

# Organizational Behavior: Improving Performance and Commitment in the Workplace

Jason Colquitt

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**Jason Colquitt : Organizational Behavior: Improving Performance and Commitment in the Workplace** before purchasing it in order to gauge whether or not it would be worth my time, and all praised Organizational Behavior: Improving Performance and Commitment in the Workplace:

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Now in its fifth edition Colquitt-LePine-Wesson continues to offer a novel and innovative approach to teaching organizational behavior. The focus tone and organization of the book shows students that: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.

About the Author Jason A. Colquitt is the William H. Willson Distinguished Chair in the Department of Management at the University of Georgia's Terry College of Business. He received his PhD from Michigan State University's Eli Broad Graduate School of Management, and earned his BS in Psychology from Indiana University. He has taught organizational behavior and human resource management at the undergraduate, masters, and executive levels and has also taught research methods at the doctoral level. He has received awards for teaching excellence at both the undergraduate and executive levels. Jeffery A. LePine is the PetSmart Chair in Leadership in the Department of Management at Arizona State University's W.P. Carey School of Business. He received his PhD in Organizational Behavior from the Eli Broad Graduate School of Management at Michigan State University. He also earned an MS in Management from Florida State University and a BS in Finance from the University of Connecticut. He has taught organizational behavior, human resource management, and management of groups and teams at undergraduate and graduate levels.