ORGANIZATIONAL BEHAVIOR

Don, Hellreigel, John W. Slocum, Jr. and Richard W. Woodman
South western Thomson Learning, Singapore, 2001 (9th ed.), Page: 596, Rs. 374/-

The ninth edition of **Organizational Behavior** by *Hellreigel, Slocum* and *Woodman* presents a refreshingly motivating attempt at understanding the whole dynamics of this intriguing subject of study. The book has successfully handled the challenge of fine-tuning and broad-basing the existing thought as pertaining to the subject of Organizational Behavior by exploring the most current thinking and practices in the field of Applied Behavioral Sciences and appropriately incorporating the same. This book makes a sincere attempt at providing a thought stimulating reading in Organizational Behavior by encompassing a wide variety of self-administrable inventories, well illustrated examples and exploringly detailed case studies. This book provides value-added knowledge for individuals and teams at all organizational levels through its unique attempt at promoting the development of competencies around seven crucial & fundamental capabilities:

- Managing self competency
- Managing communication competency
- Managing diversity competency
- Managing ethics competency
- Managing across cultures competency
- Managing teams competency
- Managing change competency

This book has comprehensively integrated skills, behaviors, attitudes, and knowledge through targeted self-assessments pertaining to specific competencies. While the book presents a neatly marked framework of theoretical insights, it also facilitates gauging of learning by providing meaningful benchmarks to students in terms of their competency mapping.

The book is divided into three main blocks – I) Individual Processes; II) Group and Inter-personal processes; and III) Organizational Processes. Each of these blocks is further fragmented into meaningfully classified chapters of study. Each chapter contains few boxed inserts that reflect one of the seven competencies forming the core of this book. Theses inserts also provide insights, illustrations, and applications to help the readers navigate themselves through the journey of competency development in the field of Organizational Behavior. These boxed inserts integrate well with the theoretical insights as brought out by the chapter concerned and therefore provide meaningful road-maps for exploration in the stream of Organizational Behavior.

Moreover, each chapter ends with Developing Competencies exercises (in the form of self-assessment instruments), questionnaires, or cases. Almost more than fifty percent of these end-of-chapter add-ons are new to this edition. These facilitate the development of professional competencies of the reader with a deeper understanding of the concepts elaborated in the chapter. The book comes with a comprehensive package of insightful teaching and learning supplements on offer. These include – Instructor's Manual; Test Bank; Study

Guide; Video; PowerPoint presentation slides; Transparency Acetates; Instructor's Resource CD-ROM; Organizational Behavior: Experiences and Cases; and Experiencing Organizational Behavior.

In nutshell, this book marks a revolutionary departure from the conventional method of learning in the field of Organizational Behavior by synthesizing theoretical concepts with application oriented insights in order to help develop a wholesome competency profile.

- ***Reviewed by Neena Verma***