

# Work Psychology and Organizational Behaviour: Managing the Individual at Work

Wendy Hollway

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the Individual  
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Wendy Hollway : Work Psychology and Organizational Behaviour: Managing the Individual at Work before purchasing it in order to gauge whether or not it would be worth my time, and all praised Work Psychology and Organizational Behaviour: Managing the Individual at Work:

This illuminating and incisive textbook traces the development of work psychology and organizational behaviour from the early twentieth century to the present day. Far from being a conventional history of ideas, it is a demonstration of how each emerging school of thought has reflected the search for solutions to particular management problems, within specific social, political and economic contexts. Its primary focus is the relations among knowledge, power and practice. Hollway deftly documents the key developments in the field, from scientific management and industrial psychology, through the human relations movement, to such current concerns as organizational culture, leadership and human resources management. She examines their production within particular conditions and power structures. She charts the impact of each trend upon the emergence of new management tools, work practices and ways in which employee regulation is attempted. The book concludes with a projection of the likely future development of work psychology and organizational behaviour in the light of current changes in work and employer-employee relations. *Work Psychology and Organizational Behaviour* will be essential reading for teachers, students and practitioners in occupational psychology, organizational behaviour, industrial and organizational sociology, personnel and human resources management and public administration.