



# Organizational Behavior: Improving Performance and Commitment in the Workplace

By Jason Colquitt, Jeffery LePine, Michael Wesson

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Now in its third edition, **Colquitt-LePine-Wesson** continues to offer a novel and innovative approach to teaching organizational behavior. The focus, tone, and organization of the book shows students that:

**OB really matters** - The book opens with two chapters barely covered in other texts: job performance and organizational commitment. Those topics are critical to managers and students alike, and represent two of the most critical outcomes in OB. Each successive chapter then links that chapter's topic back to those outcomes, illustrating why OB matters in today's organizations.

**OB topics all fit together** - The book is structured around an integrative model, shown on the back cover and spotlighted in the first chapter, that provides a roadmap for the course. The model illustrates how individual, team, leader, and organizational factors shape employee attitudes, and how those attitudes impact performance and commitment. In this way, the model reminds students where they are, where they've been, and where they're going.

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### **Editorial Review**

#### **About the Author**

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**Jason A. Colquitt** is the William H. Willson Distinguished Chair in the Department of Management at the University of Georgia's Terry College of Business. He received his PhD from Michigan State University's Eli Broad Graduate School of Management, and earned his BS in Psychology from Indiana University. He has taught organizational behavior and human resource management at the undergraduate, masters, and executive levels and has also taught research methods at the doctoral level. He has received awards for teaching excellence at both the undergraduate and executive levels.

Michael J. Wesson is an associate professor in the management department at Texas A&M University's Mays Business School. He received his PhD from Michigan State University's Eli Broad Graduate School of Management. He also holds an MS in human resource management from Texas A&M University and a BBA from Baylor University. He has taught organizational behaviour and human resource management-based classes at all levels but currently spends most of his time teaching Mays MBAs, EMBA's, and executive development at Texas A&M.

Michael's research interests include organizational justice, goal-setting, organizational entry (employee recruitment, selection, and socialization), person-organization fit, and compensation and benefits.

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