

Textbooks and Educational Institution Website Postings Referencing Human Synergistics' Products

Textbooks Referencing Human Synergistics' Products

Human Synergistics instruments, particularly the Organizational Culture Inventory® and Desert Survival Situation™, are mentioned in numerous textbooks used at the graduate and undergraduate level in schools of business, psychology, and communications.

Textbooks in the areas of management and organizational behavior are:

- *Organizational Behavior, sixth edition, Robert Kreitner and Angelo Kinicki, Boston: McGraw-Hill Irwin, 2004. [The OCI is described on page 87 and page 88 is devoted to a table describing the 12 styles.]*
- *Organizational Behavior, ninth edition, John Schermerhorn, James G. Hunt, and Richard Osborn, NY: Wiley, 2005. [Both the OCI and LSI are discussed in the second chapter.]*
- *Work in the 21st Century: An Introduction to Industrial and Organizational Psychology, Frank J. Landy and Jeffrey M. Conte, Boston: McGraw-Hill, 2004.*
- *Organizational Behavior: Foundations, Realities and Challenges, fourth edition, Debra L. Nelson and James C. Quick. Minneapolis: Thomson/West, 2003.*

Human Synergistics' products have been widely used by leading educational institutions around the globe.

USA

- Northwestern University and, in particular, the Readership Institute (http://www.readership.org/culture_management/culture/insideculture.asp)
- Ohio State University, Medical Center(http://oncampus.osu.edu/v31n14/thisissue_4.html
http://medicine.osu.edu/news/download/StateMC012904_2md.pdf
<http://www.thelantern.com/media/storage/paper333/news/2004/01/30/Campus/Medical.Center.Alive.And.Well-593209.shtml?norewrite200609140032&sourcedomain=www.thelantern.com>
- University of Michigan (<http://www.med.umich.edu/mchrd/FY02-AnnualReport.pdf>
<http://www.med.umich.edu/diversity/docs/2901-diversity.ppt>
http://www.bus.umich.edu/NewsRoom/ArticleDisplay.asp?news_id=1685
- Dow Leadership Program at Hillsdale College (<http://www.hillsdale.edu/DowCenter/leadership/leadershipanalysis2.asp>)
- Keller Graduate School of DeVry University (<http://www.devry.edu/keller>)
- University of Colorado (<http://www.colorado.edu/humres/downloads/SGMotivatingEmployees.pdf>
<http://spot.colorado.edu/~hilljs/TS%20Reorganization%20Decision.htm>)
- National-Louis University (<http://www3.nl.edu/Alumni/upload/National-View-02-03.pdf>)

Europe

- University of Bradford, United Kingdom <http://www.bradford.ac.uk/admin/staffdev/papers/EAIRdoc.htm>
<http://www.bradford.ac.uk/admin/staffdev/papers/avoid.htm>

Middle East/Asia

- Queensland State Education, Australia
- American University, Lebanon (http://www.anatolia.edu.gr/act/aaicu2/pdf/evengelos_dedoussis.pdf)

Human Synergistics' products have been widely used in professional publications & research. Below is a partial list of publications.

Organizational Culture Inventory (OCI)

Boglarsky, C. A. (2005). Five Steps to a Successful Merger/Acquisition. *Workspan*, 48, 50-52.

Boglarsky, C. A., & Kwantes, C. T., Ideal and actual culture: How different is too different? Presented at the 65th Annual Conference of the Canadian Psychological Association, St. John's, Newfoundland, Canada, 2004.

Kwantes, C. T., & Boglarsky, C. A. Individual level outcomes of the relationship between social and organizational cultures. Presented at the International Association of Cross Cultural Psychology Sixth European Regional Congress, Budapest, Hungary, 2003.

Cocchiola, F. A. (1990). The impact of grade organization on the organizational culture of junior-senior and senior high schools. Ed.D. dissertation. NY: Fordham University.

Cooke, R. A., & Rousseau, D. M. (1988). Behavioral norms and expectations: A quantitative approach to the assessment of organizational culture. *Group & Organization Studies*, 13, 245-273.

Cooke, R. A., & Szumal, J. L. (2000). Using the Organizational Culture Inventory to understand the operating cultures of organizations. In Ashkanasy, N. M., Wilderom, C. P. M., & Peterson, M. F. (Eds.), *Handbook of organizational culture and climate*. Thousand Oaks, CA: Sage.

Cooke, R. A., & Szumal, J. L. (1993). Measuring normative beliefs and shared behavioral expectations in organizations: The reliability and validity of the Organizational Culture Inventory. *Psychological Reports*, 72, 1299-1330.

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Haber, S. D., O'Brien, J. N., Metlay, D. S., & Crouch, D. A. (1991). Influence of organizational factors in performance reliability. (Overview and detailed methodological development, Office of Nuclear Regulator Research, U.S. Nuclear Regulatory Commission). Upton, NY: Brookhaven National Laboratory.

Haber, S. D., & Shurberg, D. A. (1992). Organizational culture during the accident response process. In Knief, R. A. (Ed.), *Topical meeting on risk management*. La Grange Park, IL: American Nuclear Society, pp. 152-156.

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Jaeger, M. (2001). *Personalmanagement bei Mergers & Acquisitions-Strategien Instrumente Erfolgsfaktoren*. Hermann Luchterhand Verlag GmbH, Neuwied, Kriftel, pp. 76-82.

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- Klein, A. S., Masi, R. J., and Weidner, C. K. (1995). Organizational culture, distribution and amount of control, and perceptions of quality. *Group & Organization Management*, 20, 122-148.
- Klein, M. I. (1992). Corporate culture and store performance: Differences among high performance and low performance stores. Ph.D. dissertation. Philadelphia: Temple University.
- Klein, R. L., Bigley, G. A., & Roberts, K. H. (1995). Organizational culture in high reliability organizations: An extension. *Human Relations*, 48, 771-793.
- Kosmoski-Goepfert, K. (1994). Effects of registered nurses' work design on hospital unit culture, quality, and cost of patient care. Ph.D. dissertation. Chicago, IL: University of Illinois at Chicago.
- Kwantes, C. T., & Boglarsky, C. A. Organizational cultures across national boundaries: Results of a cluster analysis. Manuscript accepted for publication. *Applied Multivariate Research*.
- Kwantes, C. T., & Boglarsky, C. A. (2004). Do occupational groups vary in expressed organizational culture preferences? A study of six occupations in the United States. *International Journal of Cross-Cultural Management [Special Issue: Identifying Culture]*, 4(3), 335-353.
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- Shortell, S. M., and Associates. (1994). The performance of intensive care units: Does good management make a difference? *Medical Care*, 32, 508-525.
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- Szumal, J. L. & Cooke, R.A. (2003). Organizational climate versus culture: An experiential case study. In Silberman, M., & Philips, P. (Eds.) *The 2003 team and organization development sourcebook*. Princeton, NJ: Active Training.
- Thomas, C., Ward, M., Chorba, C., & Kumiega, A. (1990). Measuring and interpreting organizational culture. *Journal of Nursing Administration*, 20, 17-24.
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Xenikou, A., & Furnham, A. (1996). A correlational and factor analytic study of four questionnaire measures of organizational culture. *Human Relations*, 49, 349-371.

Zimmerman, J. E., and Associates. (1994). Improving intensive care units: Observations based on organizational case studies in nine intensive care units. *Critical Care Medicine*, 10, 1443-1451.

Organizational Effectiveness Inventory (OEI)

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Life Styles Inventory (LSI)

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