This book provides a critical approach to the study of work and organizational behavior, questioning what organizational behavior is and how it has been researched and discussed. Written as an introductory textbook, the book aims to stimulate readers towards further questions and their own research. This book is unique in that it deals directly with the weaknesses of theories of topics such as motivation, leadership and teambuilding while also covering topical subjects such as theft, fun, sex, romance, bullying, harassment, resistance, exploitation, unequal power relations and sabotage. This book gives a realist's perspective of what constitutes organizational behavior, providing a critique of the latest research from the gurus of management whilst also describing the realities of work and behavior found in organizations. This new, second edition of Fiona Wilson's successful critical textbook is fully updated and expanded to include new chapters on scene setting, motivation, teams and teamwork, culture, leadership, change and organizational learning. Established sections such as unemployment, organizational misbehavior and sexuality have been updated and expanded. The text has retained its unique critical stance while also encouraging greater student understanding and accessibility. The background to the major theories is explained and each chapter contains a wealth of student learning features including, chapter introductions, topical case studies, examples, stop boxes, group exercises, end of chapter questions, further reading and web links.

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