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Nota di contenuto	Organizational Fit Key : Issues and New Directions; Contents; About the Editors; About the Contributors; Preface; 1 Fit for the Future; Person-Environment (PE) Fit Paradigm; Perceived Fit Paradigm; The Epistemology of Fit; The Chapters; Part 1: New directions within the fit paradigms; Part 2: New directions for the fit paradigms; Conclusion; References; Part 1 New Directions within the Fit Paradigms; 2 A Motivational Model of Person-Environment Fit: Psychological Motives as Drivers of Change; Fundamental Motivations to Fit; Drive for consistency; Drive for hedonism Drive for uncertainty reduction Drive for control; Drive for belonging; Fit Management Tactics; Model of PE fit; Biases and heuristics; Responses to job satisfaction; Coping, stress, and regulation; Proactive behaviors; Discussion; Expanding the motivational model; Implications for PE fit research; Conclusion; References; 3 Dyadic Fit and the Process of Organizational Socialization; Relationships and Fit: Definitions; Contributions of an Interpersonal Socialization Perspective to the Literature on Fit; Dyadic Fit and Organizational Socialization Antecedents of the Development of Dyadic Fit in the Socialization Process Dyadic Fit and Interpersonal Processes; Outcomes of Dyadic Fit in the Socialization Process; Summary; References; 4 A Self-Regulation Approach to Person-Environment Fit; Theories of Self-Regulation;

Viewing PE Fit within a Self-Regulation Framework; Regulating Person-Environment Fit over Time; Individual Differences that Impact PE Fit; Limitations; Conclusion; Notes; References; 5 Person-Organization Fit, Organizational Citizenship, and Social-Cognitive Motivational Mechanisms; Organizational Fit and Citizenship PO fit and performance Citizenship performance; An Integrative Social-Cognitive Model; CAPS; Fit-related schema and encoding processes; Cognitive-affective mediating processes; Behavior generation process; Self-regulation processes; Discussion; Theoretical issues for consideration; Conclusion; References; 6 Mapping Fit: Maximizing Idiographic and Nomothetic Benefits; Introduction; Nomothetic and Idiographic Research; Combining approaches; A heuristic model; Mapping Fit; Different forms of cognitive maps; Generating maps; Analyzing maps; Conclusion; References Part 2 New Directions for the Fit Paradigms 7 The Construal of Person-Organization Fit during the ASA Stages: Content, Source, and Focus of Comparison; Introduction; The Need to Fit: The Need to Belong; The Establishment of PO Fit; ASA: Content, Source, and Reference of PO Fit Perceptions; PO fit with the unknown; PO fit with the known; Some people make the place; Fit with prototypical models; Conclusions and Avenues for Future Research; Note; References; 8 Exploring the Middle Range of Person-Environment Fit Theories through a Conservation of Resources Perspective Conservation of Resources Theory

Sommario/riassunto

"An ambitious survey of the field, by an international group of scholars, that looks toward the future of person-organization fit. Explores how people form their impressions of fit and the impact these have on their behavior, and how companies can maximize fit. Includes multiple perspectives on the topic of how people fit into organizations, discussing issues across the field and incorporating insights from related disciplines. Actively encourages scholars to take part in organizational fit research, drawing on workshops and symposia held specially for this book to explore some of the creative directions that the field is taking into the future. --
