



Psychology in Organizations

By Alex Haslam

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Alex Haslam has thoroughly revised and updated his ground-breaking original text with this new edition. While still retaining the highly readable and engaging style of the best-selling first edition, he presents extensive reviews and critiques of major topics in organizational psychology - including leadership, motivation, communication, decision making, negotiation, power, productivity and collective action - but with much more besides.

Key features of this 2nd Edition:

- An entirely new chapter on organizational stress which deals with highly topical issues of stress appraisal, social support, coping and burnout.
- New, wider textbook format and design making the entire book much more accessible for students.
- Wide range of pedagogical features included - suggestions for further reading included at the end of each chapter; comprehensive glossaries of social identity, social psychological and organizational terms.



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Editorial Review

Review

‘**Psychology in Organizations: A Social Identity Approach** by Alex Haslam is well written, systematical, structured and comprehensive. Yet it is a highly readable, accessible and powerfully argued text. The book, written by one of the pre-eminent theorists in the social identity tradition, provides a social psychological (re)analysis of organisational life. It is a book that challenges many of the central assumptions, and exposes the implicit political implications, of the dominant theoretical models in the field of organisational psychology. In this sense alone it is a controversial and worthwhile read for those with an interest in organisational and social psychology, human behaviour in organisational contexts and the politics of organisational theory’ - **PINS**

‘Every so often, a book comes along that pulls together the knowledge in an area into a coherent perspective that is rich with either new research ideas or practical implications. Haslam's analysis of organizations through the lens of social identity theory has both and it is well written. He has reanalyzed the big issues from management and organizational psychology, including their historical roots. His critical analyses of leadership, motivation, groups, negotiations, power and conflict are full of insights and implications that researchers and practitioners alike will enjoy. This is a scholarly book that rises above the jargon to provide a fresh social perspective on the psychology of organizations’ - **Robert Wood, Australian Graduate School of Management**

‘This is a truly outstanding book that will undoubtedly revolutionize the way organizational behavior is thought about. It provides a coherent theoretical framework for understanding the central issues in the field, clearly explains how social identity processes affect organizational behaviour, and points to the critical research issues that need to be addressed in the future. It is so well-written that those unfamiliar with organizational psychology will immediately grasp the importance of the issues, and experienced investigators will learn a great deal by reading it. A fantastic overview and analysis of the field!’ - **Nyla Branscombe, University of Kansas**

‘Alex Haslam has done a marvellous job of integrating social identity principles into a thoroughly scholarly and complete review of the whole field of organizational psychology. He has written not only a textbook but also a critical and constructive examination of the contemporary field and at the same time a superb summary of and introduction to social identity ideas. A “must read” for any organizational or social psychologist who wants to know what the social identity approach has to offer.’ - **John C Turner, Australian National University**

‘I think this makes an excellent course text for beginning as well as advanced students of organizational psychology, but at the same time, this book is a ‘must read’ for researchers interested in the social identity approach to organizational psychology’ - **Naomi Ellemers, Leiden University**

‘A novel, yet timely, application of the social identity approach to the organizational domain simultaneously integrating the existing research and providing a model for theoretical and practical progress within the discipline.... All in all, an entertaining and groundbreaking book that serves a multitude of purposes across a

wide range of disciplines. I can only hope that it becomes required reading` - ***Psychology in Society***

‘An excellent overview of what organizations are all about.... A truly outstanding explanation [of] Social Identity Theory and Self-Categorization Theory and [their] links to organizational behaviour.... The book shows us in an elegant way that social psychologists have the potential to make a big impact on the organizational field.... Very useful and informative reading.... A beautiful example of integration’ - ***European Bulletin of Social Psychology***

‘The principal merit of Haslam’s book is to present the first extensive overview of the predictors, moderators and consequences of social identification in organizations. There is no comparable outline of the theory.... We like this book and believe that it is needed’ - ***European Journal of Organizational Psychology***

About the Author

S. Alexander Haslam is a professor in the School of Psychology at the University of Queensland, Australia.

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Michael Stein:

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