It is refreshing to be asked to review a book when you recognize many of the contributory authors and editors. Business Psychology in Practice collates a wealth of widespread and diverse experience from a broad tranche of consultancy backgrounds and practical areas. It is a handy soft-backed yet ‘meaty’ reference book which I am pleased to add to my own library and is of good value at this price.

Although primarily aimed at those working directly in the field of business psychology, it is a useful and comprehensive overview of the range of practical business psychology, well referenced and with personal observations from experienced and successful practitioners. As someone who regularly works with consultants in this field I found it a helpful summary and a useful insight into the strengths and weaknesses of practices relied on by very many businesses.

The book is well structured and indexed, and logically laid out. It reviews the role of consultancy, covers the organizational landscape, examines the contribution of predictive techniques, looks at the release of talent and applies the use of business psychology to organizational systems and organizational change.

The book is easily read, with a discursive and informal style—a mixture of formal referenced material and personal observations from the practitioners involved. It is also well illustrated with practical case study examples which cover diverse issues including consultancy, work performance and the practical challenges of running assessment centres. Inevitably with multiple authors, chapter styles vary, but the editors have done well to achieve a collection of inputs from a wide group of diverse backgrounds without duplication or inconsistency.

The book covers a wide subject comprehensively and as far as I am aware is the only text of its nature, with no obvious omissions. While clearly aimed to support the training, reference and continuing education needs of human resources professionals and practising consultants in the field of business psychology, I think the book is a useful one for the occupational physician who uses or needs to input to the commissioning of such services—even if reading cover to cover is perhaps only for those with a particular interest.

Rating

☆☆☆ (Borrow from the library)

Steven Boorman