MANAGERIAL ETHICS

Moral Management of People and Processes

Edited by

Marshall Schminke

Managerial Ethics Morally Managing People And Processes

Steven Hitlin,Stephen Vaisey

Managerial Ethics Morally Managing People And Processes:

Managerial Ethics Marshall Schminke,1998-08 One of the greatest strengths of business ethics research lies in the diversity of backgrounds of those interested in knowing more about it Where else could we find moral philosophers industrial psychologists political scientists and organizational sociologists hard at work exploring the same issues These scholars bring to the table an intriguing mix of skills and viewpoints many of which may be quite different from and complementary to those trained in functional areas of business like management However this diversity also reflects a weakness Researchers from such different backgrounds may be either unable or unwilling to talk to and work with each other in understanding more about these issues This book bridges the gap and provides a basic reference volume for current business ethics researchers Second it stimulates new ways of thinking about and creating interest in linking management and ethics among those researchers Third it triggers management and ethics researchers who do not currently study business ethics problems to consider the implications of each to their current interests The central theme of the book is that efforts must be made to better integrate management and ethical theory Although the market contains a number of good business ethics books none combines management theory with ethical theory on a chapter by chapter topic by topic basis This book bridges the theoretical empirical and at times practical gap between management and ethical scholars **Management Ethics** Joseph A. Petrick,John F. Quinn,1997-06-10 Management Ethics Integrity at Work redefines what it means for a manager to function with integrity in the private and public sectors domestically and globally It integrates the latest theoretical work in both descriptive and normative ethics and incorporates legal communication quality and organizational theories into a conceptual framework that improves managerial judgment in the handling of moral complexity at work The authors use their organizational ethics consulting and academic research experience to provide practical assessment and decision making tools that convert ethics theories into sound action steps The book examines three key dimensions of management integrity judgment process and developmental dimensions and applies them to individual chapters devoted to the subprocesses of ethical planning organizing leading and controlling The authors focus their theories and tools on 28 ethics minicases related to each management function in seven allied management application clusters accounting auditing management finance investment management marketing advertising management business management business law human resource management technology quality operations organizational behavior management public nonprofit health care management and international environmental public policy management Management Ethics Integrity at Work builds management integrity by linking and enhancing both ethics and management competence in responsible planning organizing leading and controlling for use by professionals and students in the private and public sectors domestically and globally The Future of Human Resource Management Dianna L. Stone,James H. Dulebohn,Brian Murray,Kimberly M. Lukaszewski,2025-05-30 This book contains an Open Access chapter The volume is designed primarily for scholars in the field of human resource

management It also serves the needs of instructors and students in master s and doctoral courses in industrial organizational psychology human resource management or organizational behavior **Meeting the Ethical Challenges of Leadership** Craig E. Johnson,2011-02-28 The Fourth Edition retains the elements of the text that have contributed to its success while also broadening its appeal Written in an informal accessible style author Craig E Johnson takes an interdisciplinary approach to leadership ethics while blending research and theory with practical application This unique text promotes ethical decision making and action through skill development self assessment and application exercises In the Fourth Edition A new chapter Ethical Crisis Leadership explains five ethical principles and strategies that are essential to fulfilling moral duties during times of crisis Leadership Ethics at the Movies features present short summaries of feature films that portray ethical dilemmas Discussion starters are included to prompt readers to draw ethical implications and applications from the films Self Assessment features measure the reader s performance on an important behaviour skill or concept discussed in the chapter Implications and Applications review key ideas and their ramifications for the reader as a leader For Further Exploration Challenge and Assessment encourages readers to engage in extended reflection and self analysis Focus on Follower Ethics boxes that broaden coverage of the text and introduce concepts students can apply to their role as followers Three cases per chapter offer real world examples for anlaysis and reflection A lengthy reference section at the end of the book serves as a starting point for further research and exploration Instructors Resources include teaching strategies a test bank sample syllabi assignment descriptions and more Handbook of Organizational Justice Jerald Greenberg,Jason A. Colquitt,2013-05-13 Matters of perceived fairness and justice run deep in the workplace Workers are concerned about being treated fairly by their supervisors managers generally are interested in treating their direct reports fairly and everyone is concerned about what happens when these expectations are violated This exciting new handbook covers the topic of organizational justice defined as people s perceptions of fairness in organizations The Handbook of Organizational Justice is designed to be a complete current and comprehensive reference chronicling the current state of the organizational justice literature Tracing the development of ideas regarding organizational justice this book introduces the topic of organizational justice from a historical perspective and presents fundamental issues regarding the nature of organizational justice examines the justice judgment process specifically addressing basic psychological processes such as the roles of control self interest morality and trust in the formation of justice judgments discusses the consequences of fair and unfair treatment in the workplace focuses on such key issues as promoting justice in the workplace in ways that help manage stress and the underlying processes that account for the effectiveness of justice applications examines the generalizability of the interaction between process and outcomes and focuses on the notion of cross cultural differences in justice effects and summarizes the state of the science of organizational justice and presents various issues for future research and theorizing This Handbook is useful as a guide for professors and graduate students primarily in the fields of management and psychology It also is highly

relevant to professionals in the fields of communication sociology legal studies marketing and human resources management

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 *Research in Organizational Behavior* Barry Staw,Roderick M Kramer,2005-06-30 This twenty sixth volume of Research in Organizational Behavior presents a set of well crafted and thoughtful essays on a series of research topics They range from efforts to redirect the study of leadership to analyses of interpersonal relationships to considerations of cross cultural issues in organizing work to discussions of institutional and environmental forces on organizational outcomes Each of these essays includes a thorough review of the relevant literature and more importantly pushes that literature forward with new conceptual analysis and theory In short these essays continue the spirit of rigorous eclecticism that has exemplified the annual publication of ROB As a collection this year s set of essays provides a healthy advance for the field of organizational behavior They are examples of serious scholarship that extend and challenge our current thinking about organizations and the behavior of its participants Many of these chapters will take their place among the best presented by the Research in Organizational Behavior series Revisiting the Meaning of Leadership When and How Team Leaders Matter Normal Act of Irrational Trust Motivated Attributions and the Trust Development Process Gender Stereotypes and Negotiation Performance An Examination of Theory and Research Third Party Reactions to Employee Mis treatment A Justice Perspective Subgroup Dynamics in Internationally Distributed Teams Ethnocentrism or Cross National Learning Protestant Relational Ideology The Cognitive Underpinnings and Organizational Implications of an American Anomaly Isomorphism In Reverse Institutional Theory as an Explanation For Recent Increases in Intraindustry Heterogeneity and Managerial Discretion The Red Queen History Dependent Competition Among Organizations **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   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   Social Cognition, Social Identity, and Intergroup Relations Roderick M. Kramer,Geoffrey J. Leonardelli,Robert W. Livingston,2011-07-04 This volume to honor Marilynn Brewer contains original theory and research from leading social psychologists who study social identity theory intergroup relations cooperation and conflict and the psychology of the self It will be of interest to social psychologists industrial organizational psychologists clinical psychologists and sociologists   **A Concise Guide to Corporate Downsizing** Rocki-Lee DeWitt,Alyson P. House,2025-07-15 This incisive guide showcases contemporary downsizing scholarship and practice examining post downsizing effects on unemployment attitudes and behaviors It provides historical analyses and comprehensive literature reviews as well as empirical and theoretical assessments of contextual influences on downsizing Renowned experts address leadership and managerial motives and practices in downsizing implementation exploring the relationship between

downsizing and financial performance **The Praeger Handbook of Social Justice and Psychology** Chad V. Johnson,Harris L. Friedman,2014-07-23 By introducing and explaining the intersection of two exciting and important areas of study this landmark work unleashes their potential to address some of the most complex and globally relevant challenges of our time In this unique handbook experts team up to explain the many innovative ways psychology is being applied to promote social justice The wide ranging three volume work addresses such significant issues as social justice ideology and critical psychology war and trauma poverty and classism environmental justice and well being and suffering It showcases approaches for integrating social justice into psychology and it examines psychology s application of social justice within special populations such as sexual minorities youth women disabled persons prisoners older adults people of color and many others Chapter authors represent a diversity of perspectives making the handbook an ideal resource for those who want information on a specific concern as well as for those looking for an introduction to the subject as a whole Combining the practical with the theoretical the work provides culturally sensitive tools that can effectively combat injustices locally and globally **Emerging Perspectives on Values in Organizations** Stephen W. Gilliland,Dirk D. Steiner,Daniel P. Skarlicki,2003-07-01 The chapters in this volume offer new and innovative ways to view values related to fairness as well as work related values their antecedents and consequences All have been peer reviewed prior to their publication This volume consists of two parts The first part focuses on value based theories in organizations The papers in this section address issues such as how to define classify and study values how values influence fairness by influencing what people believe what they deserve how one s own identity relates to fairness perceptions and how values and norms affect the way that people perceive or construe events **Misbehavior in Organizations** Yoav Vardi,Ely Weitz,2016-04-20 This revised edition of Misbehavior in Organizations updates and expands upon the integrative OMB organizational misbehavior framework pioneered by the authors Streamlined for improved readability it covers key topics that have emerged in the scholarly literature in the past decade including insidious workplace behavior bullying and harassment in the workplace information hiding cyberbullying and organizational spirituality A thorough and up to date resource on this crucial and evolving topic in organizational studies this book provides insights on misbehavior at the individual position group and organizational levels **Handbook of Global Leadership and Followership** Joan F. Marques,June Schmieder-Ramirez,Petros G. Malakyan,2023-03-29 This handbook integrates the best leadership and followership theories and practices between the Global North West countries of Western individualistic cultures in Europe North America Australia and Oceana and the Global South East countries of Eastern collectivistic cultures in Asia Africa South America and South East Asian and Oceana There is a need to bring the Global North West and the Global South East together to address global challenges such as the climate change global hunger and poverty domestic and international terrorism social justice gender inequality and domestic and global abuse of human and natural resources This innovative volume proposes that the democratic leadership of the Global North West and the

human centered followership of the Global South East can transform the world if leadership and followership values education and practices are integrated It utilizes findings from positive psychology social psychology organizational behavior and world religions and contemplative wisdom traditions to highlight the case for global leadership and followership

Introduction to Industrial/Organizational Psychology Ronald E. Riggio,2017-09-19 Introduction to Industrial Organizational Psychology provides an accessible approach to psychological theory and its applications to the world of work Using both classic theories and research along with the latest developments and innovations this student centered text shows practical applications of theoretical concepts using examples from work situations that students may be familiar with such as service industries internet companies and startups in addition to traditional office and factory work settings Each chapter includes key terms and review questions and the text features special sections highlighting applications of I O psychology theories psychological approaches to everyday work situations and current areas of research and practice The seventh edition is thoroughly updated to include the latest research on each key topic It also includes expanded coverage of international issues job engagement and emerging topics in the field such as workplace bullying virtual teams and organizations agile organization structures and web based training and assessment The book will be of interest to undergraduate students in introductory I O psychology or psychology of work behavior courses For additional resources please consult the Companion Website at www routledge com cw riggio where instructors will find an expanded instructor s manual test bank and lecture slides and students will find chapter summaries and learning objectives Ronald E Riggio is the Henry R Kravis Professor of Leadership and Organizational Psychology at Claremont McKenna College He has published nearly two dozen authored or edited books and more than 150 articles and book chapters   Research Handbook on the Future of Work and Employment Relations Keith Townsend,Adrian Wilkinson,2011-01-01 This is an enlightening text on the subject of employment and work relations that will be useful for students in economics specifically those studying labor relations Lucy Heckman American Reference Books Annual 2012 The broad field of employment relations is diverse and complex and is under constant development and reinvention This Research Handbook discusses fundamental theories and approaches to work and employment relations and their connection to broader political and societal changes occurring throughout the world It provides comprehensive coverage of work and employment relations theory and practice This up to date research compendium has drawn together a range of international authors from diverse disciplinary backgrounds There are chapters from labour historians theoreticians more mainstream industrial relations scholars sociologists organizational psychologists geographers policy advisors economists and lawyers At the heart of each chapter is the notion that the world of work and employment relations has changed substantially since the halcyon days of IR throughout the Dunlop Era of the 1950s However many areas of enquiry remain and more questions have developed with society and technology This Handbook reflects this view As the field of study and practice continues to evolve throughout the twenty first century what

lessons have we learnt from the past and what can we expect in the future Academics and postgraduate students researching industrial relations human resource management employment relations industrial sociology and sociology of work will find this important resource invaluable **Handbook of the Sociology of Morality** Steven Hitlin,Stephen Vaisey,2010-10-17 Human beings necessarily understand their social worlds in moral terms orienting their lives relationships and activities around socially produced notions of right and wrong Morality is sociologically understood as more than simply helping or harming others it encompasses any way that individuals form understandings of what behaviors are better than others what goals are most laudable and what proper people believe feel and do Morality involves the explicit and implicit sets of rules and shared understandings that keep human social groups intact Morality includes both the shoulds and should nots of human activity its proactive and inhibitive elements At one time sociologists were centrally concerned with morality issues like social cohesion values the goals and norms that structure society and the ways individuals get socialized to reproduce those concerns In the last half century however explicit interest in these topics has waned and modern sociology has become uninterested in these matters and morality has become marginalized within the discipline But a resurgence in the topic is happening in related disciplines psychology neurology philosophy and anthropology and in the wider national discourse Sociology has much to offer but is not fully engaged in this conversation Many scholars work on areas that would fall under the umbrella of a sociology of morality but do not self identify in such a manner nor orient their efforts toward conceptualizing what we know and should know along these dimensions The Handbook of the Sociology of Morality fills a niche within sociology making explicit the shared concerns of scholars across the disciplines as they relate to an often overlooked dimension of human social life It is unique in social science as it would be the first systematic compilation of the wider social structural cultural cross national organizational and interactional dimension of human moral understood broadly thought feeling and behavior *The ^AOxford Handbook of Organizational Climate and Culture* Karen M. Barbera,2014-05-07 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 *Great Minds in Management* Ken G. Smith,Michael A. Hitt,2005-09-22 In Great Minds In Management Ken G Smith and Michael A Hitt have brought together some of the most influential and original thinkers in management Their contributions to this volume not only outline their landmark contributions to management theory but also reflect on the process of theory development presenting their own personal accounts of the gestation of these theories The result is not only an ambitious and original panorama of the key ideas in management theory presented by their originators but also a unique collection of reflections on the process of theory development an area which to date little has been written about by those who have actually had experience of building theory In their concluding chapter Ken G Smith and Michael A Hitt draw together some

common themes about the development of management theory over the last half a century and suggest some of the conclusions to be drawn about how theory comes into being Contributors Chris Argyris Albert Bandura Jay B Barney Lee R Beach Kim Cameron Michael R Darby Robert Folger R Edward Freeman Michael Frese J Richard Hackman Donald C Hambrick Michael A Hitt Anne S Huff Gary P Latham Edwin A Locke Henry Mintzberg Terrence R Mitchell Richard T Mowday Ikujiro Nonaka Greg R Oldham Jeffrey Pfeffer Lyman W Porter Denise M Rousseau W Richard Scott Ken G Smith Barry M Staw Richard M Steers Victor H Vroom Karl E Weick Oliver E Williamson Sidney G Winter and Lynn Zucker

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