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We are pleased to present this Global Edition, which has been developed specifically to help students of business make sense of Organizational Behavior (OB) and to provide the conceptual tools to work more effectively in the workplace. Widely recognized and adopted by the new-generation OB instructor, the McShane and Von Gliw product is acclaimed for: readability, presentation of current knowledge; linking OB concepts and theories with reality; strong international/global orientation; contemporary theory foundation (minus the jargon); active learning and critical thinking support; textbook's philosophy-OB knowledge is for everyone, not just traditional managers. The text is written in the context of these emerging workplace realities. It explains how emotions are the foundation of employee motivation, attitudes, and decisions; how social networks generate power and shape communication patterns; how self-concept influences individual behavior, team cohesion, and leadership; and how adopting a global mindset has become an important employee characteristic in this increasingly interconnected world. This book also presents the reality that OB is not just for managers; it is relevant and valuable to anyone who works in and around organizations