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More Interesting OB Dependent Variables Organizational Citizenship Behavior (OCB) - Discretionary behavior that is not part of an employee's formal job requirements, but that nevertheless promotes the effective functioning of the organization. Job Satisfaction - A general attitude (not a behavior) toward one's job; a positive feeling of one's job resulting from an evaluation of its ...

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Creating a Positive Organizational Culture
Positive Organizational Culture – A culture that:
• Builds on employee strengths – Focus is on discovering, sharing, and building on the strengths of individual employees
• Rewards more than it punishes – Articulating praise and “catching employees doing something right”
• Emphasizes individual ...

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23) Janet needs to assign a very important advertising account to one of her writers. First she reviewed each writers work load, then she studied the sales data of the products for the last three ...

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Dr. Judge is a co-author of Essentials of Organizational Behavior, 14th ed., with Stephen P. Robbins, and Staffing Organizations, 8th ed., with Herbert G. Heneman III. He is married and has three children—a daughter who is a health care social worker, a daughter who is studying for a master's degree, and a son in middle school.

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