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Organization Development And Change



Synopsis

Market-leading ORGANIZATION DEVELOPMENT AND CHANGE, 10th Edition blends rigor and relevance in a comprehensive and clear presentation. The authors work from a strong theoretical foundation to describe, in practical terms, how behavioral science knowledge can be used to develop organizational strategies, structures, and processes.

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Customer Reviews

Thomas G. Cummings, professor, chair of the Department of Management and Organization, and executive director of the Leadership Institute, received his B.S. and MBA from Cornell University, and his Ph.D. in socio-technical systems from the University of California at Los Angeles. He was previously on the faculty at Case-Western Reserve University. He has authored 13 books, written over 40 scholarly articles, and given numerous invited papers at national and international conferences. He is associate editor of the JOURNAL OF ORGANIZATIONAL BEHAVIOR, and former editor-in-chief of the JOURNAL OF MANAGEMENT INQUIRY, chairman of the Organizational Development and Change division of the Academy of Management, and president of the Western Academy of Management. His major research and consulting interests include designing high-performing organizations and strategic change management. He has conducted several large-scale organization design and change projects, and has consulted to a variety of private and public-sector organizations in the United States, Europe, Mexico, and Scandinavia. Christopher G. Worley is a Senior Research Scientist at the Center for Effective

Organizations (USC's Marshall School of Business) and professor of management in Pepperdine University's Master of Science in Organization (MSOD) program. He received B.S. from Westminster College, master's degrees from Colorado State University and Pepperdine University, and his doctorate from the University of Southern California. He served as Chair of the Organization Development and Change Division of the Academy of Management, received the Luckman Teaching Fellowship at Pepperdine University, and the Douglas McGregor Award for best paper in the Journal of Applied Behavioral Science. His most recent books are Management Reset and Built to Change, and he is completing a book on organization agility. His articles on agility and strategic organization design have appeared in the JOURNAL OF APPLIED BEHAVIORAL SCIENCE, JOURNAL OF ORGANIZATION BEHAVIOR, SLOAN MANAGEMENT REVIEW, STRATEGY+BUSINESS, and ORGANIZATIONAL DYNAMICS. He and his family live in San Juan Capistrano, CA.

The authors take a simple and intuitive subject matter and their message being convoluted. The writing style is poor with ambiguity prevalent throughout the book with data not relevant to the topic. This is possibly the worst book I've read (unfortunately required for a class) in Organization Development. If you want quality, don't buy this book.

You might have this as a required school text and while there is some useful information, the book is horrendously long-winded and redundant. The authors also are a bit too opinionated at times, but the case studies in this edition are at least interesting to read.

great for school. as expected

Great book ever. Includes lots of examples and experiences from the real world business setting. Thanks

I am using this book for my master's degree in organizational design and development. Cummings and Worley (2015) are very knowledgeable in this field. This book has been extremely helpful for my current class.

Great condition of the book

Loved this - rented it but will buy out the rental to keep. One of my favorite textbooks.

In depth explanation of the theory. More pictures or flow charts may boost the content.

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