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Organizational Behavior, Theory, And Design In Health Care ...
Dr. Borkowski is a nationally recognized author with the first edition of her book Organizational Behavior in Health Care being referred to as "one of the most significant advances in the field of health services administration" which was awarded the AJN 2005 Book of the Year Award for nursing leadership and management.

Organizational Behavior in Health Care, Fourth Edition is specifically written for health care managers who are on the front lines every day, motivating and leading others in a constantly changing, complex environment. Uniquely addressing organizational behavior theories and issues within the healthcare industry, this comprehensive textbook not only offers in-depth discussion of the relevant topics, such as leadership, motivation, conflict, group dynamics, change, and more, it provides students with practical application through the use of numerous case studies and vignettes. Thoroughly updated, the Fourth Edition offers: - Two chapters addressing demographic shifts and cultural competency and their importance for ensuring the delivery of high quality care (Ch. 2 & 3) - New chapter on change management and managing resistance to change. - New and updated content (modern theories of leadership, teaming, etc), and case studies throughout.

Due to the vast size and complexity of the U.S. health care system--the nation's largest employer--health care managers face a myriad of unique challenges such as labor shortages, caring for the uninsured, cost control, and quality improvement. Organizational Behavior, Theory, and Design, Second Edition was written to provide health services administration students, managers, and other professionals with an in-depth analysis of the theories and concepts of organizational behavior and organization theory while embracing the uniqueness and complexity of the healthcare industry. Important Notice: The digital edition of this book is missing some of the images or content found in the physical edition.

Organizational Behavior in Health Care was written to assist those who are on the frontline of the industry everyday healthcare managers who must motivate and lead very diverse populations in a constantly changing environment. Designed for graduate-level study, this book introduces the reader to the behavioral science literature relevant to the study of individual and group behavior, specifically in healthcare organizational settings. Using an applied focus, it provides a clear and concise overview of the essential topics in organizational behavior from the healthcare manager s perspective. Organizational Behavior in Health Care examines the many aspects of organizational behavior, such as individuals perceptions and attitudes, diversity, communication, motivation, leadership, power, stress, conflict management, negotiation models, group dynamics, team building, and managing organizational change. Each chapter contains learning objectives, summaries, case studies or other types of activities, such as, self-assessment exercises or evaluation."

The new edition of Organizational Behavior includes a rich array of exercises, cases, and applied materials such as the Kouzes and Posner Leadership Practices Inventory and Pfeiffer Annual Edition exercises available in the OB Skills Workbook. It also focuses more on the hot topic of ethics throughout the entire book to ensure it is contemporary and engaging. The text also introduces two brand new key features " Finding the Leader in You" and "Taking it Online". "Finding the Leader in You", discusses leading in the workplace in a personal and applied way. The goal is to make the material more relevant and applicable to today's readers. The "Taking it Online" feature will take the reader from the book to an online case, activity, self-assessment, or video clip of the leader they are reading about.

Organizational Behavior: For a Better Tomorrow, 2nd Edition is a unique, blended approach to the subject, combining traditional core competencies with contemporary research and innovative practices. The textbook 's distinctive dual presentation integrates " conventional " and " sustainable " organizational behavior (OB) to help students understand how creativity, collaboration, and ethical decision-making can positively impact people, organizations, and entire communities. This fully-updated second edition provides a balanced, real-world approach that strengthens critical thinking skills, enables students to explore the rationale for sustainable OB practices, and illustrates and how values and ethics influence business decisions in the real world. Rather than focusing only on the short-term, bottom-line approach of traditional OB, the text discusses a comprehensive range of topics, from current trends in popular media and scholarly literature, to addressing the current and long-term needs and goals of organizational stakeholders.

This book thoroughly examines organization theory, organization behavior, and organization development in the unique context of the healthcare setting. Each section contains key chapters that address foundations, research, and new directions in these domains.

Explore the evolution of organization theory in the health caresector Advances in Health Care Organization Theory, 2nd Edition,introduces students in health administration to the fields oforganization theory and organizational behavior and theirapplication to the management of health care organizations. Thebook explores the major health care developments over the pastdecade and demonstrates the contribution of organization theory toa deeper understanding of the changes in the delivery system,including the historic passage of the Patient Protection andAffordable Care Act of 2010. Taking both a micro and macro view,editors Stephen S. Mick and Patrick D. Shay, collaborate with a roster of contributing experts to compile a comprehensive volumethat covers the latest in organization theory. Topics include: Institutional and neo-institutional theory Patient-centered practices and organizational culturechange Design and implementation of patient-centered care managementteams Hospital-based clusters as new organizational structures Application of social network theory to health care

Health Organizations explores theories of organization and knowledge of organization behavior in ways that foster change in productive and sustainable ways resulting in better outcomes. Readers will learn systematic planned approaches for organization development and team building and by examining power, influence, conflict, motivation, and leadership in the context of health service delivery. Important Notice: The digital edition of this book is missing some of the images or content found in the physical edition.

"Organizational behavior is the study of individual and group dynamics within an organization setting (micro level of analysis), whereas, organization theory is the study of the organization as a whole (macro level of analysis). In other words, organizational behavior is the psychology of organizations and organizational theory is the sociology of organizations (Daft, 2004)"--

The management of organizational behavior is a critically important source of competitive advantage in today 's organizations. Managers must be able to capitalize on employees ' individual differences as jobs are designed, teams are formed, work is structured, and change is facilitated. This textbook, now in its third 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 – not the latest fad • Completely new introductory mini-cases and updated examples throughout the text to help students contextualize organizational behavior theory and understand its application in today 's business world This ideal book for upper-level undergraduate and postgraduate students of organizational behavior is written to motivate exceptional student performance and contribute to their lasting managerial success. Online resources, including PowerPoint slides and test banks, round out this essential resource for instructors and students of organizational behavior.

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