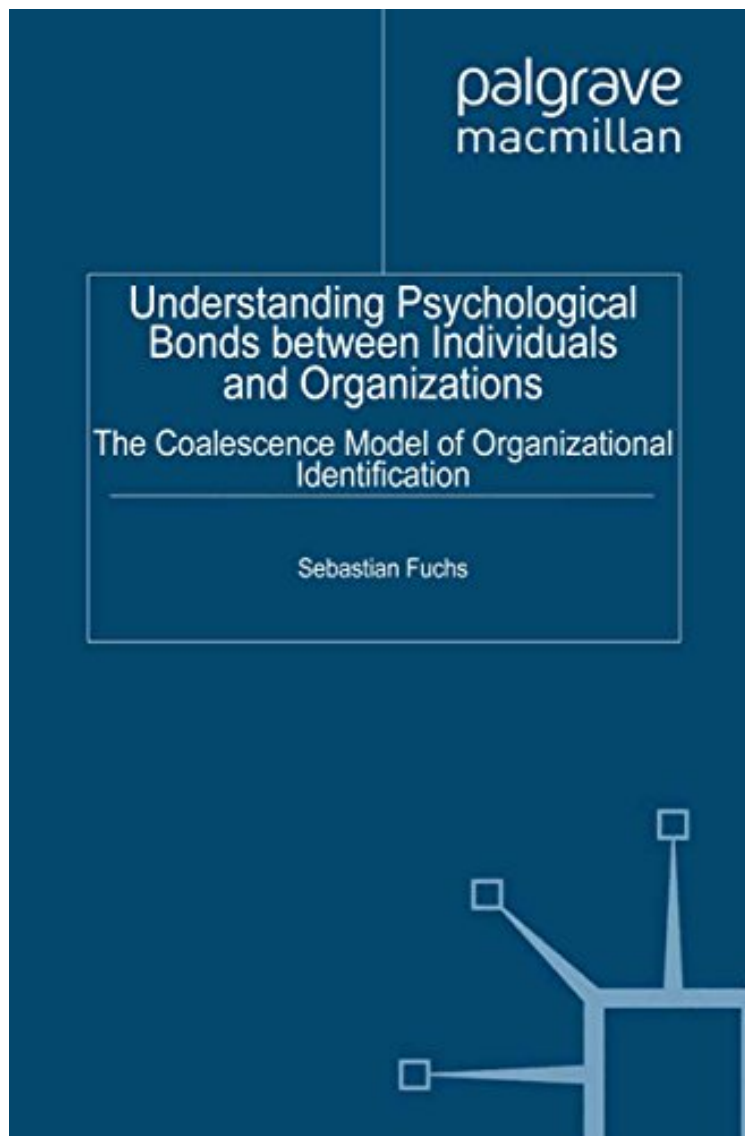


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# Understanding Psychological Bonds between Individuals and Organizations: The Coalescence Model of Organizational Identification

*S. Fuchs*

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**About the Author**  
SEBASTIAN FUCHS is a Senior Lecturer in Organizational Psychology and Human Resource Management (HRM) at Middlesex University, UK and researches issues surrounding the employee-organization relationship. This includes the notions of organizational identification and commitment, employee performance, justice concerns at the workplace, organizational identity matters, employee perceptions of support and appreciation, and the management of change initiatives. He holds a PhD in Organizational Psychology from King's College London, an MSc in HRM from the London School of Economics and Political Science and a BA in HRM and Marketing from Middlesex University.