

Table of Contents

Abstract.....	V
Zusammenfassung.....	VII
Chapter 1: General Introduction	1
Organizational Climate	6
Social Psychological Theories of Attitude and Behavior Change	11
A Social Psychological Perspective on Organizational Climate.....	16
The Case of COVID-19 Safety Climate.....	24
Dissertation Outline.....	26
Research Goals and Contributions	29
Chapter 2: Social Norms Mediate the Effects of Organizational Climate on Employee Behavior.....	32
Chapter 3: Organizations Affect their Employees' Vaccine Readiness: A Self-Perception Theory Perspective	76
Chapter 4: Political Affiliation as a Moderator of the Relationship Between Organizational Climate and COVID-19 Vaccine Readiness	77
Chapter 5: General Discussion.....	78
Summary of Results	79
Theoretical Implications.....	80
Practical Implications.....	92
Strengths, Limitations, and Directions for Future Research.....	93
Conclusion.....	99
References.....	101
Appendix A.....	130
Appendix B	144
Publications Based on This Dissertation.....	145