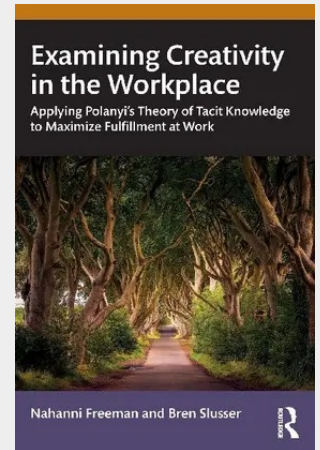


Examining Creativity in the Workplace

Applying Polanyi's Theory of Tacit Knowledge to Maximize Fulfillment at Work

This scholarly book explores the intersection of social cognition with a democratic philosophy of human resource management to advance a theory of workplace function that maximizes creativity. It examines how the work of Polanyi on tacit knowledge provides a useful theoretical structure for understanding person perception and self-fulfilling prophecy effects in the workplace, with a focus on gender, culture, and race as diversity variables. Based on a broad range of interdisciplinary empirical evidence and theories, this book provides a foundational set of concepts to build new applied intervention strategies. The authors create new, testable theories based on a synthesis of several major areas of research in social psychology and human resource management, moving beyond the narrow confines of trends in a particular subdomain. Part 1 offers a literature review of the field, ranging from theoretical, historical, and philosophical psychology to social psychology and neurocognition. Each chapter in this section offers a novel theory that is pertinent to workplace innovation, synthesized from existing evidence. Part 2 reveals applications of tacit knowledge to the field of human resource management, with a focus on cross-cultural applications for low- and high-power distance settings. This insightful text presents the authors' original, qualitative research around workplace creativity and tacit knowledge and is valuable reading for scholars and advanced students in industrial-organizational psychology and human resource management.

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