

Gary P. Latham

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Gary P. Latham



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CANADIAN PSYCHOLOGY Work Motivation History Theory Research and Practice provides unique behavioral science frameworks for motivating employees in organizational settings. Drawing upon his experiences as a staff psychologist and consultant to organizations, author Gary Latham has written this book in a mentor voice that is highly personal and rich in examples, including enduring influences of mentors on researchers in the field. Key Features: Includes anecdotes about and from the major thought leaders in the field of motivation. Personal insights from and about leading personalities in the field of motivation such as Bandura, Frese, Hough, Judge, Kanfer, Lawler, Locke, Pinder, Rousseau, and Vroom make the material come alive. Behind the scenes accounts of research and the researchers who conducted studies in North America, Africa, Asia, Australia, and Europe are addressed. Offers a chronological review of the research on and theories of motivation in the workplace. Written in a meaningful and memorable style, a comprehensive treatment of work motivation is given from the end of the 19th century to the present. Provides a taxonomy for the study and practice of motivation. The book explains how and why to take into account a person's needs, values, work setting, goals, moods, and emotions. Controversies of theoretical and practical significance such as the importance of money, the relationship between job satisfaction and job performance, and the distinction between intrinsic and extrinsic motivation are captured and resolved. Intended Audience: This is an excellent text for advanced undergraduate and graduate students studying work motivation in the departments of Industrial/Organizational Psychology, Organizational Behavior, and Human Resource Management. Talk to the author: <http://www.rotman.utoronto.ca/facbios/viewFac.asp?facultyID=latham>

Work Motivation Gary P. Latham, 2016 Work Motivation draws on the author's experiences as a staff psychologist in and a consultant to organizations. It is written with a mentor voice that is highly personal and rich in examples, including enduring influences of mentors on researchers in the field.

Motivation and Punishment of Referees in Non-professional Football Michael Negri, 2010-11-01 Making people act the way oneself wishes is a challenging task in private and professional life. Scientific literature proposes two basic approaches to make people comply with one's interests in this context. One way is to foster the person's intrinsic motivation or to offer extrinsic rewards. The other method is to punish misbehaviour by removing something pleasant or presenting something aversive to a person. Regardless which approach is chosen, the measures taken have to be oriented towards the person's characters and the existing circumstances to be effective. This work answers the question of

how problems resulting from a constellation in which someone acts on behalf of another person can be reduced or even solved This type of interaction between two parties is referred to as Principal Agent Theory in literature and represents the theoretical basis of the work As a practical example the case of football referees in the district of Guetersloh Germany is consulted In order to back up the findings from the Principal Agent Theory an empirical analysis delivers further solution mechanisms Basing on this case the author shows which motivational aspects influence human behaviour and provides practical recommendations to make people act in accordance with one's own interests In this regard the role of punishment is also evaluated and it is shown how this form of negative enforcement has to be set up to be effective The work therefore offers guidance and tools for people who have to manage others and helps to understand why people act the way they do

The ^AImportance of Work in an Age of Uncertainty David L. Blustein, 2019-06-03 Drawing from extensive interviews with working people across the US as well as insights from psychological research on work and careers The Importance of Work in an Age of Uncertainty provides compelling evidence that the nature of work in the US is eroding and with powerful psychological and social consequences *Work Motivation in Organizational Behavior* Craig C. Pinder, 2014-07-17 This second edition of the best selling textbook on Work Motivation in Organizational Behavior provides an update of the critical analysis of the scientific literature on this topic and provides a highly integrated treatment of leading theories including their historical roots and progression over the years A heavy emphasis is placed on the notion that behavior in the workplace is determined by a mix of factors many of which are not treated in texts on work motivation such as frustration and violence power love and sex Examples from current and recent media events are numerous and intended to illustrate concepts and issues related to work motivation emotion attitudes and behavior **The Oxford Handbook of Organizational Psychology, Volume 1** Steve W. J. Kozlowski, 2012-06-14 Organizational psychology is the science of psychology applied to work and organizations This is the first of two volumes which compiles knowledge in organizational psychology encapsulates key topics of research and application and summarizes important research findings *The Everyday Leader* John Cross, Rafael Gomez, Kevin Money, 2019-07-25 Recognise and embrace your natural everyday leadership qualities to become more motivated and empowered in the workplace and at home Every day every one of us is a leader in some way we just don't necessarily know it Leadership is about inspiring change and movement whether on an individual level a person's attitude behaviour emotions or habits or an organizational level culture goals vision or strategy By changing the way you approach the concept of leadership The Everyday Leader will help you recognise and embrace your natural leadership qualities so that you can be more motivated and empowered in the workplace and at home The Everyday Leader tackles the main challenges that leaders face at some point in their career leading teams attaining buy in from stakeholders leading through artificial intelligence whistleblowing and leading from a distance But the book also addresses the leadership issues that occur in day to day life listening and empathising making change attractive and accessible

influencing and persuading and making the right decision through information overload Providing advice and tools for those looking to polish their existing leadership skills or anyone who wants to take the next step in their career The Everyday Leader also recognises that leadership doesn't stop once you clock off these are lessons you can and should take home with you **The SAGE Handbook of Industrial, Work & Organizational Psychology, 3v** Deniz S Ones, Neil

Anderson, Chockalingam Viswesvaran, Handan Kepir Sinangil, 2021-08-04 The second edition of this best selling Handbook presents a fully updated and expanded overview of research providing the latest perspectives on the analysis of theories techniques and methods used by industrial work and organizational psychologists Building on the strengths of the first edition key additions to this edition include in depth historical chapter overviews of professional contexts across the globe along with new chapters on strategic human resource management corporate social responsibility diversity stress emotions and mindfulness in the workplace environmental sustainability at work aging workforces among many others Providing a truly global approach and authoritative overview this three volume Handbook is an indispensable resource and essential reading for professionals researchers and students in the field Volume One Personnel Psychology and Employee Performance Volume Two Organizational Psychology Volume Three Managerial Psychology and Organizational Approaches The Peak Performing Organization Ronald J. Burke, Cary L. Cooper, 2008-11-26 This international collection of essays from leading authorities in the field of organizational studies combines empirical and theoretical evidence and analyses how effective human resource management can lead to successful organizations

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