

CONTENTS

Preface

BERNARD M. BASS, PIETER J. D. DRENTH,
and PETER WEISSENBERG 7

1. Introduction
BERNARD M. BASS 9

PART I: PERSONNEL PSYCHOLOGY

2. Emerging Personnel Values
in Changing Societies
GEORGE SHOUKSMITH 19
3. Motivation to Work
HISATAKA FURUKAWA 34
4. Stress in the Working Situation
CHARLES J. DE WOLFF and JACQUES A. M. WINNUBST 43
5. Performance Measurement Quality
MICHAEL J. KAVANAGH, WALTER C. BORMAN,
JERRY W. HEDGE, and R. BRUCE GOULD 58
6. Personnel Recruitment and Selection
VIVIAN SHACKLETON and NEIL ANDERSON 68
7. Career Development and
Planning in Organizations
DONALD SUPER and FRANK J. MINOR 83
8. Training
DOV EDEN 99
9. Training and Development
of Black Management
KARL HOFMEYER 114
10. Management Development
in India and Spain
JAIME C. FILELLA 123

PART II: THE WORK AND ORGANIZATIONAL ENVIRONMENT

11.	Job and Task Analysis JEN A. ALGERA	137
12.	Ergonomics and Cognitive Aspects of Computer-Centered Technologies JEAN-CLAUDE SPERANDIO	150
13.	From Sociotechnical Toward Purposeful Viable Systems Design LEOPOLD VANSINA, LUC HOEBEKE, and THARSI TAILLIEU	163
14.	The Climate Metaphor in Organization Theory GÖRAN EKVALL	177
15.	Organizational Structure JOSÉ M. PEIRÓ	191
16.	Decision Making FRANK A. HELLER and JYUJI MISUMI	207
17.	Supervision and Leadership JYUJI MISUMI and MARK F. PETERSON	220
18.	Participation and Industrial Democracy BERNHARD WILPERT	232
19.	Recent Developments in Organizational Psychology in China XU LIANCANG	242
20.	Comparative Management: A Developmental Perspective SIMCHA RONEN and RAJESH KUMAR	252
21.	Conclusions and Future Perspectives PIETER J. D. DRENTH	266
	References	277