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Chantal Gautier

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THE PSYCHOLOGY OF WORK

INSIGHTS INTO SUCCESSFUL
WORKING PRACTICES



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Chantal Gautier : The Psychology of Work: Insights into Successful Working Practices before purchasing it in order to gauge whether or not it would be worth my time, and all praised The Psychology of Work: Insights into Successful Working Practices:

1 of 1 people found the following review helpful. InterestingBy DarrenIngram_dot_comIt can be a miracle that anything gets done at a company, with most companies being seemingly dysfunctional workplaces where their employees are rarely engaged with each other. Just imagine what could be achieved with a little bit of cohesion amongst workers and their employers.This book seeks to look at current working practices within typical companies, assessing what is seemingly not working and hopefully finding solutions for possible change along the way. Billed as

being not a dry presentation of organizational psychology theories, this book has an element of potential but it just didn't thoroughly and totally engage this reviewer. The subject is interesting, the recipient of the knowledge is receptive but at times felt underwhelmed by the book. All the key elements are there: workplace integrity, recognition, commitment, communications, leadership, empowerment, autonomy, engagement and wellbeing but the spark was just missing. It wasn't a dry book but neither did it grab you, inspire you and lead you. When there are other more inspirational, accessible, actionable books out there, acting as a credible springboard to workplace investigation and change, overlooking this might be a little too easy, despite it undoubtedly having a lot of interesting, credible, thought provoking opinions. There's not much more to say. It's not a bad book but it feels as if would struggle to be anything other than an 'average foot soldier'. Fortunately it isn't expensive, so you could take it as one of many possible sources, yet you might be advised not to make it your first book on the subject.

The Psychology of Work integrates psychological theory with personal narrative from global industry leaders, as well as those entering the workforce, to offer tangible insights into the real world of work. It is ideal for students, professionals and anyone with an interest in how successful organizations operate. It charts the development of the field of organizational psychology and provides the key theoretical frameworks. Crucially, it explores how these can be utilised to enhance organizational culture, and why this is so relevant and important in the modern workplace. Through the inclusion of interviews with students, The Psychology of Work reveals what the future workforce expect of the organizations that they are going in to and encourages students reading the book to reflect on what kind of leaders they would like to be. The book is also a valuable resource to support professionals and practitioners, highlighting current working practices and the need for change, offering practical guidance on how to bring the 'humane' back into organizational life.

"In the ever-evolving world of work this refreshing publication narrates the journey of industrial and organizational psychology development through the years. Using an insightful blend of the theoretical and the practical, it spotlights a number of real-life work challenges as seen through the eyes of employees, teams, managers and leaders.