

1. Record Nr.	UNINA9910861032003321
Titolo	The Biological Foundations of Organizational Behavior // Stephen M. Colarelli, Richard D. Arvey
Pubbl/distr/stampa	Chicago : , : University of Chicago Press, , [2015] ©2014
ISBN	0-226-12729-X
Descrizione fisica	1 online resource (373 p.)
Disciplina	302.3 302.3/5 302.35
Soggetti	Organizational behavior
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Description based upon print version of record.
Nota di bibliografia	Includes bibliographical references and index.
Nota di contenuto	Frontmatter -- Contents -- Acknowledgments -- ONE. Introduction: Biology and Organizational Behavior -- TWO. Progress in Molecular Genetics and Its Potential Implications in Organizational Behavior Research -- THREE. Genetic Influences on Attitudes, Behaviors, and Emotions in the Workplace -- FOUR. The Biological Basis of Entrepreneurship -- FIVE. Fitness, Adaptation, and Survival: The Role of Socio-Anthropic Characteristics, Personality, and Intelligence in Work Behavior -- SIX. Neurobiological Systems: Implications for Organizational Behavior -- SEVEN. Physiological Functioning and Employee Health in Organizations -- EIGHT. The Service-for-Prestige Theory of Leader- Follower Relations: A Review of the Evolutionary Psychology and Anthropology Literatures -- NINE. Evolved Decision Makers in Organizations -- TEN. Primal Business: Evolution, Kinship, and the Family Firm -- ELEVEN. Evolution and Cooperation: Implications for Organizational Behavior and Management Theory -- TWELVE. Biology, Evolution, and Organizations: Promises and Challenges in Building the Foundations -- Contributors -- Index
Sommario/riassunto	In recent years, evolutionary psychology and behavioral genetics have emerged as prominent theoretical perspectives within the social sciences. Yet despite broad levels of commonality between the

disciplines-including an emphasis on adaptation, evolved mechanisms that guide behavior, and consequences of mismatch between these mechanisms and novel environments-studies that apply these perspectives on social behavior to organizations remain relatively rare. The Biological Foundations of Organizational Behavior brings together contributors who shed light on the potential that behavioral genetics and evolutionary psychology offer for studies of organizational behavior. In addition to examining the extant literature integrating these disciplines and organizational behavior, the book reconsiders a wide range of topics through the lens of biology within organizational behavior, including decision making, leadership and hierarchy, goals and collective action, and individual difference. Contributions also explore new areas of potential application and provide a critical assessment of the challenges that lie ahead. With accessible insights for scholars and practitioners, The Biological Foundations of Organizational Behavior marks a promising step forward in what is increasingly perceived to be an underdeveloped area of organizational behavior.
