Organizational Effectiveness: The Role of Psychology examines psychological approaches in organizations, not from the more common perspective of their impact on individuals, but in relation to how the work of psychologists impacts on the overall effectiveness of the organization. It also provides a critical review of what psychology has to offer; the way psychologists choose the problems they address, work with others, and evaluate and demonstrate the impact they have, is discussed.

Robertson, Callinan and Bartram have brought together leading researchers and practitioners in work and organizational psychology. Each chapter provides a review of current knowledge, practice, issues and future directions in their own area of expertise, with a focus on contributions and implications for organizational functioning and the wider arena of managerial thinking.

This book is for anyone—students, scholars, practitioners or managers—interested in understanding the complex relations between individual, group and organizational performance and effectiveness. It is a valuable and challenging resource for advanced students and practitioners of occupational psychology, organizational behavior, HRM, and psychological consultancy in organizations.