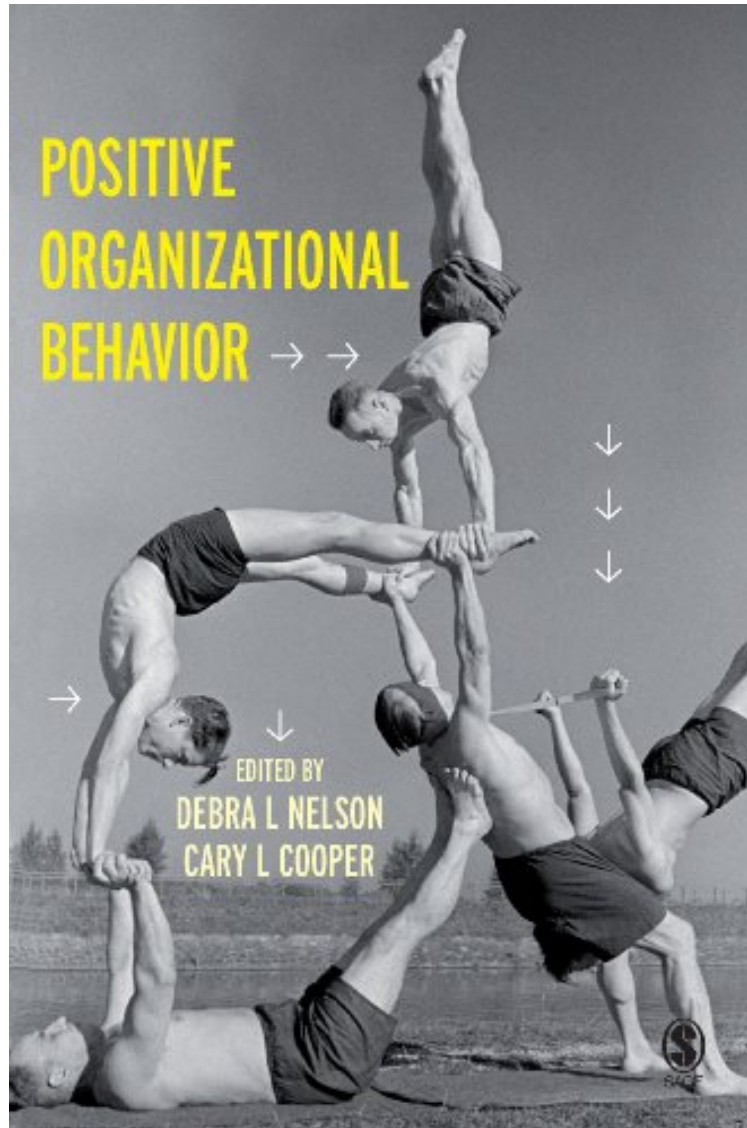


# Positive Organizational Behavior

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**From SAGE Publications Ltd : Positive Organizational Behavior** before purchasing it in order to gauge whether or not it would be worth my time, and all praised Positive Organizational Behavior:

9 of 10 people found the following review helpful. Positively Positive ReadingBy Kathleen G. Connolly"Positive Organizational Behavior" pulls together the current research and emerging vocabulary on the study of positive institutions. Articles in the collection include titles such as "Positive Emotion in Organizations," "Explaining Vigor," "Self-Engagement at Work," and "The Positive Role of Political Skill in Organizations." In 14 articles, this book rounds up much of what can be said so far about the topic. Though academic in style, the positive organizational psychologists write in a positively readable style. The writers push the reset button on old models of organization

development, providing new vocabulary and research that leads towards positive action and a new frame of mind. In the opening essay, editors Nelson and Cooper distance themselves from the "disease and dysfunction" model that focuses on the management of poor performance, weak motivation, and disengagement. Their goal, they write, is to focus on the positive attributes of people and their lives in organizations. They comment on the history of organizational psychology, in which a humanistic focus was once the norm. "Recent organizational psychology has reflected its business school context," they observe, "falling more closely in line with traditional economic and financial notions of firm performance." There's interesting new vocabulary here, too, such as "positive organizational psychology," "positive organizational behavior," "positive organizational scholarship," and "psycap"--short for psychological capital. PsyCap is a particularly interesting concept, described in an article titled "Psychological Capital: Investing and Developing Positive Organizational Behavior." The authors paint it as the set of psychological assets from which engagement may occur (or not). PsyCap contrasts with "human capital"--an economic concept that has paraded in human resources management clothing for a long time. While the book is very strong on concept and research, it is not a practitioner's manual. Given the emerging nature of the field, this is not surprising. Nonetheless, it would have been enhanced by some practical material for the workplace. I recommend it highly for academic and conceptual understanding.

Positive Organizational Behaviour is emerging as a truly contemporary movement within the classic discipline of organizational behaviour. The best work of leading scholars is gathered together in one edited collection. Chapters study the states, traits and processes that comprise this exciting new science. In addition to mapping the field, this collection goes one step further and invites noted experts to identify the methodological challenges facing scholars of Positive Organizational Behaviour. Positive Organizational Behaviour constitutes the study of positive human strengths and competencies, how it can be facilitated, assessed and managed to improve performance in the workplace. Its roots are firmly within positive psychology but transplanted to the world of work and organizations. This book showcases the cutting edge of this an exciting and challenging new area within Organizational Behaviour. It should be read by anyone who is interested in extending their knowledge of this field. Debra Nelson has a website at <http://www.nelsonquickgroup.com>

A book that can increase workplace productivity and satisfaction.--The Hindu A book that can increase workplace productivity and satisfaction. (The Hindu) About the Author Professor Sir Cary Cooper, CBE, is The 50th Anniversary Professor of Organizational Psychology and Health at Manchester Business School, University of Manchester, UK. He is also the President of the Chartered Institute of Personnel and Development, President of the British Academy of Management and President of RELATE (the national relationship charity). He is the author/editor of over 150 books, over 400 scholarly articles and a regular contributor to radio and TV. He was knighted by the Queen in 2014 for his contribution to the social sciences. He is the Editor-in-Chief of the Wiley-Blackwell Encyclopedia of Management (14 volumes), Editor of Whorsquo;s Who in Management, Editor of the Wiley-Blackwell WELLBEING volumes (six), Founding Editor of the Journal of Organizational Behavior, Founding and Formernbsp; Chair of the government think tank The Sunningdale Institute and lead scientist on the Government Office for Science Foresight project on Mental Capital and Wellbeing. In 2015 he was voted by HR Magazine as the Most Influential HR Thinker,nbsp; has been made an Honorary Fellow of the British Psychological Society, Royal College of Physicians, The Royal College of Physicians of Ireland (Occupational Medicine) and many more; and has Honorary Doctorates from a number of universities (eg Sheffield, Bath, Aston, Heriot Watt, Middlesex, Wolverhampton).nbsp;