



The Employee-Organization Relationship: Applications for the 21st Century (Applied Psychology Series)

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"Employee-organization relationship" is an overarching term that describes the relationship between the employee and the organization. It encompasses psychological contracts, perceived organizational support, and the employment relationship. Remarkable progress has been made in the last 30 years in the study of EOR. This volume, by a stellar list of international contributors, offers perspectives on EOR that will be of interest to scholars, practitioners and graduate students in IO psychology, business and human resource management.

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Editorial Review

Review

"Recommended [for] social science and business students and practitioners." - **G.E. Kaupins, Boise State University, USA, in CHOICE**

"This new volume provides new perspectives on the new employment relationships, a topic of importance to managers and scholars that transcends space and time. This is a wonderful collection of papers authored by the brightest minds in management. In this world of unstable economies, uncertainty employment outlooks, and conflicting interests, the readers will discover insight into the multi-faceted nature of employment relationship and ideas to enrich their own work." - **Anne Tsui, W.P. Carey School of Business, Arizona State University**

"The previous Coyle-Shapiro, Taylor and Tetrick (2004-Oxford) book on the Employee Relationship was absolutely brilliant. What made it such a strong volume was the authors' focus on bringing together several disparate threads into a single coherent overarching concept and framework....There is no doubt that the editors (once again) have lined up an all star cast. The authors in this volume are the absolute best in their respective fields." - **Carol Kulik, University of South Australia**

"This volume is timely and should serve to keep this area of scholarship moving forward. What is especially new and unique is the integration of other literatures with that of EOR." - **Tammy Allen, University of South Florida**

"This rich collection of inspiring and innovative approaches to employee-organization relationships is a must read for everyone interested in the understanding of the impact of the fundamentals of the interplay between employees and organizations on organizational performance and employee well-being." - **Dr. Rene Schalk, Tilburg University, The Netherlands And North West University, South Africa**

"A masterful job at unpacking the unknowns of the Employee-Organization Relationship, while also weaving it into the broader fabric of the Organization Sciences. Great Authors, Very Insightful Chapters!" - **M. Susan Taylor, Robert H. Smith School of Business, University of Maryland**

About the Author

Lynn M. Shore is Professor of Management at San Diego State University and Co-Director of the Institute for Inclusiveness and Diversity in Organizations. Previously she was on the faculty at Georgia State University and University of California, Irvine. She has been a Visiting Scholar at London School for Economics and Political Science, University of Toulouse, Dauphine University, and The Chinese University of Hong Kong. Dr. Shore has held leadership roles in the Academy of Management, having served as Human Resources Division Chair (2000-2001), on the HR Executive Committee (1995-1998), as Professional Development Workshop Chair for the Diversity and Inclusion Theme Committee (2010-2011), and on the GDO Executive Committee (2011-2014). Her research areas are the employment relationship and work force inclusion and diversity. In the area of employment relationships, she has researched such topics as perceived organizational support, psychological contracts, leader-member exchange, and international aspects of

employment relationships. Dr. Shore's work on inclusion has studied factors that facilitate high-functioning groups, and on diversity has examined the impact that composition of the work group and employee/supervisor dyads has on the attitudes and performance of work groups and individual employees. Her articles have appeared in *Academy of Management Journal*, *Academy of Management Review*, *Journal of Applied Psychology*, *Personnel Psychology*, and *Journal of Management*. Dr. Shore is a former Associate Editor of the *Journal of Applied Psychology*, and serves on the editorial boards of the *Journal of Applied Psychology*, *Journal of Management*, and *Journal of Organizational Behavior*. She is a Fellow of the American Psychological Association and the Society for Industrial and Organizational Psychology.

Jacqueline Coyle-Shapiro is Professor in Organizational Behaviour at the London School of Economics and Political Science (LSE) where she received her PhD in 1996. Prior to joining the LSE, she was a Lecturer at the School of Management, University of Oxford. She has published in such journals as the *Academy of Management Journal*, *Journal of Applied Psychology*, *Journal of Organizational Behavior* and the *Journal of Vocational Behavior*. She is currently Senior Editor at the *Journal of Organizational Behavior* and serves on the editorial boards of the *Journal of Management*, *Journal of Applied Behavioral Science* and *Journal of Managerial Psychology*. Jacqueline's research focuses on studying relationships in organizational settings; their antecedents, mechanisms and consequences. Specifically, her research interests include employee-organization relationship, psychological contracts, perceived organizational support, social exchange theory, organizational justice, organizational citizenship behaviour, and communal relationships. She is also a member of the Innovation Co-creation Lab <http://icclab.com> where she conducts research on how relationships within groups facilitate or hinder the innovation process. She has been elected to the leadership track of the OB division of the Academy of Management 2011-2015.

Dr. Lois E. Tetrick received her doctorate in Industrial and Organizational Psychology from Georgia Institute of Technology in 1983. Upon completion of her doctoral studies, she joined the faculty of the Department of Psychology at Wayne State University and remained there until 1995 when she moved to the Department of Psychology at the University of Houston. She joined the faculty at George Mason University in 2003 where she is the Director of the Industrial and Organizational Psychology Program.

Professor Tetrick is currently a consulting editor for the *Journal of Applied Psychology* and is on the editorial boards of the *Journal of Organizational Behavior* and *Management and Organization Review: The Journal of the International Association for Chinese Management Research*. She is a former editor of the *Journal of Occupational Health Psychology* and a former associate editor of the *Journal of Applied Psychology*. Dr. Tetrick is a co-editor with Jackie Coyle-Shapiro, Lynn Shore, and Susan Taylor of *The employment relationship: Examining psychological and contextual perspectives*. Recently, she and Jim Quick edited the 2nd edition of the *Handbook of Occupational Health Psychology*. Dr. Tetrick is a fellow of the American Psychological Association, the Society for Industrial and Organizational Psychology, the American Psychological Society, and the European Academy of Occupational Health Psychology. She has served as President of the Society for Industrial and Organizational Psychology and as Chair of the Human Resources Division of the Academy of Management.

Dr. Tetrick has two areas of research. One area focuses primarily on the employment exchange relationship including psychological contracts and the employee-organization relationship. The other area is occupational health psychology including such topics as safety, occupational stress, and the work-family interface. A common underlying interest in both of these lines of research is incorporating a global perspective in understanding employees' experiences of the work environment.

Users Review

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