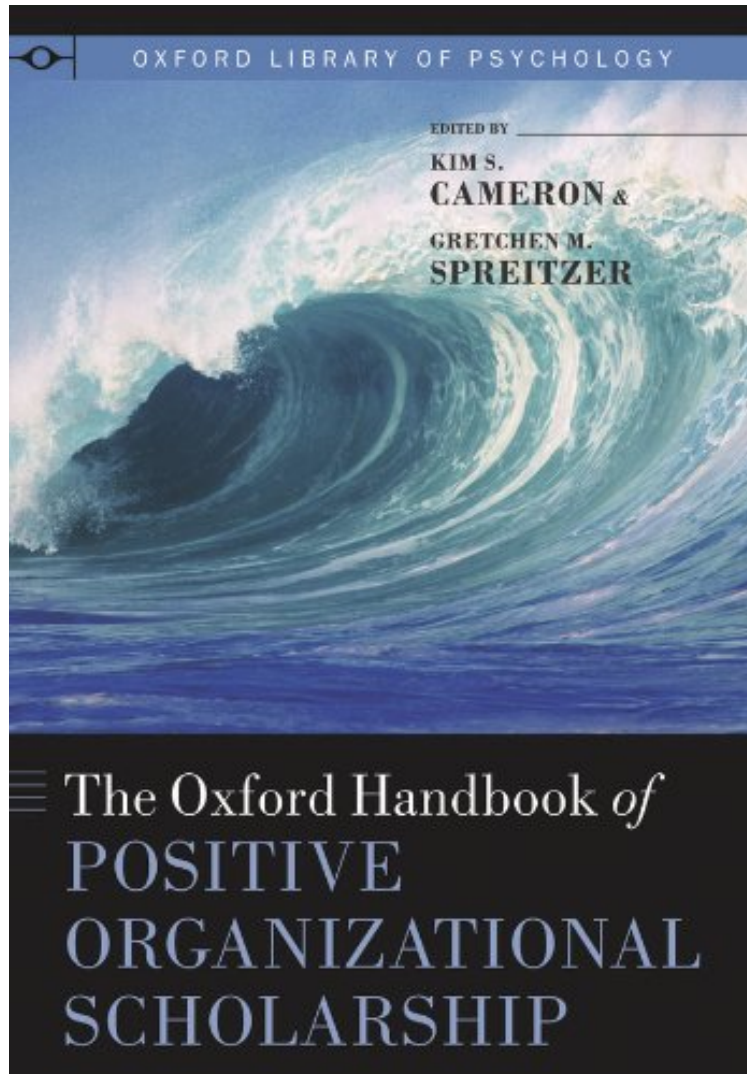


[FREE] The Oxford Handbook of Positive Organizational Scholarship (Oxford Library of Psychology)

## The Oxford Handbook of Positive Organizational Scholarship (Oxford Library of Psychology)

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**From Oxford University Press : The Oxford Handbook of Positive Organizational Scholarship (Oxford Library of Psychology)** before purchasing it in order to gauge whether or not it would be worth my time, and all praised The Oxford Handbook of Positive Organizational Scholarship (Oxford Library of Psychology):

2 of 2 people found the following review helpful. A New Generation for Positive Organizational Scholarship By Dr. Samuel Mahaffy Since the publication of the first comprehensive work on Positive Organizational Scholarship in 2003, the scholarship of POS has deepened and matured. This work brings forward an exciting new generation of ideas. It is an important work for anyone interested in strength-based and Appreciative approaches to scholarship and organization development. The scope of thought in this work is immense. It challenges us to consider organizations from a

relational perspective. I found this to be an important and useful collection of scholarship for my PhD research on decision making. 0 of 0 people found the following review helpful. Ver Fast! Everything Perfect! By MM Very good service and extremely fast! The product got here in time without any problems at all. Thanks a lot! Marcel

Positive Organizational Scholarship (POS) is an umbrella concept used to emphasize what elevates and what is inspiring to individuals and organizations by defining and improving on the challenging, broken, and needlessly difficult. Just as positive psychology explores optimal individual psychological states rather than pathological ones, POS focuses attention on the generative dynamics in organizations that lead to the development of human strength, foster resiliency in employees, enable healing and restoration, and cultivate extraordinary individual and organizational performance. While POS does not ignore dysfunctional or typical patterns of behavior, it is most interested in the motivations and effects associated with remarkably positive phenomena--how they are facilitated, why they work, how they can be identified, and how organizations can capitalize on them. This handbook is the first major resource for scholars and professionals interested in learning about POS. Across 79 chapters, authors comprehensively review basic principles, empirical evidence, and ideas for future research relating to POS. They focus on using a positive lens to address problems and challenges in organizational life and they draw on POS to expand the domain of other disciplines including ethics, economics, peace, spirituality, social movements, and sustainability. This volume is an ideal resource for organizational scholars, students, practitioners, human resource managers, and professional associations, with coverage of the full spectrum of organizational theories and outcomes that define, explain, and predict the occurrence, causes, and consequences of positivity.

"This excellent book seeks to discover what positive psychological states motivate individuals and organizations in order to operate at an optimal level. It focuses on strengths without ignoring weaknesses. It is research-based, but easy to read. At the end, the authors are even willing to question themselves, asking in the concluding chapter: "Can there be too much positivity?" Their book offers great ideas for individuals who are seeking to change the organizational structures they interact with." -- DOODY'S "A pioneering book...It is based on extensive research, which gives it enormous value." -- BizIndia About the Author Kim S. Cameron, Ph.D., is William Russell Kelly Professor of Management and Organization at the Ross School of Business and Professor of Higher Education in the School of Education at the University of Michigan. Gretchen M. Spreitzer, Ph.D., is Area Chair and Professor of Management and Organizations at the Ross School of Business at the University of Michigan.