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understanding of behavior gained through experience with that gained through systematic OB analysis will help managers become more effective.

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Chapter 1: Introduction to the Field of Organizational Behavior contingency anchor states that OB theories generally need to consider that there will be different consequences in different situations. The multiple levels of analysis anchor states that OB topics may be viewed from the individual, team, and organizational levels of analysis.

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shifts from the individual to the group level-an important distinction given the increased reliance on teams in many organizations. Jex identifies the factors that have the greatest impact on group effectiveness and examines the dynamics underlying intergroup behavior. Finally, he moves to the organization ("macro") level, revealing a variety of ways in which organizations engage in planned change with the assistance of behavioral science knowledge.

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reading. Õ Ð Lyman W. Porter, University of California, US
ÔThis book is a tour-de-force and a must-read for any scholar and practitioner who is interested in managing global organizations. From such topics as how to motivate, reward, lead, manage conflict, and structure work in different cultural contexts, the authors provide critical insights into how culture shapes all aspects of organizational behavior and a compelling vision of the future that awaits multinational and global organizations. Bravo to the authors for providing the field with a gold mine of information on managing organizations across cultures! Õ Ð Michele Joy Gelfand, University of Maryland, US ÔThis book represents the very best of academic as well as field intensive thinking about cultural and global issues in organizations. While many

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people have focused on cultural and global issues in the past several decades, the field has largely lacked a systematic review and analysis of these issues in specific contexts. What Bhagat, Triandis and McDevitt offer the reader is a wonderfully comprehensive analysis of key issues of culture in organizations. This is absolutely a "must" reading for every serious scholar of global organizations. Dr. Chris Earley, Purdue University, US "This is an important book dealing with the increasingly important phenomenon of international business ventures and the globalization of management, markets, and careers. Drs. Bhagat, Triandis, and McDevitt have produced a challenging and highly readable book in which they analyze such key concepts as intercultural communication, job satisfaction in culturally

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diverse workplaces, the additional workplace stressors brought on by international business alliances, the importance of working with others in groups and on teams charged with task completion, and the transfer of technology among people with different but overlapping skill sets and knowledge. This book will find a valued place in the libraries of international managers, graduate students contemplating careers in international business, and trainers who take on the challenge of preparing people for assignments in countries other than their own. Ò Ð Richard Brislin, University of Hawaii, US Ô Issues of cultural variations in the management of global organizations are of great importance in the 21st century. In developing this book, these three authors bring a wealth of academic knowledge, practical insights from their consulting

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and worldwide travels in presenting us a coherent picture of how the world of work organizations have changed in response to cultural differences and synergies. The 14 chapters cover all of the important aspects of organization behavior and theory including recent topics like global management focused on the creation and transfer of organizational knowledge. This book is a must read for all students interested in understanding the fundamentals of cultural differences and how they affect the management of global organizations. Õ Đ Kwok Leung, City University of Hong Kong, China The globalization of business is a reality that confronts organizations of all sizes from different nations and cultures. This book serves as a comprehensive guide for understanding the nature of cultural variations that affect

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important aspects of organizational behavior. The authors expertly cover all of the relevant functions that managers are concerned with in the process of managing global organizations. Various research-based theories and findings are discussed to explain the significance of cultural variations in these phenomena. Readers will gain a clear perspective on how cultural variations have the potential to affect organizational functioning and effectiveness across national borders. A mastery of the fundamental concepts and issues covered in this book will enable future managers of multinational and global corporations to become more effective in dealing with people in different countries and enhance organizational effectiveness on an ongoing basis. Scholars and students will also find this book a path-breaking

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resource for understanding this important topic.

Designing Stress Resistant Organizations demonstrates, in a persuasive way, how computational organization theory can be applied to advance the field of management with its successful integration of theory and practice. At the theoretical level, the book contains a comprehensive computational framework called DYCORP, which simulates dynamic and interactive organizational behaviors by incorporating multiple factors such as organizational design, task environment, and stress, and which generates consistent and insightful propositions on organizational performance. The book utilizes an organization science based approach to computational modeling. This approach recognizes the limit of

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human cognition as it was outlined by Herbert A. Simon in 1947. The model strives to focus on the essence of the reality that is most relevant to the research issue. This approach has been proven to be more beneficial for us to understand the underlying dynamics of the phenomenon.

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