



Multiple Commitments in the Workplace: An Integrative Approach (Applied Psychology Series)

By Aaron Cohen

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The growing interest in multiple commitments among researchers and practitioners is evinced by the greater attention in the literature to the broader concept of work commitment. This includes specific objects of commitment, such as organization, work group, occupation, the union, and one's job. In the last several years a sizable body of research has accumulated on the multidimensional approach to commitment. This knowledge needs to be marshaled, its strengths highlighted, and its importance, as well as some of its weaknesses made known, with the aim of guiding future research on commitment based on a multidimensional approach. This book's purpose is to summarize this knowledge, as well as to suggest ideas and directions for future research. Most of the book addresses what seems to be the important aspects of commitment by a multidimensional approach: the differences among these forms, the definition and boundaries of commitment foci as part of a multidimensional approach, their interrelationships, and their effect on outcomes, mainly work outcomes. Two chapters concern aspects rarely examined--the relationship of commitment foci to aspects of nonwork domains and cross-cultural aspects of commitment foci--that should be important topics for future research.

Addressing innovative focuses of multiple commitments at work, this book:

- *suggests a provocative and innovative approach on how to conceptualize and understand multiple commitments in the workplace;
- *provides a thorough and updated review of the existing research on multiple commitments;
- *analyzes the relationships among commitment forms and how they might affect behavior at work; and
- *covers topics rarely covered in multiple commitment research and **includes all common scales of commitment forms that can assist researchers and practitioners in measuring commitment forms.**

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Editorial Review

Review

In this book, Cohen provides a comprehensive and in-depth treatment of the topic of work commitment. The tone of the work is scholarly and research oriented, and the book is likely to be most appealing to researchers in the area of work commitment, and to faculty teaching graduate courses focusing on this rather specialized area..Two noteworthy features are found at the end of the book, specially a comprehensive and rich list of references on work commitment and a helpful appendix that brings together into one convenient location various scales (28 in all) for measuring different forms of work commitment, including organizational commitment, job involvement, work values, career or occupational commitment, work group or team commitment, and union commitment..This appendix by itself may be worth the price of the book for readers who are interested in the topic or work commitment.

—Personnel Psychology

Doctoral students and faculty looking for the current state of knowledge about commitment will be impressed by the multipage tables within the text that summarize the types of commitment used in various studies of commitment, the methodologies used, and populations, studied..The greatest strength of the book by far, then, is its attention to issues of conceptualization and operationalization. The author provides rigorous definitions of various terms in the commitment literature, he explains the interrelationships among different kinds of commitment, he differentiates commitment from other related constructs in the field (such as job involvement) and he does a scrupulous job of explaining measurement issues and challenges in conducting empirical research.

—Academy of Management Review

Reading the book has enhanced my appreciation of the potential of multiple commitments approaches as well as the associated difficulties....a thought-provoking book, providing substantial detail that should be of value to scholars planning to explore multiple commitments.

—Administrative Science Quarterly

Users Review

From reader reviews:

Bert Ferguson:

This book untitled Multiple Commitments in the Workplace: An Integrative Approach (Applied Psychology Series) to be one of several books which best seller in this year, this is because when you read this book you can get a lot of benefit upon it. You will easily to buy this specific book in the book retail store or you can order it through online. The publisher on this book sells the e-book too. It makes you quickly to read this book, as you can read this book in your Smart phone. So there is no reason to you personally to past this publication from your list.

Laurel Ramer:

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Gene Baker:

Playing with family in a very park, coming to see the marine world or hanging out with pals is thing that usually you could have done when you have spare time, then why you don't try point that really opposite from that. 1 activity that make you not experiencing tired but still relaxing, trilling like on roller coaster you already been ride on and with addition associated with. Even you love Multiple Commitments in the Workplace: An Integrative Approach (Applied Psychology Series), you could enjoy both. It is very good combination right, you still desire to miss it? What kind of hangout type is it? Oh occur its mind hangout fellas. What? Still don't understand it, oh come on its called reading friends.

Richard Dean:

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