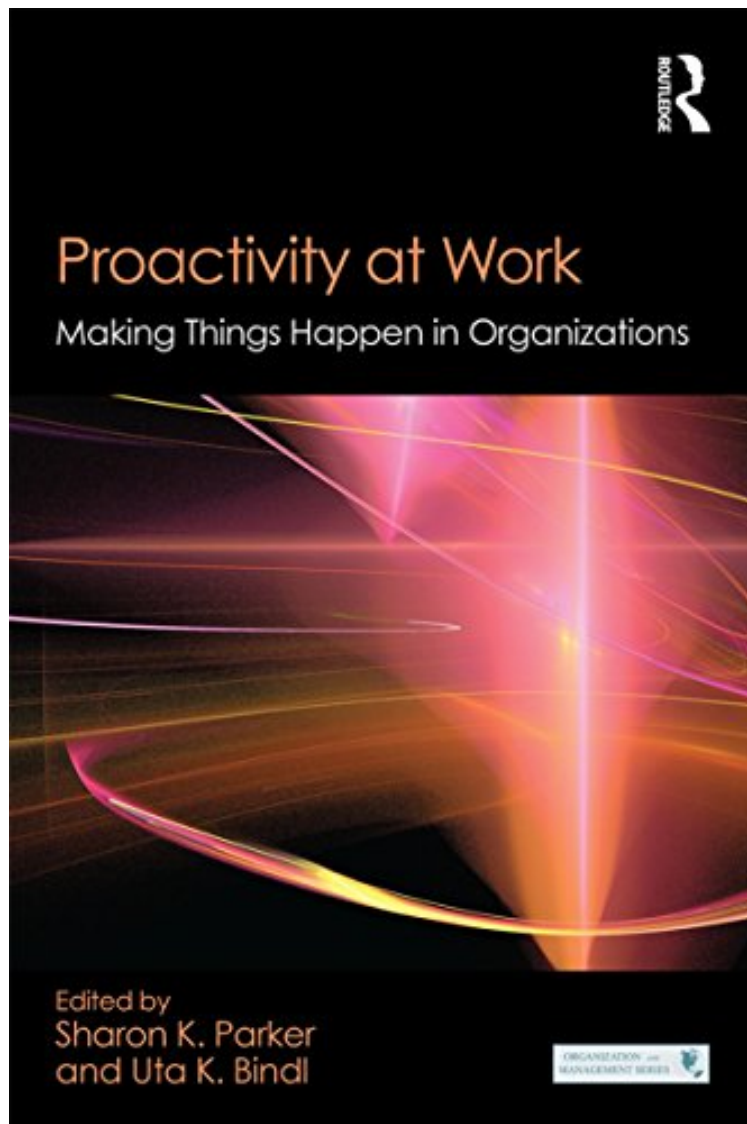


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## Proactivity at Work: Making Things Happen in Organizations (Organization and Management Series)

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**From Routledge : Proactivity at Work: Making Things Happen in Organizations (Organization and Management Series)** before purchasing it in order to gage whether or not it would be worth my time, and all praised Proactivity at Work: Making Things Happen in Organizations (Organization and Management Series):

As organizations grow increasingly complex and unpredictable, the topic of proactivity at work has become of great importance for contemporary workplaces. Proactivity drives performance and innovation of teams and organizations and boosts individuals' well-being and careers. When individuals are proactive, they use their initiative at work to bring about a better future. They scan for opportunities, persist until change is achieved, and take charge to prevent problems' future reoccurrence. In this book, leading scholars on proactivity from across North America, Europe, Asia, and Australia explore how, why, and when individuals are motivated to initiate change within their organizations or themselves and examine the consequences of various forms of proactivity at work. Individual chapters explore specific concepts of proactivity, such as proactive voice, job crafting, and career proactivity, as well as highlight individual processes and organizational dynamics that underlie successful proactivity at work. By providing insights on key advances and future directions for proactivity theory, research, and practice, *Proactivity at Work* synthesizes what we already know and identifies what we still need to learn about making things happen at work. This book is relevant to all those involved or interested in Work Psychology and Business, including Human Resource Management scholars.

'*Proactivity at Work*, edited by Parker and Bindl, provides a thoughtful and useful organization of a topic that is of theoretical importance to organizational behavior scholars as well as practical relevance to work organizations. Chapters, which are written by leading scholars from around the world, are likely to stimulate and guide additional work that does not only enhance our understanding of proactivity as an influential scholarly concept, but also connect proactivity to critical organizational practices (such as staffing, training, and mentoring) and phenomena (such as the interface between employees and their leaders and work teams).'

— Gilad Chen, Robert H. Smith Chair in Organizational Behavior, the Robert H. Smith School of Business, University of Maryland. Editor, *Journal of Applied Psychology*. 'This is the go-to handbook for research on proactivity. The world's leading experts to share their frameworks and evidence on the causes, consequences, mechanisms, and boundary conditions of self-starting, change-oriented action.'

— Adam Grant, The Wharton School, University of Pennsylvania. Author of *Originals* and *Give and Take*.

About the Author Sharon K. Parker is a Professor of Management and Organisations at the Business School, University of Western Australia and an Australian Laureate Fellow. She is a world-leading expert on the topic of proactive work behavior. Uta K. Bindl is an Assistant Professor of Management at the London School of Economics and Political Science (LSE). She is an expert on the topics of employee proactivity and well-being.