution designed to help you master organizational behaviour.

MyManagementLab provides access to a wealth of resources all geared to meet your learning needs.

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