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Altri autori (Persone)	Coyle-ShapiroJacqueline A-M ShoreLynn M TetrickLois E
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Nota di contenuto	Expanding the boundaries and challenging the assumptions of the employee-organization relationship literature / Lynn M. Shore, Jacqueline A-M. Coyle-Shapiro, and Lois E. Tetrick -- ; PART 1. New Ways of Thinking About the Employee-Organization Relationship -- Is the employee-organization relationship misspecified? : the centrality of tribes in experiencing the organization / Blake E. Ashforth and Kristie M. Rogers -- The employee-organization relationship and ethics : when it comes to ethical behavior, who is the organization and why does it matter? / Marshall Schminke -- Social identity-based leadership and the employee-organization relationship / Daan van Knippenberg -- Resource commensurability and ideological elements of the exchange relationship / Judi McLean Parks and faye I. smith -- Perceived organizational cruelty : an expansion of the negative employee-organization relationship domain / Lynn M. Shore and Jacqueline A.-M. Coyle-Shapiro -- Assumptions in employee-organization relationship research : a critical perspective from the

study of volunteers / Jone L. Pearce -- ; PART 2. Putting the "R" Back in the EOR -- Can the organizational career survive? : an evaluation within a social exchange perspective / David E. Guest and Ricardo Rodrigues -- Work-family flexibility and the employment relationship / Ellen Ernst Kossek and Marian N. Ruderman -- Rethinking the employee-organization relationship : insights from the experiences of contingent workers / Daniel G. Gallagher and Catherine E. Connelly -- Virtual employee-organization relationships : linking in to the challenge of increasingly virtual EOR / Kathryn M. Bartol and Yuntao Dong -- A relational perspective on the employee-organization relationship : a critique and proposed extension / Riki Takeuchi -- Creation, maintenance, and completion of the employee-organization relationship -- Fostering anticipatory justice : a new option for enhancing the employee-organization relationship? / Debra L. Shapiro and Mel Fugate -- Applicant-organization relationship and employee-organization relationship : what is the connection? / Ann Marie Ryan -- Employee-organization relationships : their impact on push-and-pull forces for staying and leaving / Peter W. Hom -- Employee-organization relationship in older workers / Mo Wang and Yujie Zhan -- Organizational and strategic implications -- Strategic human resource management and employee-organization relationship / David Lepak and Wendy R. Boswell -- Emotions : the glue that holds the employee-organization relationship together (or not) / Lois E. Tetrick -- Managing diversity means managing differently : a look at the role of racioethnicity in perceptions of organizational support / Derek R. Avery, Patrick F. McKay, and Quinetta M. Roberson -- Why work teams fail in organizations : myths and advice / Eduardo Salas and Stephen M. Fiore -- The employee-organization relationship and the scholar-practitioner divide / Wayne F. Cascio and Robert J. Greene -- Conclusion and directions for future research / Lynn M. Shore, Jacqueline A-M. Coyle-Shapiro, and Lois E. Tetrick -- Conclusion -- Index.

Sommario/riassunto

Employee-organization relationship" is an overarching term that describes the relationship between the employee and the organization. It encompasses psychological contracts, perceived organizational support, and the employment relationship. Remarkable progress has been made in the last 30 years in the study of EOR. This volume, by a stellar list of international contributors, offers perspectives on EOR that will be of interest to scholars, practitioners and graduate students in IO psychology, business and human resource management.