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Dr. Judge is a co-author of Essentials of Organizational Behavior, 14th ed., with Stephen P. Robbins, and Staffing Organizations, 8th ed., with Herbert G. Heneman III. He is married and has three children—a daughter who is a health care social worker, a daughter who is studying for a master's degree, and a son in middle school.

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Introduction. Organizational behavior (OB) theory researches the effect of the human behavior within an organizational environment, focusing on improving the organizational effectiveness by reducing behaviors such as absenteeism and staff turnover (Robbins and Judge, 2013; Organ, 2018), which negatively affects the organizational performance.

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