Contents

Preface ix

PART I: People

Chapter 1	An Introduction to Organ	nizational Psychology	3
Chapter 2	Nature of Organizations	and Methods of Study	19
CHAPTER 3	Organizational Culture	40	
Chapter 4	Workforce Diversity	68	

PART II: Processes

Chapter 5	Group Dynamics 97
Chapter 6	Individual and Organizational Motivation 114
CHAPTER 7	Leadership, Power, and Politics 149
CHAPTER 8	Decision Making 180
CHAPTER 9	Conflict and Negotiation 201

PART III: Adaptation

Chapter 10	Individual Change	227
Chapter 11	Organizational Change	253
Chapter 12	Summary 270	

INDEX 273