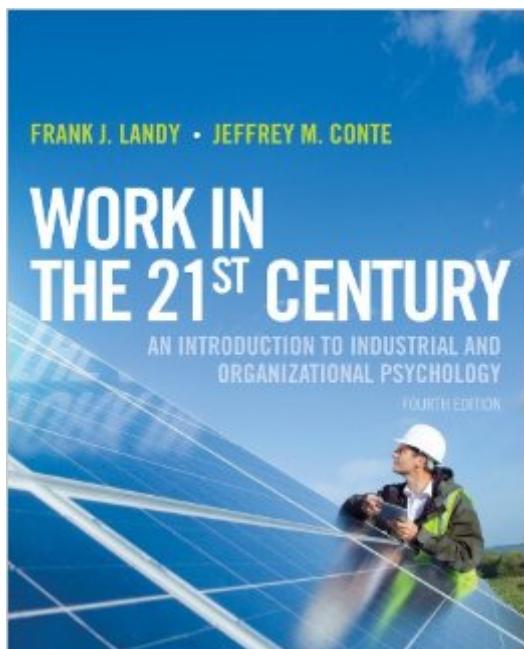


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# Work In The 21st Century: An Introduction To Industrial And Organizational Psychology, 4th Edition



## **Synopsis**

Now in its 4th edition, *Work in the 21st Century: An Introduction to Industrial and Organizational Psychology* is the most current, engaging, and highly regarded text for the industrial and organizational psychology course. The fourth edition retains the 14-chapter format and the 4-color design, which brings I-O psychology to life, especially with the use of newsworthy color photographs. Although recent I-O research provides a wealth of new material to explore, the book's length has been reduced in this edition by omitting, or streamlining the discussion of, less current material. The 4th edition presents many new topics, including social networking sites (e.g., Facebook) and the workplace, I-O psychologists' role in sustainable and environmentally conscious organizations, employee engagement, genetics and entrepreneurship, SIOP's new status as a consultative non-governmental organization (NGO) to the United Nations, and evidence-based I-O psychology. There is expanded coverage of many topics including international and cross-cultural issues, competency modeling, core self-evaluations, legal issues, entrepreneurial motivation, authentic leadership, personality-based job analysis, emotional intelligence, bullying, leader stereotypes, emotional labor, procedural justice in performance evaluations, and telecommuting.

## **Book Information**

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## Customer Reviews

I'm a course instructor using the book for the first time. The book provides a nice outline for I/O psychology but is strongly lacking the detail required to interpret the research cited in the text. When I had the time, I found myself going to the journal articles cited so I could explain to the students what was going on. Even meta-analyses cited in the text felt over-simplified. Students want to hear more detail, not necessarily about a specific study but about the bigger picture. There's a lot of listing of behaviors/items which gets boring and encourages rote memorization. In many areas, the text feels like it has too much "fluff." Some of the theories were detailed, but I found a couple that were a bit outdated, yet they were still in the book. Other theories which I was less familiar with were lacking so much detail that I didn't even understand them after reading the text. At that point, I questioned the value of even having them there. For the industrial side which is the area I'm more trained in, the book became more of a supplement. I'll be using the book next semester, because I don't have the time to restructure the course for a new text. If you're choosing a text for the first time, I would look elsewhere. It's not a bad text, but I now know there's better out there.

This is - as any typical text book - at times boring and over-inflated. I hope that textbook writers find a better way to create learning tools for students - I am not sure how that will occur - but textbooks are so boring and seem to focus on outmoded learning styles. This one does do a comprehensive job in explaining I/O psychology - but it is dry and reading it is at times a task.

This book was good. Had great material and explanations. I wished I could have used it more (my professor had power points and the material didn't match the book much). This is a great up-to-date book about I-O Psychology.

I'm sure this is for a class, but this is a great book in general. Much to learn in I/O psychology! Book written in a way that a person like me who sucks at reading can pay attention!

Very comprehensive coverage of all I-O topics. Deducted one star for the tiny fonts and the lack of access code for teaching aids.

A little wordy and pretty repetitive. But didn't choose the book for class. Best option for an overview

of I/O psych.

a good read for my class. It is an interesting book to read. especially if you need it for one of your classes,

Loved this textbook! I needed it for class, but it was easy to connect it to real life "here and now".

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