



# Organizational Behavior: Securing Competitive Advantage

By John A. Wagner III, John R. Hollenbeck

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**Organizational Behavior: Securing Competitive Advantage** By John A. Wagner III, John R. Hollenbeck

The management of organizational behavior is a critically important source of competitive advantage in today's organizations. Every organization's members share a constellation of skills, abilities, and motivations that differentiates it from every other firm. To gain advantage, managers must be able to capitalize on these individual differences as jobs are designed, teams are formed, work is structured, and change is facilitated. This textbook, now in its second edition, provides its readers with the knowledge required to succeed as managers under these circumstances.

In this book, John Wagner and John Hollenbeck make the key connection between theory and practice to help students excel as managers charged with the task of securing competitive advantage. They present students with a variety of helpful learning tools, including:

- Coverage of the full spectrum of organizational behavior topics
- Managerial models that are based in many instances on hundreds of research studies and decades of management practice
- Introductory mini-cases and current examples throughout the the text to help students contextualize organizational behavior theory and understand its application in today's business world

The ideal book for undergraduate and graduate students of organizational behavior, *Organizational Behavior: Securing Competitive Advantage* is written to motivate exceptional student performance and contribute to their lasting managerial success.

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### Editorial Review

#### Review

"John Wagner and John Hollenbeck's *Organizational Behavior* provides a clear and comprehensive coverage of the field with a lively writing style and plenty of great company examples. The authors are well-recognized as both leading edge researchers and effective educators, a combination that is critical to the development of this book. These authors make the theories and concepts in the field come to life for the students, enabling them to both understand and apply them in the workplace. It's a book that will make the learning experience both fun and productive." - *Patrick Wright, Professor, Darla Moore School of Business, USA*

"This book offers a masterful introduction to the world of management and organizations. Wagner and Hollenbeck take the reader on an easy-to-follow journey through the theory, research and practice of managing individuals, leading groups and teams, and designing organizations for success. The book offers a fresh perspective and contemporary illustrations of classic organizational theory, and rich insight into the new ideas and practices that are shaping organizations today. Chapters are filled with real-life examples and vignettes that are both engaging and thought provoking. All in all, this textbook is a must-have for any management educator or trainer." - *Scott DeRue, Professor, University of Michigan, USA*

"John Wagner and John Hollenbeck have crafted a wonderful resource for teachers of organizational behavior and human resource management at both the undergraduate and graduate levels. The authors are world-renowned researchers who have dedicated most of their scholarly careers to researching micro- and meso-organizational behavior, and their vast expertise successfully informs the diverse set of topics covered in this book. Not only is this book based on sound scientific discoveries, but it insightfully utilizes real-life business cases and illustrations to make organizational theories more accessible and understandable for the reader. This book is a must-read for both students and teachers of management." - *Klodiana Lanaj, Assistant Professor, University of Florida, USA*

"*Organizational Behavior: Securing Competitive Advantage* is a valuable textbook for teaching and learning the concepts of organizational behavior from two of the most respected experts in the field: Wagner and Hollenbeck. No doubt the textbook provides a strong theoretical foundation to the field of organizational behavior, but its competitive advantage is secured in its focus on the problem-solving process. As the authors explain, problem-solving is a key skill for managers to develop, and by emphasizing the problem solving process through review questions and 'real-world' examples, they encourage students to link theory to practice." - *Jennifer Nahrgang, Assistant Professor, University of Arizona, USA*

#### About the Author

**John A. Wagner** is Associate Dean for Undergraduate Programs and Professor of Management at Michigan State University, USA. He is an associate editor of the *Administrative Science Quarterly* and has served on the editorial board of the *Academy of Management Review*, in addition to having published in top-tier journals.

**John R. Hollenbeck** is University Distinguished Professor and Broad Professor of Management at Michigan State University, USA. He has served as acting editor of *Organizational Behavior and Human Decision Processes*, associate editor of *Decision Sciences*, and editor of *Personnel Psychology*, and has published over 80 articles and book chapters.

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