

# SAMPLE CHAPTER

## MANAGERIAL ETHICS

*Managing the Psychology  
of Morality*

Edited by  
**Marshall Schminke**

# Managerial Ethics Managing The Psychology Of Morality

**Ensheng Dong**



## **Managerial Ethics Managing The Psychology Of Morality:**

**Managerial Ethics** Marshall Schminke, 2010      **Managerial Ethics** Marshall Schminke, 2011-01-11 This book combines management theory with ethical theory on a chapter by chapter topic by topic basis. The volume bridges the theoretical, empirical, and practical gap between management and ethics. It will be of interest to a cross-disciplinary group of students, researchers, and managers in business management, organizational behavior, IO psychology, and business ethics.

**Research Handbook of Global Leadership** Lena Zander, 2020-04-24 The Research Handbook of Global Leadership is an exciting new Handbook that brings together an international prominent group of scholars to take a fresh look at global leadership and query why and how global leaders can make a difference in our world both today and in the future.

**Behavioral Business Ethics** David De Cremer, Ann E. Tenbrunsel, 2012-03-12 This book takes a look at how and why individuals display unethical behavior. It emphasizes the actual behavior of individuals rather than the specific business practices. It draws from work on psychology, which is the scientific study of human behavior and thought processes. As Max Bazerman said, efforts to improve ethical decision making are better aimed at understanding our psychological tendencies.

**The Oxford Handbook of Justice in the Workplace** Russell Cropanzano, Maureen L. Ambrose, 2015-06-18 Justice is everyone's concern. It plays a critical role in organizational success and promotes the quality of employees' working lives. For these reasons, understanding the nature of justice has become a prominent goal among scholars of organizational behavior. As research in organizational justice has proliferated, a need has emerged for scholars to integrate literature across disciplines. Offering the most thorough discussion of organizational justice currently available, *The Oxford Handbook of Justice in the Workplace* provides a comprehensive review of empirical and conceptual research addressing this vital topic. Reflecting this dynamic and expanding area of research, chapters provide cutting-edge reviews of selection, performance management, conflict resolution, diversity management, organizational climate, and other topics integral for promoting organizational success. Additionally, the book explores major conceptual issues such as interpersonal interaction, emotion, the structure of justice, the motivation for fairness, and cross-cultural considerations in fairness perceptions. The reader will find thorough discussions of legal issues, philosophical concerns, and human decision making, all of which make this the standard reference book for both established scholars and emerging researchers.

*Research Handbook on Organisational Integrity* Muel Kaptein, 2024-02-12 This ground-breaking Research Handbook showcases the value, uniqueness, versatility, and holistic character of organisational integrity. Bringing together diverse perspectives from a wide range of expert contributors, it not only provides a comprehensive overview of the current state of the field but also charts exciting new directions for future research.

*Organizational Ethics and Stakeholder Well-Being in the Business Environment* Sean Valentine, 2014-04-01 Organizational ethics involves the institutionalized principles, guidelines, and norms that influence how a company and its employees function in an ethical manner. Ultimately, these processes collectively influence a firm's overall sense of business.

ethics 2 management of employees and 3 interactions with partners outside of the immediate work environment. Researchers and practitioners are interested in organizational ethics because the different approaches used to develop such a context generate many other positive business outcomes. While the connection between organizational ethics and employee stakeholder well-being has been explored, moving forward with a number of new investigations should push the literature forward. This book seeks to explore these important topics and present a more comprehensive overview of organizational ethics and stakeholder well-being in the business environment. Such inquiry is important because the linkages between business ethics and stakeholders, if well managed, have the capacity to benefit both companies and employees. In addition, the content of this book should serve to guide future investigations within this area of business ethics.

*Organizational Justice* Carolina Moliner, Russell Cropanzano, Vicente Martínez-Tur, 2017-03-13. Organizational justice, the perception of workplace fairness, can bring important benefits not only to the health and well-being of individual employees but also to the productivity of organizations themselves. This timely new collection, with contributions from leading researchers from around the world, considers organizational justice in an era when globalization has resulted in rapid organizational change, greater job insecurity, and increasing worker stress. Both comprehensive and cutting edge, the book initially considers what we mean by organizational justice in its relationship to self-interest, social identity, and personal moral codes. But moving beyond the perceptions of individuals, the book also reflects the increasing interest in the roles of teammates and leaders in creating organizational justice. There follow chapters on the negative results of perceived injustice, specifically around physical and mental employee health, as well as its deleterious impact on organizational productivity. Providing a definitive state-of-the-art overview of the field, the book not only clarifies the key concepts and ideas that inform organizational justice but also explores their importance for today's organizations, managers, and employees. Including a final section that both suggests new areas for research and critically reflects on the field itself, this will be essential reading for researchers and students across business and management, organizational studies, HRM, and organizational and work psychology.

**Mergers and Acquisitions** Helén Anderson, Virpi Havila, Fredrik Nilsson, 2013. A merger or an acquisition is usually a challenging endeavor which aims to create value for the owner. However, stakeholder theory shows how such a narrow and one-sided focus is detrimental to value creation in general, not only for other stakeholders within and outside the organization but also for the owner. This book shows how different stakeholders, internal and external, may play a critical role during a merger or an acquisition process. It builds on empirical examples that illustrate how various stakeholders play active roles throughout the different phases and ultimately affect the outcome and the value formation process of the merger or the acquisition.

Corporate Social Responsibility and Organizational Psychology: Quid pro Quo Ante Glavas, Chelsea R. Willness, David A. Jones, 2017-07-05. Researchers, corporate leaders, and other stakeholders have shown increasing interest in Corporate Social Responsibility (CSR), a company's discretionary actions and policies that appear to advance societal well-being beyond its

immediate financial interests and legal requirements Spanning decades of research activity the scholarly literature on CSR has been dominated by meso and macro level perspectives such as studies within corporate strategy that examine relationships between firm level indicators of social environmental performance and corporate financial performance In recent years however there has been an explosion of micro oriented CSR research conducted at the individual level of analysis especially with respect to studies on how and why job seekers and employees perceive and react to CSR practices This micro level focus is reflected in 12 articles published in this edited volume as a research topic collection in Frontiers in Psychology Organizational Psychology Specialty Section titled Corporate social responsibility and organizational psychology Quid pro quo **The Oxford Handbook of Corporate Social Responsibility** Abigail McWilliams, Deborah E.

Rupp, Donald S. Siegel, Günter K. Stahl, David A. Waldman, 2019-10-24 Corporate social responsibility CSR continues to grow as an area of interest in academia and business Encompassing broad topics such as the relationship between business society and government environmental issues globalization and the social and ethical dimensions of management and corporate operation CSR has become an increasingly interdisciplinary subject relevant to areas of economics sociology and psychology among others New directions in CSR research include advanced micro based investigations in organizational behaviour and human resource management additional studies of environmental social responsibility and sustainability further research on strategic CSR connections between social responsibility and entrepreneurship and improvements in methods and data analysis as the field matures Through authoritative contributions from international scholars across the social sciences this Handbook provides a cohesive overview of this recent expansion It introduces new perspectives new methodologies and new evidence from a range of disciplines to encourage and facilitate interdisciplinary research and global implementation of corporate social responsibility *Dynamics of Globalization* Torben Pedersen, Christian Geisler Asmussen, Timothy Devinney, Laszlo Tihanyi, 2011-06-09 Cross border flows of goods services capital knowledge and ideas have substantially increased This book focuses on how the interface between firm specific advantages liability of foreignness and location specific advantages are spelled out in the more global world **Debates of Corruption and Integrity** P. Hardi, P.

Heywood, D. Torsello, 2015-04-07 Two aspects link together the notions of corruption and integrity from an epistemological perspective the complexity of defining the two notions and their richness in forms This volume brings together the perspectives of six disciplines business political science law philosophy anthropology and behavioural science to the debate on integrity and corruption The main goal is to promote a fruitful interdisciplinary dialogue on complex themes such as integrity and corruption in business and politics The book investigates possible ways in which corruption and integrity apply to everyday practices ideas and ideologies and avoids the stigmatizations and oversimplifications that often plague these fields of research **The Handbook of Organizational Culture and Climate** Neal M. Ashkanasy, Celeste P M Wilderom, Mark F. Peterson, 2011 The Second Edition provides an overview of current research theory and practice in this

expanding field The editorial team and the authors come from diverse professional and geographical backgrounds and provide an unprecedented coverage of topics relating to both culture and climate of modern organizations *The Fairness Instinct* L. Sun, 2013-10-15 Combining research from the social sciences hard sciences and the humanities this accessible cross disciplinary book offers fascinating insights into a key component of human nature and society What do the Arab Spring the Robin Hood legend Occupy Wall Street and the American taxpayer reaction to the 182 billion bailout of AIG have in common All are rooted in a deeply ingrained sense of fairness But where does this universal instinct come from This is the driving question at the heart of L Sun s *The Fairness Instinct* Thinkers from Aristotle to Kant from Augustine to John Rawls and religions from Christianity to Confucianism have offered great insight into the nature and origins of this basic human desire for fairness Based on the most recent scientific discoveries in behavioral genetics neuroscience psychology anthropology economics and evolution Sun argues that the origins of the fairness instinct cannot be found exclusively in the philosophical social and political perspectives to which we so often turn rather they can be traced to something much deeper in our biological makeup Taking as his starting point Frans De Waal s seminal study showing that Capuchin monkeys revolt when they are shortchanged by receiving a less valuable reward than their peers receive for the same task Sun synthesizes a wide range of research to explore the biological roots of the fairness instinct He shows that fairness is much more than a moral value or ideological construct fairness is in our DNA Combining scientific rigor with accessible and reader friendly language to relate fascinating stories of animal and human behavior *The Fairness Instinct* lays out an evolutionary roadmap for how fairness emerges and thrives under natural selection and how two powerful engines social living and social hierarchy have fueled the evolution of this intricate and potent instinct in all of us Probing into the motives that underlie such phenomena as envy consumerism anti intellectualism revenge revolution terrorism marriage democracy and religion Sun showcases the power of the fairness instinct to make our history shape our society and rule our social lives Meeting the Ethical Challenges of Leadership Craig E. Johnson, 2023-11-17 Ethics is at the heart of leadership Leaders must make every effort to make ethical decisions and foster ethical behavior among followers The Eighth Edition of *Meeting the Ethical Challenges of Leadership* Casting Light or Shadow explores the ethical demands of leadership and the dark side of leadership Bestselling author Craig E Johnson takes an interdisciplinary approach drawing from many fields of research to help readers make ethical decisions lead with integrity and create an ethical culture Packed with dozens of real world case studies examples self assessments and applications this fully updated new edition is designed to increase students ethical competence and leadership abilities **Research Handbook of Responsible Management** Oliver Laasch, Roy Suddaby, R. E. Freeman, Dima Jamali, 2020-05-29 Outlining origins of the field and latest research trends this *Research Handbook* offers a unique and cutting edge take on the numerous avenues to responsible management in the 21st century Renowned contributors present iconic viewpoints that have formed the foundation of responsible management research introducing

cutting edge conceptual lenses for the study of the responsible management process      The SAGE Handbook of Public Administration B Guy Peters,Jon Pierre,2012-08-16 The original Handbook of Public Administration was a landmark publication the first to provide a comprehensive and authoritative survey of the discipline The eagerly awaited new edition of this seminal international handbook continues to provide a complete review and guide to past and present knowledge in this essential field of inquiry Assembling an outstanding team of scholars from around the world the second edition explores the current state of the art in academic thinking and the current structures and processes for the administration of public policy The second edition has been fully revised and updated with new chapters that reflect emerging issues and changes within the public sector Identifying the Antecedents in Public Performance Bureaucratic Politics Strategy Structure and Policy Dynamics Comparative Administrative Reform Administrative Ethics Accountability through Market and Social Instruments Federalism and intergovernmental coordination A dominant theme throughout the handbook is a critical reflection on the utility of scholarly theory and the extent to which government practices inform the development of this theory To this end it serves as an essential guide for both the practice of public administration today and its on going development as an academic discipline The SAGE Handbook of Public Administration remains indispensable to the teaching study and practice of public administration for students academics and professionals everywhere      *Handbook of Social Justice Theory and Research* Clara Sabbagh,Manfred Schmitt,2016-02-08 The International Society for Justice Research ISJR aims to provide a platform for interdisciplinary justice scholars who are encouraged to present and exchange their ideas This exchange has yielded a fruitful advance of theoretical and empirically oriented justice research This volume substantiates this academic legacy and the research prospects of the ISJR in the field of justice theory and research Included are themes and topics such as the theory of the justice motive the mapping of the multifaceted forms of justice distributive procedural and justice in context bound spheres e g non humans It presents a comprehensive state of the art overview in the field of justice research theory and it puts forth an agenda for future interdisciplinary and international justice research It is worth noting that authors in this proposed volume represent ISJR s leading scholarship Thus the compilation of their research within a single framework exposes potential readers to high quality academic work that embodies the past current and future trends of justice research

**Readings and Cases in International Human Resource Management** Sebastian B. Reiche,Günter K. Stahl,Mark E. Mendenhall,Gary R. Oddou,2023-08-15 This new edition of Readings and Cases in International Human Resource Management is a classic edited textbook taking account of recent developments in the international human resources management IHRM field such as the pandemic the role of diversity equity and inclusion as well as climate change It includes a range of key readings that are essential for understanding the field and contextualizes each one with a selection of real life case studies that demonstrate their meaning and impact in practice The book aims to sensitize the reader to the complex human resource issues that exist in the global business environment To that end it strives to publish tried and true readings

and cases that provide stimulating and intellectually challenging material and are written in ways that engage both the student and the instructor Key features include New readings and case studies that account for recent changes in the field positioned alongside tried and true material Integration of contemporary themes such as remote working digitization sustainability and social issues throughout the book An expanded introductory chapter new discussion questions and consistent pedagogy throughout Supplemental tutor support material additional cases and teaching notes to enhance instructors abilities to use the readings and cases with their students Bringing together well known contributors and field experts into one encompassing text this textbook is ideal for any class in international human resource management international organizational behaviour or international business This seventh edition is thoroughly updated to enable students to understand the complexity of human resource issues in the post pandemic era of global remote and technology mediated working



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