

Commitment in the Workplace: Theory, Research, and Application (Advanced Topics in Organizational Behavior)


By John P. Meyer, Natalie J. Allen




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What is a committed employee? Are such employees better or worse off than uncommitted employees? What are the organizational advantages and disadvantages of having a committed workforce?

This book overviews academic and popular perspectives on commitment in employees. It examines the multiple faces of commitment and the links that have been established between the various forms of commitment and organizational behaviour. In addition, questions concerning individual differences, organizational characteristics, job characteristics and work experiences associated with commitment are explored. The volume concludes with a discussion of what organizations can do to manage commitment effectively, including under difficult circumst

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Editorial Review

About the Author

Over the past several years, my research has examined the conceptualization, development, and consequences of work attitudes – in particular, the employee's commitment to his or her organization and occupation. More recent research examines teams and work groups. Specifically, I am interested in the composition of such teams, the linkages between teams and the organizations in which they are embedded, and the reactions people have toward working in teams.

Users Review

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Alice Hill:

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