

RESEARCH IN  
**ORGANIZATIONAL BEHAVIOR**

*Editors:* ROBERT I. SUTTON  
BARRY M. STAW

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# Research In Organizational Behavior Volume 21

**Douglas W.S. Renwick**



## **Research In Organizational Behavior Volume 21:**

**Research in Organizational Behavior** Roderick M Kramer, Barry Staw, 2003-12-12 This volume celebrates the first quarter century of publishing Research in Organizational Behavior From its inception Research in Organizational Behavior has striven to provide important theoretical integrations of major literatures in the organizational sciences as well as timely examination and provocative analyses of pressing organizational issues and problems In keeping with this tradition the current volume offers an eclectic mix of scholarly articles that address a variety of important questions in organizational theory and do so from a diverse range of disciplinary perspectives and theoretical orientations A number of the chapters also directly engage contemporary events and dilemmas of considerable importance Research in Organizational Behavior Barry Staw, 2001-11-08 This 23rd volume of Research in Organizational Behavior presents papers on a variety of topics in the field of organizational behaviour with the twin goals of consolidating prior research and breaking new theoretical ground

*Organizational Behavior* Stephen P. Robbins, Tim Judge, 2009 Robbins Judge provide the research you want in the language your students understand accompanied with the best selling self assessment software SAL Some topics include management functions the social sciences helping employees balance work and other responsibilities improving people skills improving customer service motivational concepts communication power and politics conflict and negotiation culture and stress management Globally accepted and written by one of the most foremost authors in the field this is a necessary read for all managers human resource workers and anyone needing to understand and improve their people skills Leadership OS Nik Kinley, Shlomo Ben-Hur, 2019-11-09 Based on years of original research this book controversially counters almost every existing leadership model and approach It shows how as leaders rise to senior levels their roles become less about doing things that directly drive results and more about directing and supporting others to achieve objectives Using case studies and research insights the authors reveal how leadership success is thus not so much about having the right core capabilities but about creating the right environment Using the analogy of a smartphone operating system OS the book presents a new way of thinking about leadership The authors provide a clear and practical framework to follow and show how your leadership OS becomes the impact you have the imprint you make and the foundation of your legacy as a leader After reading it you will learn How to diagnose the impact you have as a leader and understand the OS you create How famous business and societal leaders have created effective and sometimes ineffective OSs How to optimise your OS to produce the best results How to get people working together effectively and be a high performing leader Providing you with practical and easy to follow advice this book will show you how leadership success is not about having the core capabilities but about creating the right operating systems for your organisation **The Oxford Handbook of Positive Organizational Scholarship** Kim S. Cameron, Gretchen M. Spreitzer, 2011-08-22 Positive Organizational Scholarship POS is an umbrella concept used to emphasize what elevates and what is inspiring to individuals and organizations by defining and improving on the challenging

broken and needlessly difficult Just as positive psychology explores optimal individual psychological states rather than pathological ones POS focuses attention on the generative dynamics in organizations that lead to the development of human strength foster resiliency in employees enable healing and restoration and cultivate extraordinary individual and organizational performance While POS does not ignore dysfunctional or typical patterns of behavior it is most interested in the motivations and effects associated with remarkably positive phenomena how they are facilitated why they work how they can be identified and how organizations can capitalize on them This handbook is the first major resource for scholars and professionals interested in learning about POS Across 79 chapters authors comprehensively review basic principles empirical evidence and ideas for future research relating to POS They focus on using a positive lens to address problems and challenges in organizational life and they draw on POS to expand the domain of other disciplines including ethics economics peace spirituality social movements and sustainability This volume is an ideal resource for organizational scholars students practitioners human resource managers and professional associations with coverage of the full spectrum of organizational theories and outcomes that define explain and predict the occurrence causes and consequences of positivity

Human Safety and Risk Management A. Ian Glendon, Sharon Clarke, 2018-10-09 The third edition of a bestseller Human Safety and Risk Management A Psychological Perspective incorporates a decade of new research and development to provide you with a comprehensive and contemporary guide to the psychology of risk and workplace safety A major enhancement is reflected in the new subtitle for the book A Psychological Perspective which highlights both the expertise of the authors and also confirms the predominantly psychological orientation of the revised text New in the Third Edition State of the art theory reviews research findings and practical applications New chapter on impact that sensor technologies have on approaches to safety and risk in contemporary society Enhanced chapters on key issues around sensing danger risk perception error detection safety culture risk management leadership teams and stress management This book discusses how people perceive and manage risks and how to make the workplace a safer place It examines the influence of individual factors on safety as well as team and organizational factors at work from a psychological perspective It also highlights changes in safety due to the changing workplace globalization and managing employees safety and health beyond the workplace a challenge that many organizations have yet to address Reflecting current scientific research across a range of disciplines as it applies to human safety and risk management this book helps you meet the challenges posed by the rapidly evolving workplace

**ICICKM2014-Proceedings of the 11th International Conference on Intellectual Capital, Knowledge Management and Organisational Learning** Jim Rooney, 2014-10-17 These proceedings represent the work of researchers participating in the 11th International Conference on Intellectual Capital Knowledge Management Organisational Learning ICICKM 2014 which this year is being held at The University of Sydney Business School The University of Sydney Australia The Conference Co Chairs are Dr John Dumay from Macquarie University Sydney Australia and Dr Gary Oliver from the

University of Sydney Australia The conference will be opened with a keynote by Goran Roos Advanced Manufacturing Council Adelaide Australia who will address the topic of Intellectual capital in Australia Economic development in a high cost economy The second day will be opened with a from James Guthrie University of Sydney Australia on the topic of Intellectual Capital and the Public Sector Research Past Present and Future

**ECMLG2015-11th European Conference on Management Leadership and Governance** José Carlos Dias Rouco,2015-10-26 These Proceedings represent the work of contributors to the 11th European Conference on Management Leadership and Governance held this year at the Military Academy Lisbon Portugal on the 12 13 November 2015 The Conference Chair is Major General Joao Vieira Borges from and the Programme Chair is Lieutenant Colonel Jose Carlos Dias Rouco both from the Military Academy Lisbon Portugal Keynote presentations are given by Colonel Nuno Lemos Pires from the Military Academy and Lt Col Paulo Fernando Viegas Nunes from the National Defence Institute Lisbon Portugal The Conference offers an opportunity for scholars and practitioners interested in the issues related to Management Leadership and Governance to share their thinking and research findings These fields of study are broadly described as including issues related to the management of the organisations resources the interface between senior management and the formal governance of the organisation This Conference provides a forum for discussion collaboration and intellectual exchange for all those interested in any of these fields of research or practice With an initial submission of 163 abstracts after the double blind peer review process there are 64 Academic research Papers 8 PhD Research Papers and 2 Masters research paper in these Conference Proceedings These papers reflect the truly global nature of research in the area with contributions from Belgium Canada China Colombia Czech Republic Denmark Finland Germany Italy Japan Kazakhstan Lithuania Netherlands New Zealand Poland Portugal Republic of Korea Romania Russia Scotland South Africa Syria The Netherlands Turkey UAE UK United Arab Emirates USA

**Social Identity Processes in Organizational Contexts** Michael A. Hogg, Deborah J. Terry,2014-06-03 This new volume is the first to bring together social and organizational psychologists to explore social identity theory in organizational contexts The chapters are wide ranging they deal with basic social identity theory organizational diversity leadership employee turnover mergers and acquisitions organizational identification cooperation and trust in organizations commitment and work and socialization and influence within organizations This book is an integrative platform for a closer relationship between social psychologists and organizational psychologists who study social identity processes in organizations

The Crest of the Innovation Management Research Wave Marcus Tynnhammar,2020-04-02 For the ninth year running the ISPIM Dissertation Award has attracted a wealth of PhD dissertations from all over the globe which have once again contributed significantly to the field of Innovation Management Comprising of submissions from the 2019 ISPIM Dissertation Award deemed to be of both high quality and high interest The Crest of the Innovation Management Research Wave offers readers insights into the depth and breadth of research potential in the latest wave of innovation management This publication provides a window into

what the latest generation of scholars are contributing to the innovation management field as well as into what they find significant and what might become important for the field over time The wide selection included in this book offers a strong insight into new and upcoming developments in innovation management drawing attention to interesting empirical areas to research This edited volume will be of particular interest not only to students but also researchers and professional managers either interested or actively involved in cutting edge research in the field of innovation management     Studying

Organization Stewart R Clegg,Cynthia Hardy,1999-04-29 In response to the needs of lecturers the acclaimed Handbook of Organization Studies has been made available as two major paperback textbooks In this the first of a two volume paperback edition of the landmark Handbook of Organization Studies editors Stewart Clegg and Cynthia Hardy survey the field of organization studies Studying Organization is an ideal textbook around which to build courses on organization theory and research methodology Central to the enterprise has been a concern to reflect and honour the manifest diversity of the field including recognition of the extent to which the very notion of a single field of organization studies is debated Part One locates the study of organization by reviewing some of the most significant theoretical paradigms to have shaped our understanding The second part reflects on the relationships between theory and research in organization studies     **ECRM**

**2022 21st European Conference on Research Methods in Business and Management** Manuel Au-Yong-Oliveira,Carlos Costa,2022-06-02     Social and Environmental Disclosure by Chinese Firms Yingjun Lu,Indra Abeysekera,2024-11-01 Given the increased social and environmental problems in China this book looks into the social and environmental disclosure practices of socially responsible Chinese listed firms by constructing a stakeholder driven three dimensional disclosure index The book contains a three part study the first part explores the current status of social and environment disclosure practices The second part empirically examines the relationship between corporate social and environmental disclosure and various influencing factors i e stakeholders power and corporate characteristics The third part empirically examines the link between corporate social responsibility CSR reporting i e publishing a CSR report and the quality of the CSR report and socially responsible reputation The book finds that the CSR report provided more stakeholder relevant social and environmental disclosure than the annual report It also finds that corporate characteristics such as firm size profitability and industry classification are all statistically significant factors influencing the social and environmental disclosure of the Chinese firms studied Shareholders significantly influenced firms social and environmental disclosure and creditors significantly influenced firms disclosure related to their environmental performance The final part of the study reports that publishing a CSR report and CSR reporting quality had a positive influence on firms socially responsible reputations and that the CEO chairman duality negatively influenced firms socially responsible reputation This book will be of interest to those who are keen to learn more about corporate social responsibilities in the context of Chinese firms     *Contemporary Developments in Green Human Resource Management Research* Douglas W.S. Renwick,2018-01-12 This book examines a new topic in Human

Resource Management HRM green or environmental HRM analysing the role humans play in environmental management at work and environmental behaviours at workplaces around the world The book begins with a focus on negative workplace green behaviours e g toxic chemical leaks air pollution contaminated waste etc and what such environmental problems mean for workers managers and society as a whole This book outlines relevant underpinning academic theory and research literature on how HRM is going green and details real life organisational examples derived from original and secondary empirical research to illuminate the implications of adopting Green HRM practices for relevant stakeholders In doing so the book offers a new academic contribution to both the HRM and environmental management literatures Trust, Control, and the Economics of Governance Philipp Herold, 2019-06-05 In today's world we cooperate across legal and cultural systems in order to create value However this increases volatility uncertainty complexity and ambiguity as challenges for societies politics and business This has made governance a scarce resource It thus is inevitable that we understand the means of governance available to us and are able to economize on them Trends like the increasing role of product labels and a certification industry as well as political movements towards nationalism and conservatism may be seen as reaction to disappointments from excessive cooperation To avoid failures of cooperation governance is important control through e g contracts is limited and in governance economics trust is widely advertised without much guidance on its preconditions or limits This book draws on the rich insight from research on trust and control and accommodates the key results for governance considerations in an institutional economics framework It provides a view on the limits of cooperation from the required degree of governance which can be achieved through extrinsic motivation or building on intrinsic motivation Trust Control Economics thus inform a more realistic expectation about the net value added from cooperation by providing a balanced view including the cost of governance It then becomes clear how complex cooperation is about governance accretion where limited trustworthiness is substituted by control and these control instances need to be governed in turn Trust Control and the Economics of Governance is a highly necessary development of institutional economics to reflect progress made in trust research and is a relevant addition for practitioners to better understand the role of trust in the governance of contemporary cooperation structures It will be of interest to researchers academics and students in the fields of economics and business management institutional economics and business ethics Note that this work is the first of its kind that explicitly reflects on the societal realities how these drive the assumption setting process and how these assumptions influence the theory outcome **ECRM 2017 16th European Conference on Research Methods in Business and Management** Dr Anthony Buckley, 2017 *ECIC2016-Proceedings of the 8th European Conference on Intellectual Capital* Carlo Bagnoli, Chiara Mio, Andrea Garlatti and Maurizio Massaro, 2016-04-21 *Research Methods for Strategic Management* Giovanni Battista Dagnino, Maria Cristina Cinici, 2015-10-16 The field of strategic management has developed significantly since its birth from business policy and business planning in the 1960s Pioneering studies were essentially

normative prescriptive and often based on in depth case studies The evolution of strategic management into a respected field of academic study resulted from the adoption of research methods previously employed in economics Today research in strategic management is likely to employ a mixture of methods borrowed from related and unrelated disciplines such as political sciences psychology neuroscience and behavioral economics which can be confusing to researchers new to the field This book provides the reader with a broad introduction to the array of qualitative and quantitative research methods required to investigate strategic management Throughout the book strong emphasis is placed on practical applications that transcend the mere analysis of the theoretical roots of single research methods The underlying result is a book that encourages and aids readers to learn by doing in applying the implications of each chapter to their own research This text is vital reading for postgraduate students and researchers focused on business strategy

Corporate Governance and Whistleblowing Moeen Umar Cheema,Rahat Munir,Sophia Su,2021-05-03 Whistleblowing is often about disclosing wrongdoings by members of organisations to persons or organisations that may be able to effect action Media would at times publish stories of whistleblowers who engage in heroic acts of exposing wrongdoings at work but the whistleblowers often face significant negative consequences of their whistleblowing efforts This book examines effects of national and organisational cultures on the whistleblowing decisions of employees The book provides empirical evidence of association between organisational culture and whistleblowing and there appears to be a lower likelihood of whistleblowing in organisations that focus more on the cultural dimensions of respect for people innovation and stability It also illustrates how remaining silent or blowing the whistle in response to observed wrongdoings affects employees key work related attitudes This book would interest those wish to gain better understanding of the relationship between culture and whistleblowing in organisations

**Miller's Anesthesia, 2-Volume Set E-Book** Michael A. Gropper,Lars I. Eriksson, Lee A. Fleisher,Jeanine P. Wiener-Kronish,Neal H. Cohen,Kate Leslie,2019-10-07 Covering everything from historical and international perspectives to basic science and current clinical practice Miller s Anesthesia 9th Edition remains the preeminent reference in the field Dr Michael Gropper leads a team of global experts who bring you the most up to date information available on the technical scientific and clinical issues you face each day whether you re preparing for the boards studying for recertification or managing a challenging patient care situation in your practice Contains fully revised and updated content throughout including numerous new videos online Includes four new chapters Clinical Care in Extreme Environments High Pressure Immersion and Hypo and Hyperthermia Immediate and Long Term Complications Clinical Research and Interpreting the Medical Literature Addresses timely topics such as neurotoxicity palliation and sleep wake disorders Streamlines several topics into single chapters with fresh perspectives from new authors making the material more readable and actionable Features the knowledge and expertise of former lead editor Dr Ronald Miller as well as new editor Dr Kate Leslie of the University of Melbourne and Royal Melbourne Hospital Provides state of the art coverage of anesthetic drugs guidelines for



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