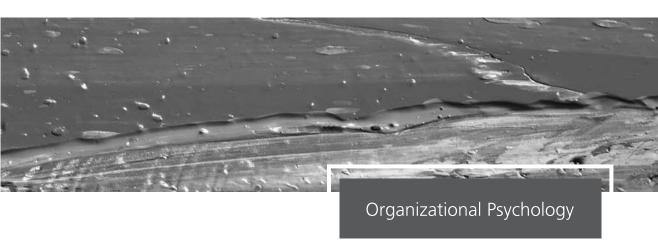


The SAGE Handbook of Industrial, Work and Organizational Psychology



Deniz S. Ones, Neil Anderson, Chockalingam Viswesvaran and Handan Kepir Sinangil



Contents

List of Figures List of Tables Notes on the Editors and Contributors Preface Acknowledgments Introduction		viii ix x xxiii xxv xxvi
PART I WORK ATTITUDE AND VALUES		
1	Attitudes: Satisfaction, Commitment and Involvement Marcus Credé	3
2	Employee Self-Concept and Identity Russell E. Johnson, Chu-Hsiang (Daisy) Chang, You Jin Kim and Szu-Han (Joanna) Lin	25
3	Organizational Justice Stephen W. Gilliland	46
PART II MOTIVATIONAL PERSPECTIVES		67
4	The Building Blocks of Motivation: Goal Phase System Piers Steel and Justin M. Weinhardt	69
5	Self-Determination Theory Applied to Work Motivation and Organizational Behavior Marylène Gagné, Edward L. Deci and Richard M. Ryan	97
6	Action Regulation Theory: Foundations, Current Knowledge and Future Directions Hannes Zacher and Michael Frese	122
7	Goal Setting Theory: Controversies and Resolutions Gary P. Latham and Edwin A. Locke	145
PAF	RT III PERFORMANCE MANAGEMENT	167
8	Pay Levels and Pay Changes Jason D. Shaw	169

9	Revisiting the Social Context of Performance Management: Performance Appraisal Effectiveness Paul E. Levy, Caitlin M. Cavanaugh, Noelle B. Frantz, Lauren A. Borden and Ariel Roberts	196
PART	IV TALENT MANAGEMENT AND DEVELOPMENT	213
10	Learning, Training and Development in Organizations: Emerging Trends, Recent Advances and Future Directions Bradford S. Bell and Ozias A. Moore	215
11	Employee Development: The Process and Practice of Work-Related Learning Sarah A. Hezlett and Cynthia D. McCauley	235
PART	V LEADERSHIP, GROUPS AND TEAMS	267
12	Leadership in Organizations Robert Hogan, Gordon Curphy, Robert B. Kaiser and Tomas Chamorro-Premuzic	269
13	Team Design Characteristics Greg L. Stewart and Kameron M. Carter	289
14	From Teams in Organizations to Organizing in Teams Leslie A. DeChurch, Dorothy R. Carter, Raquel Asencio, Amy Wax, Peter W. Seely, Kathryn Dalrymple, Sidni A. Vaughn, Benjamin R. Jones, Gabe Plummer and Jessica Mesmer-Magnus	307
15	Multiteam Systems: The Next Chapter John E. Mathieu, Margaret M. Luciano and Leslie A. DeChurch	333
PART	VI WORK DESIGN AND INTERVENTIONS	355
16	Work Design for Performance: Expanding the Criterion Domain Daniela M. Andrei and Sharon K. Parker	357
17	Management Interventions Robert Cardy and T. T. Selvarajan	378
18	Employee Participation Melissa Chamberlin, Jeffery A. LePine, Daniel W. Newton and Linn Van Dyne	405
PART	VII PSYCHOLOGY OF WORK RELATIONSHIPS	433
19	Trust at Work Ana Cristina Costa, Donald L. Ferrin and C. Ashley Fulmer	435

THE SAGE HANDBOOK OF INDUSTRIAL, WORK AND ORGANIZATIONAL PSYCHOLOGY

vi

	CONTENTS	vii
20	Politics in Organizations Gerald R. Ferris, John N. Harris, Zachary A. Russell and Liam P. Maher	469
21	Toxic Emotions at Work Michelle K. Duffy and Lingtao Yu	487
22	Exchange in the Employee–Organization Relationship Lynn M. Shore, Jacqueline AM. Coyle-Shapiro and Chiachi Chang	499
Subject Index		537