



CAMBRIDGE SERIES ON
JUDGMENT AND DECISION MAKING

ORGANIZATIONAL DECISION MAKING

Edited by
ZUR SHAPIRA

Organizational Decision Making Cambridge Series On Judgment And Decision Making

Peter Juslin, Henry Montgomery



Organizational Decision Making Cambridge Series On Judgment And Decision Making:

Organizational Decision Making Zur Shapira, 2002-03-25 Decision making in organizations is often pictured as a coherent and rational process in which alternative interests and perspectives are considered in an orderly manner until the optimal alternative is selected Yet as many members of organizations have discovered from their own experience real decision processes in organizations only seldom fit such a description This book brings together researchers who focus on cognitive aspects of decision processes on the one hand and those who study organizational aspects such as conflict incentives power and ambiguity on the other It draws from the tradition of Herbert Simon who studied organizational decision making s pervasive use of bounded rationality and heuristics of reasoning These multiple perspectives may further our understanding of organizational decision making Organizational Decision Making is particularly well suited for students and faculties of business psychology and public administration *The Oxford Handbook of Organizational Decision Making* Gerard P. Hodgkinson, William H. Starbuck, 2008-03-06 The Oxford Handbook of Organizational Decision Making comprehensively surveys theory and research on organizational decision making broadly conceived Emphasizing psychological perspectives while encompassing the insights of economics political science and sociology it provides coverage at the individual group organizational and inter organizational levels of analysis In depth case studies illustrate the practical implications of the work surveyed Each chapter is authored by one or more leading scholars thus ensuring that this Handbook is an authoritative reference work for academics researchers advanced students and reflective practitioners concerned with decision making in the areas of Management Psychology and HRM Contributors Eric Abrahamson Julia Balogun Michael L Barnett Philippe Baumard Nicole Bourque Laure Cabantous Prithviraj Chattopadhyay Kevin Daniels Jerker Denrell Vinit M Desai Giovanni Dosi Roger L M Dunbar Stephen M Fiore Mark A Fuller Michael Shayne Gary Elizabeth George Jean Pascal Gond Paul Goodwin Terri L Griffith Mark P Healey Gerard P Hodgkinson Gerry Johnson Michael Johnson Cramer Alfred Kieser Ann Langley Eleanor T Lewis Dan Lovallo Rebecca Lyons Peter M Madsen A John Maule John M Mezas Nigel Nicholson Gregory B Northcraft David Oliver Annie Pye Karlene H Roberts Jacques Rojot Michael A Rosen Isabelle Royer Eugene Sadler Smith Eduardo Salas Kristyn A Scott Zur Shapira Carolyne Smart Gerald F Smith Emma Soane Paul R Sparrow William H Starbuck Matt Statler Kathleen M Sutcliffe Michal Tamuz Teri Jane Ursacki Bryant Ilan Vertinsky B n dicte Vidaillet Jane Webster Karl E Weick Benjamin Wellstein George Wright Kuo Frank Yu and David Zweig **Handbuch der Allgemeinen Psychologie - Motivation und Emotion** Veronika Brandstätter, Jürgen H. Otto, 2009-02-25 Der Band bietet eine kompakte Darstellung zentraler Konzepte und Theorien der Motivations und Emotionspsychologie F hrende Expertinnen und Experten geben einen Einblick in die Vielfalt der klassischen wie aktuellen motivations und emotionspsychologischen Forschung Neben grundagentheoretisch ausgerichteten Fragestellungen und Methoden gibt der Band Aufschluss ber die vielf ltigen Anwendungsbez ge der Motivation und Emotionspsychologie Der Band ist in die beiden

großen Bereiche Motivation und Emotion gegliedert. Es werden so zentrale Themen behandelt wie beispielsweise implizite und explizite Motive, Ziele, Motivation und Emotion in Schule und Beruf, spezifische Emotionen, Geschlechtsunterschiede in Emotionen, emotionale Intelligenz, psychobiologische Aspekte. Dieser Band unterscheidet sich von anderen Bänden durch die integrierte Darstellung der motivations- und emotionspsychologischen Forschung, die bislang meist getrennt behandelt werden. Das Handbuch eignet sich daher hervorragend für Studierende, Lehrende, Forscher, aber auch Praktiker, die sich in knapper und kompetenter Form über diese wichtigen Teilgebiete der Psychologie informieren möchten.

Organisationspsychologie - Gruppe und Organisation Heinz Schuler, 2004-08-10. Dieser Band liefert einen umfassenden Überblick über das Thema Gruppe und Organisation und ist damit eine unentbehrliche Referenzquelle für die organisationspsychologische Forschung für die akademische Ausbildung sowie für die anspruchsvolle Unternehmenspraxis. Themen sind u.a. Kommunikation und Interaktion, Arbeitsgruppen, Kooperation und Konflikt, Problemlösen und Entscheiden in Gruppen, Gruppenleistung und Leistungsförderung, Führung, Training von Führungskräften, Organisationstheorien, Organisationsdiagnostik, Veränderung von Organisationen, Einsatz neuer Medien in Organisationen, Verhalten in multinationalen Organisationen und Ethik am Arbeitsplatz.

Die Psychologie der Entscheidung Hans-Rüdiger Pfister, Helmut Jungermann, Katrin Fischer, 2016-10-07. Dieses Lehrbuch beschreibt, wie sich Menschen entscheiden und erklärt, warum Menschen manchmal zu Beurteilungen und Entscheidungen kommen, die aus der Perspektive rationaler Entscheidungen nicht optimal sind. Das allgemein verständlich geschriebene Werk richtet sich an Studierende, an Wissenschaftler und an alle Leser, die an den psychologischen Prozessen interessiert sind, die unsere Urteile und Entscheidungen beeinflussen. Leser lernen hier die wichtigsten psychologischen Theorien und Forschungsergebnisse der Entscheidungspsychologie kennen. Wie entstehen Präferenzen, wie gehen Menschen mit Zielkonflikten und mit Unsicherheit um und welche Rolle spielen Emotion und Intuition beim Entscheiden? Auch erfahren Sie über Entscheidungen in interessanten Anwendungsfeldern: Entscheidungen an der Börse, im Cockpit und im Gesundheitswesen. In dieser 4. Auflage wurden alle Kapitel komplett bearbeitet und auf den neuesten Stand gebracht. Zwei zusätzliche Kapitel erweitern das Themenspektrum: zum einen geht es um die Rolle von Emotionen bei Entscheidungen, zum anderen um die Integration von Entscheidungsprozessen in bergreifende kognitive Theorien. Die Entscheidungspsychologie ist Prüfungsstoff im Fach Allgemeine Psychologie, in der Sozialpsychologie und in der Arbeits- und Organisationspsychologie. Sie spielt eine wesentliche Rolle in den Wirtschaftswissenschaften, Behavioral Economics und in anderen Sozialwissenschaften wie der Soziologie und den politischen Wissenschaften. In Bereichen wie der Medizin und dem Gesundheitswesen oder bei der Analyse technischer und gesellschaftlicher Risiken finden entscheidungspsychologische Faktoren zunehmend Beachtung.

Judgment and Decision Making Terry Connolly, Hal R. Arkes, Kenneth R. Hammond, 2000. This work examines issues such as medical diagnosis, weather forecasting, labour negotiations, risk, public policy, business strategy, eyewitnesses and jury decisions. This is

a revision of Arkes and Hammond's 1986 collection of papers on judgment and decision making Updated and extended the focus of this volume is interdisciplinary and applied *Die Psychologie des Schweinehunds* Daniela Bernhardt, 2021-03-29 Studieren verlangt viel Eigenmotivation und ein gutes Selbstmanagement Doch der innere Schweinehund lauert in jedem und zerkaut genusslich die guten Vorsätze Das Buch erläutert anhand aktueller Befunde und aus der motivationskognitions- und sozialpsychologischen Forschung warum es manchmal schwerfällt gefasste Vorsätze in die Tat umzusetzen Daraus folgen konkrete Empfehlungen wie man den inneren Schweinehund in allen Handlungsphasen von der Intentionsbildung bis zur Zielerreichung an die Leine bekommt Studierende finden Unterstützung dabei sich kurzfristig in 6 Schritten zur Erledigung dringender Aufgaben zu motivieren Darüber hinaus zeigt der Ratgeber aber vor allem wie sich förderliche Denkweisen und Gewohnheiten langfristig verankern lassen um Studium Berufseinstieg und alle weiteren Herausforderungen des Lebens gesund und gelassen zu meistern **Judgment and Decision Making** David Hardman, 2009-02-09 Judgment and Decision Making is a refreshingly accessible text that explores the wide variety of ways people make judgments It examines assessments of probability frequency and causation as well as how decisions are rendered under conditions of risk and uncertainty Topics covered include dynamic everyday and group decision making individual differences and the nature of mind and brain in relation to judgment and decision making Offering up to date theoretical coverage including perspectives from evolutionary psychology and neuroscience this volume has everything a psychology student needs for BPS accreditation whilst drawing out the practical applications for non psychology students with plentiful examples from business economics sport law and medicine The latest addition to the BPS Textbooks in Psychology series this thorough text provides a succinct reader friendly account of the field of judgment and decision making **Judgment and Decision Making** Peter Juslin, Henry Montgomery, 2007-09-26 Research on human judgment and decision making has been strongly guided by a normative descriptive approach according to which human decision making is compared to the normative models provided by decision theory statistics and the probability calculus A common empirical finding has been that human behavior deviates from the prescriptions by normative models that judgments and decisions are subject to cognitive biases It is interesting to note that Swedish research on judgment and decision making made an early departure from this dominating mainstream tradition albeit in two different ways The Neo Brunswikian research highlights the relationship between the laboratory task and the adaptation to a natural environment The process tracing approach attempts to identify the cognitive processes before during and after a decision This volume summarizes current Swedish research on judgment and decision making covering topics such as dynamic decision making confidence research the search for dominance structures and differentiation and social decision making Blackwell Handbook of Judgment and Decision Making Derek J. Koehler, Nigel Harvey, 2008-04-15 The Blackwell Handbook of Judgment and Decision Making is a state of the art overview of current topics and research in the study of how people make evaluations draw inferences and make decisions under conditions of

uncertainty and conflict Contains contributions by experts from various disciplines that reflect current trends and controversies on judgment and decision making Provides a glimpse at the many approaches that have been taken in the study of judgment and decision making and portrays the major findings in the field Presents examinations of the broader roles of social emotional and cultural influences on decision making Explores applications of judgment and decision making research to important problems in a variety of professional contexts including finance accounting medicine public policy and the law

Praxisorientiertes Managementwissen Valentin Schackmann, Werner Ziegler, 2024-06-17 Unternehmen sind zunehmend sukzessiven und disruptiven Entwicklungen ausgesetzt und müssen sich entsprechend anpassen um die eigene Existenz zu sichern Es geht darum schnell zu lernen anpassungsfähig und innovativ zu sein Möchten Verantwortliche auf den Wandel nicht nur reagieren sondern ihn aktiv gestalten benötigen sie grundlegendes und fundiertes Wissen über die aktuellen Veränderungsprozesse Dieses Fachbuch richtet sich an Führungskräfte Geschäftsführer Gesellschafter und Mitarbeiter und hilft dabei eine bergeordnete integrierende Perspektive einzunehmen um verantwortungsvoll sowie zukunftsorientiert entscheiden und handeln zu können Die Beitragsautoren geben zu nachfolgenden Kernthemen einen verständlichen wissenschaftlich fundierten und praxisorientierten Überblick Management ist Entscheidung und Verantwortung Menschliche Entscheidungen verstehen und systematische Entscheidungsfallen vermeiden Unternehmertum ein vielschichtiges zeitloses und nachhaltiges Konzept VUCA Stress und Ressourcen Analysen und Gestaltungsempfehlungen für Führungskräfte aus wirtschaftspsychologischer Sicht Corporate Governance Implikationen verantwortungsvoller Unternehmensführung Management by Future Zukunftstrends als Wegweiser in der Transformation Internationalisierung und Globalisierung Innovationsmanagement Die acht Felder der Innovation Das Management von Transformation Digitalisierung von Unternehmen Betriebswirtschaftliche Konzepte mit Schwerpunkt Finanzwesen Judgment and Decision Making at Work Scott Highhouse, Reeshad S. Dalal, Eduardo Salas, 2013-09-05 Employees are constantly making decisions and judgments that have the potential to affect themselves their families their work organizations and on some occasion even the broader societies in which they live A few examples include deciding which job applicant to hire setting a production goal judging one's level of job satisfaction deciding to steal from the cash register agreeing to help organize the company's holiday party forecasting corporate tax rates two years later deciding to report a coworker for sexual harassment and predicting the level of risk inherent in a new business venture In other words a great many topics of interest to organizational researchers ultimately reduce to decisions made by employees Yet numerous entreaties notwithstanding industrial and organizational psychologists typically have not incorporated a judgment and decision making perspective in their research The current book begins to remedy the situation by facilitating cross pollination between the disciplines of organizational psychology and decision making The book describes both laboratory and more naturalistic field research on judgment and decision making and applies it to core topics of interest to industrial and organizational psychologists performance appraisal employee

selection individual differences goals leadership teams and stress among others The book also suggests ways in which industrial and organizational psychology research can benefit the discipline of judgment and decision making The authors of the chapters in this book conduct research at the intersection of organizational psychology and decision making and consequently are uniquely positioned to bridging the divide between the two disciplines

Navigating Information Challenges Eli B. Cohen, 2011

Encyclopedia of Industrial and Organizational Psychology Steven G. Rogelberg, 2007

Publisher description *Structured Decision Making* David R. Smith, 2020-05-12 Provides and analyzes real examples of how structured decision making SDM can help solve complex problems involving natural resources When faced with complicated potentially controversial decisions that affect our environment many resource management agencies have come to realize the value of structured decision making SDM the systematic use of principles and tools of decision analysis Few professionals however have extensive experience implementing SDM Structured Decision Making provides key information to both current adopters of the method and those who are deploying it for the first time by demonstrating the formal use of decision analysis to support difficult real world natural resource management decisions Drawing on case studies from multiple public agencies in the United States Canada Australia and Mauritius the editors present an overview of decision analysis a classification of decision types and a catalog of decision analysis methods Dozens of detailed charts and maps help contextualize the material These case studies examine a rich variety of topics including keeping forest birds free from disease conserving imperiled freshwater mussels managing water for oil sands mining dealing with coastal wetlands in the face of sea level rise designing networks for prairie dependent taxa combatting invasive alpine shrubs managing vernal pool habitats for obligate amphibian species and much more Aimed at decision makers tackling natural resource challenges in government agencies around the world as well as advanced undergraduate and graduate students preparing to work in natural resource management Structured Decision Making shows how SDM can be implemented to achieve optimal outcomes that integrate social values and scientific understanding Contributors Taber D Allison Larissa L Bailey Ellen A Bean Clint W Boal Gregory Breese Stefano Canessa Jean Fitts Cochrane Sarah J Converse Cami S Dixon John G Ewen Christelle Ferriere Jill J Gannon Beth Gardner Adam W Green Justin A Gude Victoria M Hunt Kevin S Kalasz Melinda G Knutson Jim Kraus Graham Long Eric V Lonsdorf James E Lyons Conor P McGowan Sarah E McRae Michael S Mitchell Clinton T Moore Joslin L Moore Steven Morey Dan W Ohlson Charlie Pascoe Andrew Paul Eben H Paxton Lori B Pruitt Michael C Runge Sarah N Sells Terry L Shaffer Stephanie Slade David R Smith Jennifer A Szymanski Terry Walshe Nicolas Zuñiga

Handbook of Psychology, Industrial and Organizational Psychology, CafeScribe Walter C. Borman, Daniel R. Ilgen, Richard J. Klimoski, 2003-03-10 Includes established theories and cutting edge developments Presents the work of an international group of experts Presents the nature origin implications and future course of major unresolved issues in the area

Judgments, Decisions, and Public Policy Mothakapalli Venkatappa Rajeev Gowda, Jeffrey C. Fox, 2002 Behavioral decision theory draws on experimental

research in cognitive psychology to provide a descriptively accurate model of human behavior It shows that people systematically violate the normative assumptions of economic rationality by miscalculating probabilities and making choices based on one economic criteria Behavioral decision theory s ability to capture the complexity of human judgments and choices makes it a useful foundation for improving public policy analysis design and implementation This volume showcases the research of leading scholars who are working on applications of behavioral decision theory in diverse policy settings It is designed to give policy analysts and practitioners who are non psychologists a clearer understanding of the complexities of human judgment and choice and an idea of how to integrate behavioral decision theoretic insights into the policy sciences This interdisciplinary volume should be insightful and useful wherever people s judgments and choices matter for policy formulation acceptance and effectiveness

Handbook of Industrial, Work & Organizational Psychology Neil Anderson,2001-12-20 Work in the 21st century requires new understanding in organizational behaviour how individuals interact together to get work done This volume brings together research on essential topics such as motivation job satisfaction leadership compensation organizational justice communication intra and inter team functioning judgement and decision making organizational development and change Psychological insights are offered on management interventions organizational theory organizational productivity organizational culture and climate strategic management stress and job loss and unemployment

Professional Judgment for Lawyers Randall Kiser,2023-07-01 Written by the leading authority on legal decision making Professional Judgment for Lawyers integrates empirical legal research cognitive and social psychology organizational behavior legal ethics and neuroscience to understand and improve decision making by attorneys clients judges arbitrators mediators and juries

Decision Making in the U.S. Department of Energy's Environmental Management Office of Science and Technology National Research Council,Division on Earth and Life Studies,Commission on Geosciences, Environment and Resources,Committee on Prioritization and Decision Making in the Department of Energy Office of Science and Technology,1999-08-12 Printbegr nsninger Der kan printes 10 sider ad gangen og max 40 sider pr session

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