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Along with co-authoring Organizational Behavior, Seventh Edition, Steve is lead co-author of Canadian Organizational Behaviour, Eighth Edition (2012), Organisa-tional Behaviour: Asia Pacific, Fourth Edition (2013), and M. Organizational Behav-ior, Second Edition (2014). He is also co-author of editions or translations of his

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ganizational behavior, Chapter 8, "Communication and Decision Making," has been com- pletely revised and the concept of perception has been added to Chapter 5, "Personality, Perception and Employee Attitudes."

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CHAPTER SUMMARY BY LEARNING OBJECTIVE 2-1 Describe the four factors that directly influence individual behavior and performance. Four variables—motivation, ability, role perceptions, and situational factors—which are represented by the acronym MARS, directly influence individual behavior and performance.

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