



The Oxford Handbook of Organizational Socialization (Oxford Library of Psychology)

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Organizational socialization is the process by which a new employee learns to adapt to an organizational culture. This crucial early period has been shown to have an influence on eventual job satisfaction, commitment, innovation, and cooperation, and ultimately the performance of the organization. After decades of research on organizational socialization, much is now known about this important process. However, some confusion still exists regarding what it means to be socialized.

The Oxford Handbook of Organizational Socialization brings comprehensive reviews of the scholarly literature together with perspectives on what is being done in organizations to integrate and support new employees. The first section introduces the principles and practice of employee socialization and provides a history of the field, and the second section focuses on outcomes and antecedents of socialization. The third section on organizational context, systems, and tactics covers an extensive number of topics, including diversity, person-organization fit, and social networks, and special contexts such as socialization into higher-level jobs, and expatriation. The fourth section reviews process, methods, and measurement. The fifth section goes "beyond the organizational newcomer" to examine socialization in special contexts. The sixth section expands on practice-related issues and walks the reader through two case studies, one in an academic setting and another in a corporate setting. The final chapters provide a "best practices" approach, based on the highest quality research, summarize the state of the field, and offer an agenda for future research as well as suggestions for potential research-practice partnerships.

Unique and thorough in its approach, *The Oxford Handbook of Organizational Socialization* is a useful single source of information across the range of research relevant to organizational socialization.

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Editorial Review

Review

"*The Oxford Handbook of Organizational Socialization* covers a range of perspectives and research topics with scholarship and meets the editorial goal to have a handbook for a variety of readers, such as psychology graduate students and their faculty mentors, scholars, researchers, and practitioners of psychology or related disciplines. These targeted readers will be able to find solid reviews of all relevant literature as well as theoretical insights. In addition, the chapters are grouped into sections serving to round out important topics, but they do this independently from each other in content and perspectives... This handbook is a commendable effort by the editor to meet the complexities of this field of study with sophisticated coverage, hence establishing the need for such a reference." -- Francis C. Staskon, *PsycCRITIQUES*

About the Author

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