



# Work in the 21st Century: An Introduction to Industrial and Organizational Psychology

By Frank J. Landy, Jeffrey M. Conte

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*Work in the 21st Century* is the highly regarded, most current and engaging text for the industrial and organizational psychology course. Combining leading research, consulting, and teaching expertise, Frank Landy and Jeff Conte provide students with up-to-date examples and cases that link current research and theory to practical issues in the workplace.

- Modular approach: The text features self-contained sections within chapters, for maximum teaching flexibility. Each module ends with point summaries and key terms.
- Cutting-edge topics and research coverage: Includes the Five Factor Theory of Personality, the Big Eight theory of competencies, emotional intelligence, culture and emotions, genetics and job satisfaction, achieving balance between work and non-work, stress and violence, organizational citizenship, measuring motivation, integrity testing, entrepreneurship, computer-based assessment, counterproductive work performance, male vs. female leaders, cross cultural teams, bullying, and more.
- Emphasis on critical thinking: supplementary critical thinking questions present situations and ask students to apply the principles and concepts they've learned in that section.
- Case Studies and Boxes provide concrete examples of the issues involved in work and behavior in various applied settings, for example the role of I-O Psychology in the Iraq War and the aftermath of Hurricane Katrina.
- Clear, articulate explanations: The clear prose and interesting examples make the book accessible to a wide range of students.
- Ancillaries include: Instructor's Manual, Test Bank, Study Guide, Power Point Slides, and a dedicated website at [www.blackwellpublishing.com/landyconte2e](http://www.blackwellpublishing.com/landyconte2e)

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### Editorial Review

#### Review

“Besides thorough coverage, *Work in the 21st Century*, 2nd edition, stands out in six ways. It is ... reader-friendly, colorful, well-supported, and modular. Landy and Conte use an informal, often conversational style, rich with examples, cases, [and] drawings ... [The book] focuses on the individual at work in a multicultural environment, a clear strength. Bottom line, if you teach I-O psychology and want the best available coverage, I believe you'll end up where I did, with Landy and Conte's *Work in the 21st Century*, 2nd edition.” *Personnel Psychology*

“The book and its authors reflect the scientist-practitioner model. Up-to-date research findings explain what we know about I-O psychology, and the many practical examples show clearly how principles of I-O psychology are applied in the workplace.” *Wayne F. Cascio, University of Colorado at Denver and Health Sciences Center*

“This introductory textbook by Landy and Conte is by far the best textbook available. It is up-to-date, cross-cultural with an international orientation, and very well written and understandable. I've adopted it for my course.” *Michael Frese, University of Giessen and London Business School*

#### From the Back Cover

*Work in the 21st Century* is the highly regarded, and most current and engaging, text for the industrial and organizational psychology course. Combining leading research, consulting, and teaching expertise, Frank Landy and Jeff Conte provide students with up-to-date examples and cases that link current research and theory to practical issues in the workplace. Students will gain familiarity with I-O psychology concepts and become critical evaluators of contemporary issues and research, allowing their education to carry them well past the conclusion of the course.

A number of themes recur throughout the text to underscore the multifaceted nature of work including the increase in cross-cultural and multinational work, the diversification of workforces, the increased importance of teams, and the increased complexity of the technical and organizational aspects of work.

#### Key features:

- Modular approach: contains self-contained sections within chapters, for maximum teaching flexibility
- Cutting-edge topics and research coverage: includes the Five Factor Theory of Personality, the Big Eight theory of competencies, emotional intelligence, culture and emotions, genetics and job satisfaction, achieving balance between work and non-work, stress and violence, measuring motivation, integrity testing, entrepreneurship, computer-based assessment, male vs. female leaders, cross-cultural teams,

bullying, and more

- **Emphasis on critical thinking:** supplementary critical thinking questions present situations and ask students to apply the principles and concepts they have learned in that section
- **Case studies and boxes:** cases provide concrete examples of the issues involved in work and behavior in various applied settings

Clear, articulate explanations: concise prose and interesting examples make the book accessible to a wide range of students

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#### About the Author

**Frank J. Landy** is a Professor Emeritus in Industrial and Organizational Psychology at Penn State University. He has also been a Visiting Lecturer or Researcher at Stanford University, The University of California at Berkeley, Stockholm University, Gothenburg University, Cluj-Napoca University (Romania) and Ljubljana University (Slovenia). He received his Ph.D. in Industrial and Organizational Psychology at Bowling Green State University. He has served as an Editor of various I-O psychology journals as well as President of SIOP. His career has been divided among research, teaching, text and journal writing, and consulting. Frank's research has been funded by federal agencies including the Department of Justice, the Department of Labor, the Equal Employment Opportunity Commission (EEOC), the Nuclear Regulatory Commission, and the Department of Agriculture. He has received numerous awards and national recognition for his research on I-O psychology topics. Frank is also a much-sought-after expert witness in State and Federal cases that involve charges of race, gender and age discrimination as well as human factors issues such as product warning signs and labels, accidents, and product defects. He currently is CEO and Senior Testifying Expert of Landy Litigation Support Group, an expert services firm that provides assistance to private and public sector organizations, law firms, and government agencies on issues related to employment discrimination and human behavior. In his capacity as an expert witness, he has been retained by the Department of Justice, EEOC, and many private employers and has also been part of policy level groups responsible for drafting, revising, and interpreting Federal statutes (Americans with Disabilities Act, Age Discrimination in Employment Act, Civil Rights Act of 1991) as well as professional guidelines on fair employment (SIOP Principles and APA Standards). He remains active in the employment and human factors litigation arena today.

**Jeffrey M. Conte** is an Associate Professor in the Department of Psychology at San Diego State University. He received his B.A. from the University of Virginia and his Ph.D. in Industrial and Organizational Psychology from Penn State University. He teaches courses in introductory I-O psychology, advanced personnel psychology, and psychological testing and measurement. His research interests include personnel selection, personality predictors of job performance, time management, the measurement of emotional intelligence, and the factors associated with health and stress in the workplace. Jeff also has interests in cross-cultural research and has conducted research in organizations across the United States as well as in Canada and France. Jeff's research has been funded by the National Institute of Mental Health. He has published in and provided reviews for many I-O psychology and management journals. Jeff has worked with a variety of organizations addressing such issues as human resource selection, performance appraisal, stress, training evaluation, and organizational factors related to safety. His research and practice has included a wide variety of occupations including lawyers, engineers, firefighters, police officers, and public transportation drivers.

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