



Organizational Behavior: Improving Performance and Commitment in the Workplace

Jason Colquitt, Jeffery LePine, Michael Wesson

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Now in its FIFTH edition, **Colquitt-LePine-Wesson** continues to offer a novel and innovative approach to teaching organizational behavior.<?xml:namespace prefix = "o" ns = "urn:schemas-microsoft-com:office:office" />

Why did we decide to write this textbook? Well, for starters, organizational behavior (OB) remains a fascinating topic that everyone can relate to (because everyone either has worked or is going to work in the future). What makes people effective at their job? What makes them want to stay with their employer? What makes work enjoyable? Those are all fundamental questions that organizational behavior research can help answer. However, our desire to write this book also grew out of our own experiences (and frustrations) teaching OB courses using other textbooks. We found that students would end the semester with a common set of questions that we felt we could answer if given the chance to write our own book.

- **OB really matters** - The book opens with two chapters barely covered in other texts: job performance and organizational commitment. Those topics are critical to managers and students alike, and represent two of the most critical outcomes in OB. Each successive chapter then links that chapter's topic back to those outcomes, illustrating why OB matters in today's organizations.
- **OB topics all fit together** - The book is structured around an integrative model, shown on the back cover and spotlighted in the first chapter, that provides a roadmap for the course. The model illustrates how individual, team, leader, and organizational factors shape employee attitudes, and how those attitudes impact performance and commitment. In this way, the model reminds students where they are, where they've been, and where they're going.

OB is all around them - The book includes innovative insert box features that students actually enjoy reading. OB on Screen uses scenes from popular films, such as Skyfall, Lincoln, 42, Moneyball, and Argo to demonstrate OB topics. OB at the Bookstore draws a bridge to popular business books, including Quiet, the Charisma Myth, Lean In, and the Happiness Project.

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