

## Relations industrielles Industrial Relations



*Organizational Psychology, a Book of Readings*, by David A. Kolb, Irwin M. Rubin and James M. McIntyre, Prentice-Hall Inc., 1971, 387 pp.

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**Organizational Psychology, a Book of Readings**, by David A. Kolb, Irwin M. Rubin and James M. McIntyre, Prentice-Hall Inc., 1971, 387 pp.

This is a book of readings selected and presented by three faculty members of the Sloan School of Management, Massachusetts Institute of Technology.

It is a book intended as a source of primary material in behavioral science for the student of management as well undergraduate, graduate or in-service.

The organization of the book is the following: there are fifteen units with two readings in each. These units are: Organizational Socialization, Learning and Problem Solving, Organizational Decision Making, Motivation and Organizational Climate, Achievement Motivation, The Dynamics of Power and Affiliation Motivation, Decision Making in Groups, Interpersonal Perception, Interpersonal Communication, Leadership, Intergroup Relations, Organizational Structure and Composition, Personal Growth and Character Development, Helping and Consulting, Planned Change and Organization Development.

Although two or three articles have seemed less valid or interesting, most of them are very interesting and present conclusions of up to date research projects.

We have been particularly interested with the units on Organizational Decision Making, Interpersonal Perception, Interpersonal Communications, and Planned Change and Organization Development.

When use for teaching purpose, this book is designed to be used with the text, **Organizational Psychology: An Experimental Approach**, by the same authors. This last book present summaries and exercises related to the different fields covered in the readings.

However, even without the book of exercises, this collection of readings stands on its own and should be useful to teachers, managers and consultants for the breath of viewpoints and the wealth of data, it provides about the field of organizational behavior.

Jean-Pierre BEAULIEU

**Organizational Psychology: An Experimental Approach**, by David A. Kobb, Irwin M. Rubin and James M. McIntyre, Prentice-Hall Inc., 1971, 358 pp.

This book brings something new with him. Prepared by three faculty members of Sloan School of Management, Massachusetts Institute of Technology, it presents an experienced-based learning model.

It is designed with a focus on exercises, games, and roles play to make the insights of behavioral science meaningful and relevant both to practitioners and student of organizational behavior.

The fifteen units of exercises and summaries in this book correspond to the units of the companion book, **Organizational Psychology, a Book of Readings**, by the same authors and also published by Prentice-Hall Inc.

**Organizational Psychology: An Experimental Approach** does not have to be used with the book of readings although this last book presents the theoretical material that is covered by the exercises in the first book.

When using it, we have found some exercises very remarking, some less but we do believe it is a worthwhile approach to bring participation in class and let the students experiment by themselves the phenomena of organizational psychology.

Jean-Pierre BEAULIEU

**L'enquête par questionnaire: manuel à l'usage du praticien**, par Claude Javeau, Editions de l'Institut de Sociologie de l'Université Libre de Bruxelles, Bruxelles, 1971, 261 pp.

L'expérience de l'enseignement des méthodes de recherche en sciences sociales ainsi que des contacts avec de nombreux chercheurs ont convaincu l'auteur de la nécessité de mettre à la disposition des sociologues amenés à réaliser des enquêtes, un ouvrage de consultation aisée, conçu principalement dans une optique pratique.

L'auteur passe en revue les diverses étapes de l'enquête par questionnaire, depuis la définition de l'objet jusqu'à la rédaction du rapport final, en passant par la confection du questionnaire, la