



# The Psychology of Work: Insights into Successful Working Practices

*Chantal Gautier*

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Work engagement is an intriguing dimension of workplace psychology. According to a study done by Gallup, 87% of employees identify as either not engaged or actively disengaged, and actively disengaged employees currently outnumber engaged employees 2-to-1.

To make sense of people's behavior in complex organizations, instead of offering a dry presentation of organizational psychology theories, Chantal Gautier analyzes transcripts from interviews with people at different levels in various types of organizations and sheds light into real organizational work practices. Personal narratives, exercises and reflective practices make the material relatable to everybody's experience.

*The Psychology of Work* explores the role of integrity, recognition, commitment, leadership, communication, and autonomy in employee engagement and happiness. It raises awareness of current working practices and stresses the need for change. Offering very practical advice, Gautier emphasizes the importance of putting the "humane" back into organizational life.

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