

Literaturliste für die Prüfung in Arbeits- und Organisationspsychologie

Neufassung vom Mai 2007

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Grundlage der Prüfung sind die beiden Vorlesungen Arbeitspsychologie und Organisationspsychologie und die unten angegebene Literatur. Die Prüfung besteht aus drei Teilen: Vertiefungsthema, Arbeitspsychologie und Organisationspsychologie. Zusätzlich zu der allgemeinen Literatur wählt jede/r StudentIn ein Vertiefungsthema. Für das Vertiefungsthema wird erwartet, dass neben der angegebenen Vertiefungsliteratur zusätzliche Literatur gelesen wird. Dies gilt insbesondere für Vertiefungsthemen, bei denen nur ein kurzer Artikel angegeben ist. Die mit „*Vertiefung*“ gekennzeichnete Literatur muss nur für das als Vertiefung gewählte Themengebiet gelesen werden.

Diese Literaturliste gilt für Nebenfach und Hauptfachprüfungen ab Sommersemester 08, kann aber auch fakultativ schon ab Sommersemester 07 und Wintersemester 07/08 verwendet werden.

Falls Sie die allgemeine Literatur kopieren wollen, so kann eine Kopiervorlage von Frau Müller ausgeliehen werden. Von der Vertiefungsliteratur gibt es keine vollständige Kopiervorlage.

Arbeitspsychologie

Zur Einführung

- Frese, 1998. Work and organizational psychology.

Handeln

- Frese & Zapf, 1994
- *Vertiefung*: Hacker, 2005

Stress

- Landy & Conte, Kap. 10 (Stress and Worker Well-Being)
- *Vertiefung*: Sonntag & Frese, 2003

Schichtarbeit

- Smith, Folkard & Fuller, 2003
- *Vertiefung*: Colquhoun & Routenfranz, 1980

Arbeitsanalyse

- Landy & Conte, Kap. 4 (Understanding Performance, Modules 4.3 und 4.4)
- Schuler, 2004 (Kap. 7, Schüpbach & Zölch)

Arbeitsgestaltung

- Morgeson & Campion, 2003
- *Vertiefung*: Parker & Wall, 1998

Fehler / Unfälle / Arbeitssicherheit

- Zapf, Frese, & Brodbeck, 1999
- Chmiel, 2000, Kap. 11

Arbeitsmotivation

- Landy & Conte, Kap. 8 (The Motivation to Work)
- *Vertiefung*: Latham, 2006

Arbeitszufriedenheit

- Landy & Conte, Kap. 9 (Emotions, Attitudes, and Work)
- *Vertiefung*: Judge, Thorensen, Bono & Patton, 2001

Training

- Sonnentag, Niessen, & Ohly (in press)
- *Vertiefung*: Wexley & Latham, 2002

Arbeitslosigkeit und Zukunft der Arbeit

- Warr, 1987, Kap. 1 & 12
- *Vertiefung*: Frese in Chmiel, 2000, Kap. 18

Organisationspsychologie

Personalauswahl

- Landy & Conte, Kap. 3 (Individual Differences and Assessment)
- Landy & Conte, Kap. 6 (Staffing Decisions)
- *Vertiefung*: Schmitt, Cortina, Ingerick, & Wiechmann, 2003

Leistung und Leistungsmessung

- Landy & Conte, Kap. 4.1, 4.2 (Understanding Performance)
- Landy & Conte, Kap. 5 (Performance Measurement)
- Frese & Fay, 2001

Teams und Gruppen

- Landy & Conte, Kap. 13 (Teams in Organizations)
- *Vertiefung*: West, 2004

Fairness, Diversität und Konflikte

- Landy & Conte, Kap. 11 (Fairness and Diversity in the Workplace)
- Fisher & Ury, 1992
- *Vertiefung*: Knippenberg, De Dreu, & Homan oder Bazerman, 2006

Führung, Macht und Einfluss

- Landy & Conte, Kap. 12 (Leadership)
- *Vertiefung*: Neuberger, 1995

Kultur & Organisation

- Javidan, House, & Dorfman, 2004, Kap 3
- House, Javidan, Hanges, & Dorfman, 2002
- Javidan & House, 2002
- *Vertiefung*: Triandis, 1994

Organisationsstruktur und –entwicklung

- Katz & Kahn, p. 18-33
- Landy & Conte, Kap. 14 (The Organization of Work Behavior)
- Dess, Lumpkin, & Taylor, 2005, Kap 2 & 3
- *Vertiefung*: French & Bell, Kap. 8-12

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Colquhoun, W. P., & Rutenfranz, J. (Eds.). Studies of Shiftwork. London : Taylor & Francis.

Chmiel, N. (Ed.). (2000). Introduction to work and organizational psychology: A European perspective. Oxford, : Blackwell.

Dess, G.G., Lumpkin, G.T., & Taylor M.L. (2005). Strategic Management. Boston: McGraw Hill.

Fisher, R. & Ury, W. Getting to yes. Management Review.

Folkard, S. (1996). Body rhythms and shiftwork. In P. Warr (Ed.), Psychology at work (4th ed., pp. 39-72). London: Penguin.

French, W. L., & Bell, C. H., Jr. (1995). Organization development. (5th ed.). Englewood Cliffs, N.J.: Prentice-Hall.

Frese, M. (1998). Work and organizational psychology. In M. Eysenck (Ed.), Psychology: An integrated approach (pp. 624-668). Harlow, : Addison Wesley Longman.

Frese, M., & Fay, D. (2001). Personal Initiative: An active performance concept for work in the 21st century. In B.M. Staw & R.I. Sutton (Eds.), Research in organizational behavior (Vol. 23, pp. 133-187). Elsevier.

Frese, M., & Zapf, D. (1994). Action as the core of work psychology: A German approach. In H. C. Triandis, M. D. Dunnette, & L. Hough (Eds.), Handbook of industrial and organizational psychology (Vol. 4, pp. 271-340). Palo Alto, California: Consulting Psychologists Press.

Hacker, W. (2005). Allgemeine Arbeitspsychologie. Bern: Huber.

House, R., Javidan, M., Hanges, P., & Dorfman, P. (2002). Understanding cultures and implicit leadership theories across the globe: an introduction to project GLOBE. *Journal of World Business*, 37(1), 3-10.

Javidan, M., House, R. J., & Dorfman, P. W. (2004). A nontechnical summary of GLOBE findings. In R. J. House, P. J. Hanges, M. Javidan, P. W. Dorfman, & V. Gupta (Eds.), Culture, Leadership, and Organizations. The GLOBE Study of 62 Societies (pp. 29-48). Thousand Oaks: SAGE Publications. (Nur Kapitel 3!)

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- Latham, G. P. (2006). Work motivation: History, theory, research, and practice. Thousand Oaks: SAGE Publications.
- Morgeson, F. P., & Campion, M. A. (2003). Work design. In W. C. Borman, D. R. Ilgen, & R. J. Klimoski (Eds.), Handbook of Psychology: Industrial and Organizational Psychology (Vol. 12, pp. 423-452). Hoboken, NJ: John Wiley & Sons.
- Neuberger, O. (1995). Mikropolitik. Stuttgart, Germany: Enke.
- Parker, S. & Wall, T.D. (1998) Job and Work Design: Organizing Work to Promote Well-Being and Effectiveness. Thousand Oaks: Sage.
- Schmitt, N., Cortina, J. M., Ingerick, M. J., & Wiechmann, D. (2003). Personnel selection and employee performance. In W. C. Borman, D. R. Ilgen, R. J. Klimoski, & I. B. Weiner (Eds.), Handbook of psychology: Vol. 12. Industrial and organizational psychology (pp. 77-105). Hoboken, NJ: Wiley & Sons.
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- Triandis, H. C. (1994). Cross-cultural industrial and organizational psychology. In H. V. Triandis, M. D. Dunnette, & L. M. Hough (Eds.), Handbook of industrial and organizational psychology (Vol. 4, pp. 103-172). Palo Alto, Calif.: Consulting Psychologists Press.

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