

ATtribution THEORY:

An Organizational Perspective

Editor
Mark J. Martinko, Ph.D.

Attribution Theory An Organizational Perspective St Lucie

Mark Martinko



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Attribution Theory Mark Martinko, 2018-05-04 With Special Contributions from Bernard Weiner Ph D UCLA and Robert Lord Ph D Univ of Akron Attribution theory is concerned with peoples causal explanation for outcomes successes and failures The basic premise is that beliefs about outcomes are a primary determinant of expectations and consequently future behavior Attribution theory articulates how this process occurs and provides a basis for understanding that translates into practical action Attribution Theory An Organizational Perspective serves as a primary sourcebook of attribution theory as it relates to management and organizational behavior The text provides an integrated explanation of the role and function of attribution theory in the organization This important new book contains original empirical research relating attributions to leader evaluations reactions to information technologies management of diverse work groups achievement and executive succession and power The contributors are from a variety of disciplines including management psychology education educational psychology and sociology

Attribution Theory in the Organizational Sciences Mark J. Martinko, 2006-08-01 This book argues that conventional interpretations of Freudian psychology have not accounted for the existence and complexity of death anxiety and its intrinsic relation to the creation of illusions and delusions This book contends that there is sufficient evidence to support the view that death anxiety is not only a symptom of certain modes of psychopathology but is a very normal and central emotional threat human beings deal with only by impeding awareness of the threat from entering consciousness The immanence of the fear of death requires vigilant defensive and coping techniques especially the distortion of reality through these defenses and fantasies so that over whelming terror does not psychologically cripple the organism The fear of death is so horrific that human beings must insulate themselves in religious social and private illusions rituals obsessive pursuits self glorification and myriad desperate attempts to lie about the quintessential nature of reality Death is that terror that induces psychopathology This book demonstrates that a careful reading of Freud reveals a copious amount of material supporting these propositions

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Biennial Review of Health Care

Management Grant T. Savage, Myron D. Fottler, 2009-08-07 Features reviews of health care management linking concerns about health care workforce management with health care organization management issues This book focuses on health care workforce management issues including allied health professionals nurses and physicians and on health care organization management issues

Organizational Behavior in Health Care Nancy Borkowski, 2011 Organizational Behavior in Health Care was written to assist those who are on the frontline of the industry everyday healthcare managers who must motivate and lead very diverse populations in a constantly changing environment Designed for graduate level study this book introduces the reader to the behavioral science literature relevant to the study of individual and group behavior specifically in healthcare organizational settings Using an applied focus it provides a clear and concise overview of the essential topics in organizational behavior from the healthcare manager s perspective Organizational Behavior in Health Care examines the many aspects of organizational behavior such as individuals perceptions and attitudes diversity communication motivation leadership power stress conflict management negotiation models group dynamics team building and managing organizational change Each chapter contains learning objectives summaries case studies or other types of activities such as self assessment exercises or evaluation

Proceedings of the 3rd International Conference of Economics and Management (CIREG 2016) Volume I Houcine Berbou, Aziz Fassouane, Mustapha Belaisaoui, 2020-04-06 This book brings together papers presented at the 3rd Conference of Research in Economics and Management CIREG held in Morocco in May 2016 With a focus on the challenges of SMEs and innovative solutions they highlight the contribution of researchers in the fields of business and management with all their micro and macro economic aspects They shed light on the universal scientific vision of the importance of SMEs with answers relevant to their local context and adapted to their specific national situation The relevance of SME research lies in its heuristic value of analyzing change rather than in constructing a category a particularly useful empirical concept This first volume is focused on economic issues

Handbook on HR Process Research Sanders, Karin, Yang, Huadong, Patel, Charmi, 2021-07-31 This forward thinking Handbook explores cutting edge research on how employees within firms should be managed in order to increase their wellbeing and performance

Advanced Topics in End User Computing Mo Adam Mahmood, 2003-01-01 Features the latest research findings dealing with end user computing concepts issues and trends Empirical and theoretical research concerned with all aspects of end user computing including development utilization and management are included

Managing Social and Ethical Issues in Organizations Stephen W. Gilliland, Dirk D. Steiner, Daniel P. Skarlicki, 2007-02-01 This volume provides up to date reviews of the research on a number of social and ethical issues of increasing concern confronting today s managers and organizations The authors who are recognized international experts on the topics they treat provide new theories and innovative perspectives on these issues Further they use a research base to identify ways for managers and human resources professionals to address these issues in their organizations Given its breadth of coverage practitioners faced with these

issues as well as researchers and graduate students in management and organizational psychology should find this volume of interest. This collection of ten chapters provides the cutting edge on a number of the most pressing challenges in management today. Readers of the volume will discover new models, innovative theoretical approaches, comprehensive reviews, theoretical and methodological critiques, and specific and insightful suggestions for research on these different social and ethical issues facing organizations. Perhaps more importantly, the practical suggestions that come from the research provide a useful bridge between what we know and what we can do to address these challenges and thus contribute even in a small way to workplaces that respect ethics and individuals in all their diversity. **The Oxford Handbook of Workplace**

Discrimination Adrienne J. Colella, Eden B. King, 2017-12-12. Increasing workplace diversity has given rise to growing intergroup challenges that persistently manifest in discrimination. An emerging science in psychology, sociology, and management has yielded useful evidence to be brought to bear on the important problem of discrimination, but current literature is either focused on social rather than work settings, on legal rather than interpersonal issues, or on the general phenomenon of diversity instead of the social problem of discrimination in action. Edited by Adrienne J. Colella and Eden B. King, *The Oxford Handbook of Workplace Discrimination* provides readers with a broad and interdisciplinary review of state-of-the-art research on discrimination in the workplace. In this volume, Colella, King, and their contributing authors tackle the unique experiences of people from diverse perspectives and communities, including religious minorities, gay and lesbian workers, and people with disabilities; the myriad of ways in which discrimination can manifest and its overall consequences; explanations for discrimination; and strategies for reduction. This Handbook will propel future scholarship by clearly outlining the substantive questions, methods, and issues for the future ahead.

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