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Deconstruction of Natural Order Joachim Diec 2017

Reforming Personnel Preparation in Early Intervention Pamela J. Winton 1997 Shows instructors how to prepare early intervention students and staff to work as a cohesive team, offering advice on assessing staff needs, designing and linking pre-service and in-service training, and integrating content and process to prepare a multidisciplinary audience. Examines teaching methods, key elements of personnel preparation, and examples of successful models, with chapters devoted to family-centered practices, service coordination, child evaluation, and public policy. Includes instructional ideas and activities. Annotation copyrighted by Book News, Inc., Portland, OR

Grays the Mountain Sends Kevin Messina 2014 Grays the Mountain Sends by Bryan Schutmaat documents the rugged landscapes and people of the great American West. The images describe a series of mining sites and small mountain towns and the people who have worked in them, built them, and a few younger people who might, or might not, be looking for a way out of them.

Identity and the Modern Organization Caroline A. Bartel 2012-11-12 Identity and the Modern Organization presents a lively exchange of ideas among psychology and management scholars on the realities of modern organizational life and their effect on the identities that organizations and their members cultivate. This book bridges the domains of psychology and management to facilitate a multi-disciplinary, multi-level integration of theory and research on identity processes. The volume highlights answers to important questions raised by shifting organizational forms and arrangements, such as: How are identity processes affected by, and how do they affect, the motivations of individuals and organizations? How do identity and identification shape the social processes that unfold between individuals and groups? How do strong versus weak contexts affect identity processes as the boundaries of organizations and social categories within them become more permeable? An effective tool for understanding a wide variety of organizational phenomena, this book is intended for scholars and students in the fields of management, organizational theory, organizational behavior, social psychology, and industrial/organizational psychology.

Handbook of Asian Management Kwok Leung 2004-04-30 Our understanding of management in Asia has not kept pace with the demands of managers and students. The Handbook of Asian Management provides in-depth critical reviews of central topics in strategy and organizational behavior research in Asian contexts. Leading scholars take stock of what has been learned and give clear directions towards greater rigor and relevance for research in this region.

The Psychology of Work Jeanne M. Brett 2002-03-01 This edited volume is derived from a conference held in honor of Charles Hulin's contribution to the psychology of work. His research has carefully developed and tested theory related to job satisfaction, withdrawal from work, and sexual harassment. Edited by Hulin's students, The Psychology of Work discusses research in job satisfaction. This research shows that job satisfaction plays an essential role in theories of organizational behavior. Formal models are used, such as item response theory, structural equation modeling, and computational models. Three general and consistent themes in Hulin's research are represented in this book's chapters. The first theme is a focus on broad, general constructs, such as job satisfaction. The virtue of this approach is that a wide range of behavior can be explained by a small number of variables. The second theme involves the examination of the antecedents and consequences of job satisfaction. This theme is increasingly important because it ties research on job attitudes and job behaviors where links are consistently found to social attitudes and behaviors where links are rarely found. The third theme consists of Hulin's interest in the use of formal models to characterize and understand behavior. This volume will be of interest to scholars and students in industrial/organizational psychology, human resources, organizational behavior, and management.

Report from the Secretary of War Philip St. George Cooke 1849

Culture and Leadership Across the World Jagdeep S. Chhokar 2013-06-17 Culture and Leadership Across the World: The GLOBE Book of In-Depth Studies of 25 Societies is the second major publication of GLOBE (Global Leadership and Organizational Behavior Effectiveness), a groundbreaking, large-scale project on international management research featuring contributions from nearly 18,000 middle managers from 1,000 organizations in 62 countries, perhaps the largest project of its kind ever undertaken. This volume effectively presents a complex collection of global research addressing the culture of particular countries, leadership qualities within those countries, and recommendations on how managers should conduct business in countries other than their own. A massive effort with a cross-cultural focus and broad international appeal, this book explores: how leadership is conceptualized and enacted in its cultural milieu; quantitative data including middle manager questionnaires, unobtrusive measurement, and participant observation data; qualitative research from interviews, focus groups, and media analyses; and theoretical and methodological pitfalls that arise in the effort to develop universal management theories. This book is a coherent and well-organized presentation of the findings of the GLOBE Project and will appeal to scholars in leadership, management, international business, cultural studies; and also to practicing managers.

Role Transitions in Organizational Life Blake Ashforth 2000-10-01 Research from a diverse array of organizational settings and occupations is included, from the education of medical students to the promotion of salespeople and from the adjustment of camp counselors to the retirement of CEOs. Role Transitions will appeal to scholars and students in the fields of organizational behavior, human resource management, and social, developmental, and industrial psychology."--Jacket.

Remedial Mathematics, 2010 Sudhir K. Pundir The book is primarily written according to the latest syllabus of B. Pharma and many other courses related to Bio Science of different technical colleges of India. The present book offer a unified treatment of the materials outlines in all current recommendations of Pharmacy. A major feature of this text is its versatility. The book has been written in simple language. The salient feature of the book is the conceptual examples have been treated at the proper places so that the reader can go to the depth of the subject. Suitably framed graded problems have also been given at right place. Latest questions papers of many technical universities have been solved and added at proper places.

The Psychology of Leadership David M. Messick 2004-09-22 In this book, some of the world's leading scholars come together to describe their thinking and research on the topic of the psychology of leadership. Most of the chapters were originally presented as papers at a research conference held in 2001 at the Kellogg School of Management of Northwestern University. The contributions span traditional social psychological areas, as well as organizational theory; examining leadership as a psychological process and as afforded by organizational constraints and opportunities. The editors' goal was not to focus the chapters on a single approach to the study and conceptualization of leadership but rather to display the diversity of issues that surround the topic. Leadership scholars have identified a host of approaches to the study of leadership. What are the personal characteristics of leaders? What is the nature of the relation between leaders and followers? Why do we perceive some people to be better leaders than others? What are the circumstances that evoke leadership qualities in people? Can leadership be taught? And so on. The contributions to this book examine these important questions and fall into three categories: conceptions of leadership, factors that influence the effectiveness of leadership, and the consequences and effects of leadership on the leader. All in all, the chapters of this volume display part of a broad spectrum of novel and important approaches to the study of the psychology of leadership. We hope that they are equally useful to those who are or would be leaders and to those who study the topic. As recent events have served to remind us, it is too important a topic to be ignored by psychologists.

Organizational and Educational Change Jean M. Bartunek 2014-04-08 Jean M. Bartunek, the 2001-2002 President of the Academy of Management, has written an excellent scholarly book on organizational and educational change. Using a joint insider/outsider approach, this book tells the story of a change agent group--a group of teachers--that was creating change in its organization setting, a Network of Independent Schools. The group's focus was on empowerment and professional development for teachers in the Network. The book describes virtually everything that happened in the group over its first seven years and summarizes what happened during its final two years. It explores the identity, work, and evolution of change agent groups in organizations, with particular emphasis on teachers and educational change. Through the book's extensive quotations and narrative account, the reader is enabled to enter into the world of the teacher group studied over the course of its nine-year history. In addition, the book includes analysis of the underlying processes involved in the change, focusing on the change agent group's identity, its actions and relationships with stakeholders as they jointly evolved over time, and their impacts on the vitality of the change effort. It contributes a new understanding of fundamental processes involved in organizational change, especially when viewed from the perspective of change agents. In addition, the book provides practical implications for change agents, specifically change agents in schools. As such, this account will be useful for graduate students and researchers in organizational change, educational leadership, and professional development. It is a part of Lawrence Erlbaum Associates growing series in organization management.

Artifacts and Organizations Anat Rafaeli 2013-06-17 Artifacts in organizations are ubiquitous but often overlooked. The chapters in this book illustrate that artifacts are everywhere in organizational life. They prevail in how offices are decorated, language is used, business cards are designed, and office cartoons are displayed. In addition, artifacts can be seen in the name of an organization and its employees, products, buildings, processes, and contracts, and they represent people, organizations, and professions. Artifacts and Organizations suggests that artifacts are neither superficial nor pertinent only to organizational culture. They are relevant to a rich and diverse set of organizational processes within and across multiple levels of analysis. Artifacts are shown to be integral to identity, sense-giving and sense-making processes, interpretation and negotiation, legitimacy, and branding. The book seeks to communicate that artifacts are often much more than what is currently recognized in organizational research. The four sections of this edited volume address various aspects of what is known about and known through artifacts. Together, the full set of chapters challenge the field to move beyond a narrow conceptualization and understanding of artifacts in organizations. This book leads students to embrace the full complexity and richness of artifacts. In addition, the text seeks to inspire those who focus on artifacts as symbols to delve deeper into the complexities of artifacts-in-use, for individuals, organizations, and institutions.

Phyto-theology John Hutton Balfour 1851

The Handbook of Organizational Culture and Climate Neal M. Ashkanasy 2011 The Second Edition provides an overview of current research, theory and practice in this expanding field. The editorial team and the authors come from diverse professional and geographical backgrounds, and provide an unprecedented coverage of topics relating to both culture and climate of modern organizations.

Revolutionary Experiments Nikolai Krementsov 2013-04 Provides a cross-disciplinary understanding of early Soviet history that illustrates a central role that science came to play in the culture and society of post-revolutionary Russia - Opens up new directions for research and analysis in more than one field, including the history of science, cultural studies, the history of medicine, the history of Russia, and literary studies - Based to a large extent on previously unknown archival materials - Brings together the history of biomedical research and science fiction, analyzing why and how scientific knowledge is transformed into a powerful cultural resource, as well as different uses of this resource by a variety of interest groups

Russian English Anna A. Eddy 2016-09-15 A fascinating discussion of Russian English as a World English variety and its function in politics, business and culture.

The Business of Culture Joseph Lampel 2006-04-21 The business of culture is the business of designing, producing, distributing, and marketing cultural products. Even though it gives employment to millions, and is the main business of many large and small organizations, it is an area that is rarely studied from a strategic management perspective. This book addresses this void by examining a wide range of cultural industries--motion pictures, television, music, radio, and videogames--from such a perspective. The articles included in this book will be helpful to individuals who seek a better understanding of organizations and strategies in the entertainment and media sector. But it should also provide valuable insights to managers and entrepreneurs who operate in environments that share the creative uncertainty and performance ambiguity that characterize most cultural industries.

Creativity and Innovation in Organizational Teams Leigh L. Thompson 2006-04-21 Creativity and Innovation in Organizational Teams stemmed from a conference held at the Kellogg School of Management in June 2003 covering creativity and innovation in groups and organizations. Each chapter of the book is written by an expert and covers original theory about creative processes in organizations. The organization of the text reflects a longstanding notion that creativity in the world of work is a joint outcome of three interdependent forces--individual thinking, group processes, and organizational environment. Part I explores basic cognitive mechanisms that underlie creative thinking, and includes chapters that discuss cognitive foundations of creativity, a cognitive network model of creativity that explains how and why creative solutions form in the human mind, and imports a ground-breaking concept of "creativity templates" to the study of creative idea generation in negotiation context. The second part is devoted to understanding how groups and teams in organizational settings produce creative ideas and implement innovations. Finally, Part III contains three chapters that discuss the role of social, organizational context in which creative endeavors take place. The book has a strong international mix of scholarship and includes clear business implications based on scientific research. It weds the disciplines of psychology, cognition, and business theory into one text.

Regions of the Great Heresy Jerzy Ficowski 2003 The Polish poet, an expert on the life of Bruno Schulz, retraces Schulz's life and literary career to its tragic end at the hands of the Nazis, exploring his legacy as well, including the Mossad's removal of his murals from Poland in 2001. Reprint.

Exploring Positive Relationships at Work Jane E. Dutton 2017-09-25 This edited volume brings together a select group of leading organizational scholars for the purpose of developing a foundation-setting book on positive relationships at work. Positive Relationships at Work (PRW) is a rich new interdisciplinary domain of inquiry that focuses on the generative processes, relational mechanisms and outcomes associated with positive relationships between people at work. This volume builds a solid foundation for this promising new area of scholarly inquiry and offers a multidisciplinary exploration of how relationships at work become a source of growth, vitality, learning and generative states of human and collective flourishing. A unique feature of the book is the use of a connecting commentator chapter at the end of each section. The Commentator Chapters, written by preeminent scholars, uncover and discuss integrative themes that emerge within sections. The editors approach the topic from multiple levels, each level providing critical, valuable insights into the dynamic process underlying positive relationships at work. These levels are arranged in five parts: an introduction to positive relationships at work; Individuals and Dyads; Groups and Communities; Organizations and Organizing; and a conclusion that offers an engaging invitation and multi-level map for guiding future research. This volume will appeal to academics and practitioners, as well as scholars and graduate students in organizational psychology, management, human resources, and inter-personal communications.

Language of Conflict Natalia Knoblock 2020-06-11 Exploring the ways in which language and conflict are intertwined and interrelated, this volume examines the patterns of public discourse in Ukraine and

Russia since the beginning of the Ukrainian Crisis in 2014. It investigates the trends in language aggression, evaluation, persuasion and other elements of conflict communication related to the situation. Through the analysis of the linguistic features of salient discourses and prevalent narratives constructed by different social groups, Language of Conflict reflects competing worldviews of various stakeholders in this conflict and presents multiple, often contradictory, visions of the circumstances. Contributors from Ukraine, Russia and beyond investigate discursive representations of the most important aspects of the crisis: its causes and goals, participants and the values and ideologies of the opposing factions. They focus on categorization, stance, framing, (de)legitimation, manipulation and coping strategies while analysing the ways in which the stress produced by social discord, economic hardship, and violence shapes public discourse. Primarily focusing on informal communication and material gathered from online sources, the collection provides insight into the ways people directly affected by the crisis think about and respond to it. The volume acknowledges the communicators' active role in constructing the (often incompatible) discursive images of the conflict and concentrates on the conscious and strategic use of linguistic resources in negative and aggressive communication.

Path Dependence and Creation Raghu Garud 2013-05-13 The editors, aware of the recent work in evolutionary theory and the science of chaos and complexity, challenge the sometimes deterministic flavor of this subject. They are interested in uncovering the place of agency in these theories that take history so seriously. In the end, they are as interested in path creation and destruction as they are in path dependence. This book is compiled of both theoretical and empirical writings. It shows relatively well-known industries, such as the automobile, biotechnology, and semi-conductor industries in a new light. It also invites the reader to learn more about medical practices, wind power, lasers, and synthesizers. Primarily written for academicians, researchers, and Ph.D. students in fields related to technology management, this book is research-oriented and will appeal to all managers.

Work and Life Integration Ellen Ernst Kossek 2004-12-13 Work-family researchers have had much success in encouraging both organizations and individuals to recognize the importance of achieving greater balance in life. Work and Life Integration addresses the intersect between work, life, and family in new and interesting ways. It discusses current challenges in dealing with work-life integration issues and sets the stage for future research agendas. The book enlightens the research community and informs the public debates on how workplaces can be made more family sensitive by providing contributions from psychologists, sociologists, and economists who have not shied away from asserting the policy implications of their findings. This text appeals to both practitioners and academics interested in seeking ways to create meaningful lives.

Teaching Cultural Competence in Nursing and Health Care, Third Edition Dr. Marianne R. Jeffreys, EdD, RN 2015-12-01 Praise for the Second Edition: "This book will help educators understand the multidimensional process of cultural competence, and the vignettes it provides will be useful to anyone who teaches cultural competence." -- Nursing Education Perspectives Based on proven research, this textbook is a unique "how-to" for nursing faculty called upon to educate students, nurses, and other health care providers on how to provide optimal care for culturally diverse populations. It offers a systematic approach featuring ready-to-use materials for planning, implementing, and evaluating cultural competence education strategies and programs. A wealth of practical information on all aspects of culturally competent communication and treatment—in both classroom and workplace settings--is supplemented with an assessment and evaluation toolkit that can be adapted for all educational levels. The third edition is reorganized to facilitate the incorporation of cultural competence into a greater variety of environments, and provides additional examples and case studies to better illustrate content. Updated and revised information, research findings, and expanded ready-to-apply strategies and exemplars are woven throughout all chapters. New and expanded chapters address curriculum; traditional classrooms, hybrid, and online courses; and clinical settings, immersion experiences, service learning, simulation, and nursing skills lab. Included are educational activities for academic, clinical, and professional association settings. Integrated reflection boxes, easy-to-apply action steps, toolkit resource boxes, references, and discussion questions help students to fully integrate the book's content. The text fulfills Cultural Competence accreditation requirements for undergraduate nursing programs and for institutions trying to obtain Magnet Status. New to the Third Edition: Reorganized to address cultural competence in a variety of environments Expanded ready-to-apply strategies and exemplars A wealth of updated and revised information and research New and expanded chapters on curriculum and varied learning modalities New information on clinical settings, immersion experiences, service learning, simulation, and nursing skills lab Reflection boxes, easy-to-apply action steps, toolkit resource boxes, and discussion questions Also available: For PhD students, instructors, institutions, and others who want to take it a step further, can purchase The Cultural Competence Education Resource Toolkit. This product contains questionnaires and evaluation methods for a variety of environments, and will enable the use to assess cultural competence in a group of individuals, and a means to achieve optimal cultural competence. For more information, go to www.springerpub.com/cctoolkit .

Managing Emotions in the Workplace Neal M. Ashkanasy 2016-09-16 The modern workplace is often thought of as cold and rational, as no place for the experience and expression of emotions. Yet it is no more emotionless than any other aspect of life. Individuals bring their affective states and emotional "buttons" to work, leaders try to engender feelings of passion and enthusiasm for the organization and for its mission, and consultants seek to increase job satisfaction, commitment, and trust. This book advances the understanding of the causes and effects of emotions at work and extends existing theories to consider implications for the management of emotions. The international cast of authors examines the practical issues raised when organizations are studied as places where emotions are aroused, suppressed, used, and avoided. This book also joins the debate on how organizations and individuals ought to manage emotions in the workplace. Managing Emotions in the Workplace is designed for use in graduate level courses in Organizational Behavior, Human Resource Management, or Organizational Development - any course in which the role of emotions in the workplace is a central concern. Scholars and consultants will also find this book to be an essential resource on the latest theory and practice in this emerging field.

The York Pioneer Index; 1921-1930 York Pioneer and Historical Society 2021-09-10 This work has been selected by scholars as being culturally important and is part of the knowledge base of civilization as we know it. This work is in the public domain in the United States of America, and possibly other nations. Within the United States, you may freely copy and distribute this work, as no entity (individual or corporate) has a copyright on the body of the work. Scholars believe, and we concur, that this work is important enough to be preserved, reproduced, and made generally available to the public. To ensure a quality reading experience, this work has been proofread and republished using a format that seamlessly blends the original graphical elements with text in an easy-to-read typeface. We appreciate your support of the preservation process, and thank you for being an important part of keeping this knowledge alive and relevant.

Beyond the Postcolonial E. Dawson Varughese 2012-08-21 With the backdrop of new global powers, this volume interrogates the state of writing in English. Strongly interdisciplinary, it challenges the prevailing orthodoxy of postcolonial literary theory. An insistence on fieldwork and linguistics makes this book scene-changing in its approach to understanding and reading emerging literature in English.

Social Influences on Ethical Behavior in Organizations John M. Darley 2001-03-01 For too long, organizational scientists have not adequately attended to the problems of unethical behavior in organizations. This collection of essays provides the stimulus needed to help move the study of unethical behavior to center stage in the organizational sciences. It does so by posing provocative questions that not only entail a concern for understanding unethical behavior but that also strike at the very core of how and why organizations function as they do. The book addresses: * the asymmetries in power and influence created by hierarchies that give rise to ethical problems; * the tactics that might reduce the effectiveness of improper influence attempts; and * how the inappropriate use of influence diffuses, for example, through a market.

Russian Science Fiction Literature and Cinema Anindita Banerjee 2018-01-31 The first collection of essays devoted to the rich tradition of Russian science fiction on the page and the screen from a variety of disciplinary perspectives. A resource for classroom instruction as well as research, it provides a comprehensive overview of science fiction's important role in Russian society, politics, technology, and culture.

Managing Organizational Change in Transition Economies Daniel R. Denison 2001 The publication of this volume marks an important event for The William Davidson Institute. It is the result of a major WDI research venture that focused on the transition process at the firm level. The research speaks to both the concerns of researchers that focus on issues of organization, management, and strategy, and also to the individual managers and leaders who are trying to transform their organizations. This focus on the firm-level dynamics reflects a major thesis that the Institute has been advancing with respect to the transition process--until the transition occurs at the firm level, the process is not complete. This book is also an important reminder of the large network of researchers and practitioners that has been formed by the Institute. The hundreds of Institute Fellows, Associates, and Affiliates around the world have contributed in an important way to the understanding of the transition process. Their working papers, articles, and books have been widely read and have informed private, as well as public policy decisions. Conducting worldwide research on the transition process is a difficult procedure, but this book is evidence that the issues and the network are clearer now than ever before.

A History of Russian Literature Dimitri-Petrovic Svyatopolk-Mirsky (prince) 1949

The Wind in the Willows Kenneth Grahame 2019 "The Wind in the Willows" is a young adult novel by Kenneth Graham which follows the adventures of the anthropomorphic animals Mole, Rat, Badger, Toad, and their friends. When the novel begins, Mole is at home doing spring cleaning, and he is quite bored with it.

Primary Care for the Physical Therapist William G. Boissonnault 2020-01-01 Specifically designed to address the expanding role of physical therapists in primary care, Primary Care for the Physical Therapist: Examination and Triage, 3rd Edition covers all the information and skills you need to be successful in the field. Updated content throughout the text helps you stay up to date on the best practices involving patient examination, medical screening, patient management, and communication. This new third edition also features a new chapter on electrodiagnostic testing, a new chapter on patients with a history of trauma, and updated information on how to screen and examine the healthy population. It's a must-have resource for any physical therapist wanting to obtain the technical expertise and clinical decision-making abilities to meet the challenges of a changing profession. Tailored content reflects the specific needs of physical therapists in primary care. Overview of the physical examination is provided in the text to ground therapists in the basis for differential diagnosis and recognizing conditions. NEW! Updated content throughout the text reflects the current state of primary care and physical therapy practice. NEW! New chapter on electrodiagnostic testing helps familiarize physical therapists with indications for electrodiagnostic testing and implications of test results to their clinical decision-making. NEW! New chapter on patients with a history of trauma emphasizes the red flags that physical therapists need to recognize for timely patient referral for appropriate tests. NEW! Updated information on how to screen and examine the healthy population enhances understanding of the foundations of practice and the role that physical therapists can fill in primary care models.

Classics of Economic Theory George Wilton Wilson 1964

Improving Learning Transfer Cyril Kirwan 2009 Cyril Kirwan's book addresses this critical issue at a number of levels. Firstly, it explores what learning transfer actually is (it's about application of learning back at work, as well as maintenance of that learning over time). Secondly, it describes the main factors that affect transfer, in terms of trainee characteristics, training design factors, and work environment characteristics. It also examines how those factors exert their effect, which ones are more important, how they interact with one another, and in doing so constructs a practical learning transfer model for practitioners. The book also describes in some detail what the various factors working for or against learning transfer look like in practice. Finally, using case studies, it points the way towards what can be done before, during and after training to improve the rate of transfer.

Blue Jay, Vol.14, Issue 2; 14 Saskatchewan Natural History Society 2021-09-09 This work has been selected by scholars as being culturally important and is part of the knowledge base of civilization as we know it. This work is in the public domain in the United States of America, and possibly other nations. Within the United States, you may freely copy and distribute this work, as no entity (individual or corporate) has a copyright on the body of the work. Scholars believe, and we concur, that this work is important enough to be preserved, reproduced, and made generally available to the public. To ensure a quality reading experience, this work has been proofread and republished using a format that seamlessly blends the original graphical elements with text in an easy-to-read typeface. We appreciate your support of the preservation process, and thank you for being an important part of keeping this knowledge alive and relevant.

Who Owns Whom 2008

The Global-Local Interface and Hybridity Rani Rubdy 2013-11-29 The chapters in this volume seek to bring hybrid language practices to the center of discussions about English as a global language. They demonstrate how local linguistic resources and practices are involved in the refashioning of identities in a variety of cross-cultural and geographical contexts, and illustrate hybridity as an enactment of resistance and creativity. Drawing on a variety of disciplines and ideological perspectives, the authors use contexts as diverse as social media, Bollywood films, workplaces and kindergartens to explore the ways in which English has become a part of localities and social relations in ways that are of significant sociolinguistic interest in understanding the dynamics of mobile cultures and transcultural flows.

Image Theory Lee Roy Beach 1998-01-01 Decision making plays a major role in virtually every theory of organizational behavior. However, decision theory has not provided organizational theorists with useful descriptions of how decisions are made, either by individuals or by individuals in organizations. The earliest offering came from economics in the form of the "normative" rational view of decision making. The underlying presumption was that decision makers are all striving to maximize return or minimize loss, that decisions are based upon unlimited information, and that they have the capacity to use the information efficiently. They know the options open to them and the consequences of pursuing one or another of those options. The optimal course of action is revealed by applying the appropriate analysis and choosing the most profitable option. The key concepts are rationality, analysis, orderliness, and maximization, and even a moment's thought demonstrates the gap between these concepts and real-life experience. From the viewpoint of organizational theory, the primary problem with the normative view of decision making, and by analogy with much behavioral decision research, is its reliance on the "gamble metaphor." That is, decisions are characterized as gambles in an effort to capture the inherent risk. This metaphor has the advantage of simplicity, but it is a flawed simplicity. This book is about a different kind of behavioral theory -- image theory. It is a psychological theory of decision making that abandons the gamble metaphor and the normative logic that the metaphor supports. Instead it sees decision making as guided by the beliefs and values that the decision maker, or a community of decision makers, holds to be relevant to the decision at hand. These beliefs and values dictate the goals of the decision. The point is to craft a course of action that will achieve these goals without interfering with the pursuit of other goals. The book begins with an overview of image theory that outlines the

basic concepts of the theory and a little of its history. The next two parts correspond to the theory's two decision mechanisms, the compatibility test and the profitability test. The final section contains extensions and developments of the theory as well as cognate ideas that have their basis in the theory. This book's purpose is to provide -- in one place -- the theoretical and empirical work that has been done up to now and to suggest directions for future work.