

# SAMPLE CHAPTER

## MANAGERIAL ETHICS

*Managing the Psychology  
of Morality*

Edited by  
Marshall Schminke

# Managerial Ethics Managing The Psychology Of Morality

**Steven M. Elias**



## **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

**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 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

**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      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 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 *Engineering Management* C. M. Chang, 2016-11-25 *Engineering Management Meeting the Global Challenges* prepares engineers to fulfill their managerial responsibilities acquire useful business perspectives and take on the much needed leadership roles to meet the challenges in the new millennium Value addition customer focus and business perspectives are emphasized throughout Also underlined are discussions of leadership attributes steps to acquire these attributes the areas engineering managers are expected to add value the web based tools which can be aggressively applied to develop and sustain competitive advantages the opportunities offered by market expansion into global regions and the preparations required for engineering managers to become global leaders The book is organized into three major sections functions of engineering management business fundamentals for engineering managers and engineering management in the new millennium This second edition refocuses on the new strategy for science technology engineering and math STEM professionals and managers to meet the global

challenges through the creation of strategic differentiation and operational excellence Major revisions include a new chapter on creativity and innovation a new chapter on operational excellence and combination of the chapters on financial accounting and financial management The design strategy for this second edition strives for achieving the T shaped competencies with both broad based perspectives and in depth analytical skills Such a background is viewed as essential for STEM professionals and managers to exert a strong leadership role in the dynamic and challenging marketplace The material in this book will surely help engineering managers play key leadership roles in their organizations by optimally applying their combined strengths in engineering and management

#### 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 1 overall sense of business ethics 2 management of employees and 3 interactions with partners outside of the immediate work environment Researcher 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

*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

#### 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 **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 **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

**Deviant and Criminal Behavior in the Workplace** Steven M. Elias, 2013-02-11 Workplace crimes are never far from the news From major scandals like Enron to violent crimes committed by co workers to petty theft of office supplies deviant and criminal behavior is common in the workplace Psychological factors are almost always involved when an employee engages in such behavior Deviant and Criminal Behavior in the Workplace offers insights at the level of the individual employee and also sheds light on the role organizations themselves may play in fostering such criminal behavior The volume considers psychological factors involved in theft and fraud workplace violence employee discrimination and sexual harassment It also analyses a number of variables which can influence such behavior including employee personality employee emotional processes experience of occupational stress organizational culture organizational injustice and human resource management practices The book will be of core interest to those interested in the psychology and sociology of work organizational behavior and human resource management **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 Oxford Handbook of Organizational Climate and Culture Benjamin Schneider, Karen M. Barbera, 2014 This Handbook is a unique

compendium of thinking research and practice on organizational climate and culture integrating scholarship from both fields into one major work Authors explore these themes in context of contemporary practice with comprehensive case studies of 3M McDonald s the Mayo Clinic PepsiCo and Tata



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