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MANAGERS VS. OWNERS

THE STRUGGLE FOR
CORPORATE CONTROL IN
AMERICAN DEMOCRACY

The Ruffin Series in Business Ethics

Managers Vs Owners The Struggle For Corporate Control In American Democracy

Edwin Hartman



Managers Vs Owners The Struggle For Corporate Control In American Democracy:

Managers Vs. Owners Allen Kaufman, Lawrence Zacharias, Marvin Jay Karson, 1995 This book deals with a subject of profound importance to understanding the place of the modern corporation in a democratic society This is the inherent conflicts between the interest of corporate owners the shareholders the interest of the larger society and the interest of the managers who run the corporations Managers have created a shared professional ideology that is designed to preserve their autonomy To protect itself from unbridled corporate power government has enacted a myriad regulations to check this power In *Managers vs Owners* the authors describe how in different eras the balance between corporate power and government regulation has changed with the interests of society as a whole The authors conclude by looking at the impact of collective investor action especially institutional investors on the efforts by managers to preserve their autonomy *Business Ethics* Jacques Cory, 2001-03-31 This volume describes how the traditional safeguards of the rights of shareholders namely the law the SEC boards of directors independent directors auditors analysts underwriters and the press are inefficient in many cases toward minority shareholders **Activist Business Ethics** Jacques Cory, 2012-10-05 Jacques Cory's second book *Activist Business Ethics* expands upon the theoretical concepts developed in his first book *Business Ethics The Ethical Revolution of Minority Shareholders* published by Kluwer Academic Publishers in March 2001 Activist business ethics is needed in order to remedy the wrongdoing committed to stakeholders and minority shareholders This will be achieved by cooperation between ethical businessmen activist academics stakeholders and minority shareholders We should treat others as we would want others to treat us not through interest but by conviction Yet this principle is not the guideline of many companies in the modern business world despite the fact that most religions and philosophers have advocated it in the last 3 000 years How can we convince or compel modern business to apply this principle And is it essential to the success of economy In order to answer these questions this book examines the evolution of activist business ethics in business in democracies in Christianity Judaism Islam Buddhism in philosophy and psychology The book examines international aspects the personification of stakeholders the predominance of values and ethics for CEOs and the inefficient safeguards of the stakeholders interests The book presents new vehicles for the safeguard of those interests such as the Internet Transparency Ethical Funds and Activist Associations and future activist vehicles such as the Supervision Board and the Institute of Ethics Today everybody is a stakeholder and a minority shareholder of a company directly or through our pension funds or as a client a supplier a member of a community and a citizen The principal premise of the book is therefore that ultimately the wrongdoers act against themselves The book is woven with many references on ethics and business ethics from the professional and classic world literature the Bible and other religious texts poetry maxims and folk tales showing that ethical problems are similar throughout the ages and cultures but some of the solutions given in this book are new and original *Activist Business Ethics* is primarily intended for the academic market and is particularly appropriate for academics in business administration ethics

and finance It should also appeal strongly to the professional business finance market and to stakeholders and minority shareholders as well who are aware of the wrongdoing committed to them and who want to remedy the situation by activist conduct

Crafting Qualitative Research: Working in the Postpositivist Traditions Pushkala Prasad, 2015-02-24
Courses in management research have traditionally focused on quantitative techniques and no available text adequately covers the many different perspectives within the qualitative model or shows which qualitative techniques work best in different settings *Crafting Qualitative Research* fills this need In clear and readable prose this comprehensive text offers a detailed guide to the rich diversity of qualitative research traditions with examples and applications specifically designed for the field of management Each of the book's four main sections includes a descriptive tree diagram that lays out the historical origins of that section's traditions Each chapter is devoted to a specific methodology and includes historical origins and development techniques and applications current controversies and emerging issues and a summary box highlighting that method's utility With its detailed and easy to understand coverage this will be the text of choice for any instructor who wants to include the qualitative approach in a research methods course as well as a useful resource for anyone doing research in the post positivist traditions

Values and Ethics of Industrial-Organizational Psychology Joel Lefkowitz, 2023-03-07
This foundational text was one of the first books to integrate work from moral philosophy developmental moral psychology applied psychology political and social economy and political science as well as business scholarship Twenty years on this third edition utilizes ideas from the first two to provide readers with a practical model for ethical decision making and includes examples from I O research and practice as well as current business events The book incorporates diverse perspectives into a framework for taking moral action based on learning points from each chapter Examples and references have been updated throughout and sections on moral psychology economic justice the replicability crisis and open science have been expanded and the radical behavioral challenge to ethical decision making is critiqued In fifteen clearly structured and theory based chapters the author also presents a variety of ethical incidents reported by practicing I O psychologists This is the ideal resource for Ethics and I O courses at the graduate and doctoral level Academics in Organizational Behavior and Human Resource Management will also benefit from this book as well as anyone interested in Ethics in Psychology and Business

Managing Responsibly Venkataraman Nilakant, 2016-05-13 In the wake of financial meltdown and environmental disaster employers increasingly demand that managers have an understanding of ethical decision making corporate social responsibility and values based management Business ethics is therefore increasingly being taught in business schools and is a rapidly developing research topic *Managing Responsibly* explores the limitations of the thinking that dominates Western corporate and business culture Contributors then draw on non Western traditions and experience to suggest workable inter cultural models to enhance organizational effectiveness in an increasingly globalised environment With chapters written by specialists in economics management ethics health sciences and history the editors one a historian

and one a management specialist ensure a truly interdisciplinary overall approach Part One highlights the acute need for less self interested approaches to management if local and global communities and the environment are to escape on going damage and exploitation Part Two draws on values from Indian and Maori traditions to propose alternatives to Western models of business ethics Part Three suggests ways of approaching the challenges of developing sustained ethical leadership in the contemporary globalised economy This original addition to Gower s Corporate Social Responsibility Series will appeal to a wide range of teachers researchers and higher level students of management as well as practitioners participating in executive development programmes It will also serve the needs of those with a more specialist interest in business ethics and in sustainable and responsible management , Law and Corporate Behaviour Christopher Hodges,2015-10-22 This book examines the theories and practice of how to control corporate behaviour through legal techniques The principal theories examined are deterrence economic rational acting responsive regulation and the findings of behavioural psychology Leading examples of the various approaches are given in order to illustrate the models private enforcement of law through litigation in the USA public enforcement of competition law by the European Commission and the recent reform of policies on public enforcement of regulatory law in the United Kingdom Noting that behavioural psychology has as yet had only limited application in legal and regulatory theory the book then analyses various European regulatory structures where behavioural techniques can be seen or could be applied Sectors examined include financial services civil aviation pharmaceuticals and workplace health safety Key findings are that enforcement has to focus on identifying the causes of non compliance so as to be able to support improved performance rather than be based on fear motivating complete compliance Systems in which reporting is essential for safety only function with a no blame culture The book concludes by proposing an holistic model for maximising compliance within large organisations combining public regulatory and criminal controls with internal corporate systems and external influences by stakeholders held together by a unified core of ethical principles Hence the book proposes a new theory of ethical regulation This title is included in Bloomsbury Professional s International Arbitration online service **Labour and Employment in a Globalising World** Christian Azaïs,2010 This collection of essays provides new insight into the complex realities of labour and employment market globalisation The pluridisciplinary and multi faced understanding of globalisation is based upon ground research in ten countries from South to North Its contextualisation of globalising labour and employment market perceived as process constitutes the originality of the book Globalisation is understood through a single process of both standardisation and differentiation which also underscores its political agenda The globalising process incorporates trends of convergent and somewhat undifferentiated Southern and Northern situations in labour and employment Strong political perspectives thereby emerge to help understand changes in current capitalism and question the longstanding North to South paradigm As labour and employment markets standardise and differentiate what other problematical threads can be pulled to strengthen the hypothesis that trends converge within a single globalising

process The comparative concepts and tools proposed in this volume help to answer these queries **Outcome-Based Cooperation** Christopher Hodges,2022-09-22 How do we cooperate in social local business and state communities This book proposes an Outcome Based Cooperative Model in which all stakeholders work together on the basis of trust and respect to achieve shared aims and outcomes The Outcome Based Cooperative Model is built up from an extensive analysis of behavioural and social psychology genetic anthropology research into behaviour and culture in societies organisations regulation and enforcement The starting point is acceptance that humanity is facing ever larger risks which are now systemic and even existential To overcome the challenges humans need to cooperate more rather than compete alienate or draw apart Answering how we do that requires basing ourselves our institutions and systems on relationships that are built on trust Trust is based on evidence that we can be trusted to behave well ethically built up over time We should aim to agree common goals and outcomes moderating those that conflict produce evidence that we can be trusted and examine our performance in achieving the right outcomes rather than harmful ones The implications are that we need to do more in rebasing our relationships in local groupings business organisations regulation and dispute resolution The book examines recent systems and developments in all these areas and makes proposals of profound importance for reform This is a new blueprint for liberty solidarity performance and achievement **Organizational Ethics and the Good Life** Edwin Hartman,1996 In this book Edwin Hartman argues that the real world of experience rather than abstract theory is the source of principles for business ethics Hartman explains how ethical principles derive from what employees learn in good organizations and argues that an ethically good company is one that creates the good life for those who work in it An ethical organization has a good corporate culture which not only serves the interests of the participants but helps determine what those interests are and sees to it that they are compatible with both autonomy and good corporate citizenship In this way the individual develops a conception of the good life what is inappropriate to the moral person The influences on Hartmans thought include the Aristotelian tradition of refined common sense contemporary pragmatism recent work concerning collective action problems and social contract theory *Postcolonial Theory and Organizational Analysis: A Critical Engagement* A. Prasad,2003-05-01 This book takes up a question that has rarely been raised in the field of management Could modern Western colonialism have important implications for the practices and theories that inform management and organizations Employing the frameworks of postcolonial theory an international group of scholars address this question and offer remarkable insights about the implications of the colonial encounter for management Wide ranging in scope the book covers major topics like cross cultural management control and resistance corporate culture the discourse of exoticization in museums and tourism and stakeholder issues and sheds new light on the troubling legacy of colonialism Scholars and practitioners searching for a new idiom of management will find this book s critique of contemporary management invaluable **Constructing Capitalisms** Roderick Martin,2013-03-28 The balance of economic power in Europe is shifting eastwards Poland the Czech Republic Hungary and

Romania have all seen increases in their contributions to international trade and in the rate of GDP growth whilst other countries have seen declines and firms in these Central and Eastern European economies are becoming increasingly influential participants in international production systems centred largely on Germany This book presents an up to date theoretically informed analysis of how these four countries have developed distinctive business systems since the political revolutions that transformed this region in 1989 combining the structures of liberal market capitalism established in the 1990s with practices established earlier Influenced by the socialist inheritance of communism and increasingly diverse sources of capital different forms of capitalism developed less responsive to shareholder interests and more responsive to managerial and national strategic interests This book concentrates on changing patterns of ownership and control means of capital accumulation the relations among multinationals regional enterprises and governments and the role of the state Whilst recognizing the role of multinationals in generating export led growth the book emphasizes the central role of government at national and international level The forms of capitalism under construction differ from expectations common in the 1990s combining elements from both US UK and continental European models of capitalism

Corporate Social Responsibility and Corporate Governance Lorenzo Sacconi, Margaret Blair, R. Edward Freeman, 2010-12-14 Corporate social responsibility is examined in this book as multi stakeholder approach to corporate governance This volume outlines neo institutional and stakeholder theories of the firm new rational choice and social contract normative models self regulatory and soft law models and the advances from behavioural economics

Risk Management Michael Frenkel, Ulrich Hommel, Markus Rudolf, 2005-12-06 Dealing with all aspects of risk management that have undergone significant innovation in recent years this book aims at being a reference work in its field Different to other books on the topic it addresses the challenges and opportunities facing the different risk management types in banks insurance companies and the corporate sector Due to the rising volatility in the financial markets as well as political and operational risks affecting the business sector in general capital adequacy rules are equally important for non financial companies For the banking sector the book emphasizes the modifications implied by the Basel II proposal The volume has been written for academics as well as practitioners in particular finance specialists It is unique in bringing together such a wide array of experts and correspondingly offers a complete coverage of recent developments in risk management

Crafting Qualitative Research Pushkala Prasad, 2017-06-27 This book provides an overview of qualitative research models and their applications in organization and management studies Focusing on the philosophical underpinnings and practical implications of diverse qualitative methods this comprehensive text offers a guided tour of the options available to qualitative researchers highlighting aspects of research design execution and analysis in each tradition In clear readable prose the author offers insight into the ambiguities tensions and interconnections of diverse qualitative research traditions without resorting to oversimplification The book s four main sections include examples and applications specifically designed for the field of

management Each chapter is devoted to a specific methodology describing techniques and applications as well as current controversies and emerging issues Summary boxes and practical examples will help the reader to navigate this terrain and generate research that is both relevant and of high scholarly quality With its detailed and easy to understand coverage this will be the text of choice for students working with qualitative methods in organization studies consumer research public administration information systems and media and communication studies Instructors teaching qualitative approaches in a research methods course and researchers wanting to acquaint themselves with non positivist traditions will also find this a useful resource

Contests for Corporate Control Mary O'Sullivan, 2000-04-20 During the 1990s corporate governance became a hot issue in all of the advanced economies For decades major business corporations had reinvested earnings and developed long term relations with their labour forces as they expanded the scale and scope of their operations As a result these corporations had made themselves central to resource allocation and economic performance in the national economies in which they had evolved Then beginning in the 1980s and picking up momentum in the 1990s came the contests for corporate control Previously silent stockholders now empowered by institutional investors demanded that corporations be run to maximize shareholder value In this highly original book Mary O Sullivan provides a critical analysis of the theoretical foundations for this principle of corporate governance and for the alternative perspective that corporations should be run in the interests of stakeholders She embeds her arguments on the relation between corporate governance and economic performance in historical accounts of the dynamics of corporate growth in the United States and Germany over the course of the twentieth century O Sullivan explains the emergence and consequences of maximizing shareholder value as a principle of corporate governance in the United States over the past two decades and provides unique insights into the contests for corporate control that have unfolded in Germany over the past few years

Capitalism and Commerce Edward Wayne Younkins, 2002-01-01 In *Capitalism and Commerce* Edward Younkins provides a clear and accessible introduction to the best moral and economic arguments for capitalism Drawn from over a decade of business school teaching Younkins s work offers the student of political economy and the educated layperson a clear systematic treatment of the philosophical concepts that underpin the idea of capitalism and the business legal and political institutions that impact commercial enterprises Divided into seven parts the work discusses capitalism and morality individuals communities and the role of the state private and corporate ownership entrepreneurship and technological progress law justice and corporate governance and the obstacles to a free market and limited government

Theoretical Developments and Future Research in Family Business Philip Phan, John E. Butler, 2008-03-01 Until recently research in family business has been confined to a sub group of entrepreneurship scholars labor economists and sociologists Family business employment is often the only economic option available to migrants the first entrepreneurial experience for young people and a source of an economy s new business creation activities These issues are typically framed in terms of the generational transfer of wealth management succession

or the interplay between the economic system of a family and its sociopolitical system The phenomenon is clearly widespread but for some reason continues to be poorly understood We believe that progress on the empirical front has been hampered by a lack of accepted theoretical frameworks For example attempts to employ agency theory geographic agglomeration and spill overs social networks sense making bargaining and other frameworks have been scattered In our view the extant research has not created the theoretic ballast that can withstand repeated empirical verification More fundamentally researchers are beginning to ask Is family business theoretically distinctive or a convenient phenomenon for exploiting familiar theories with new data We believe the time is ripe for a focused look at the theoretical history and prospects of family business research Review articles grounded in economics sociology psychology and political economy and that offer multidisciplinary implications are especially sought Theory based empirical papers are also welcomed We believe that there are exciting opportunities for theory development and so encourage authors to focus on this in their submissions In sum the focus of this volume is on showcasing and advancing the latest research in family business

Ethical Business Practice and Regulation Christopher Hodges, Ruth Steinholtz, AreteWork LLP, 2018-01-11 This book explains the concepts of Ethical Business Practice EBP and Ethical Business Regulation EBR a new paradigm in compliance and enforcement based on behavioural science and ethics EBR provides the basis for an effective relationship between a business and its regulators resulting in better outcomes for both EBR is attracting extensive attention from regulators and businesses around the world The UK Government's 2017 Regulatory Futures Review draws on EBR as the foundation for its policy of regulatory self assurance EBR draws on findings from behavioural science responsive regulation safety and business and integrity management to create a practical and holistic approach Examples include the open culture that is essential for civil aviation safety the Primary Authority agreements between regulators and national businesses and feedback mechanisms provided by market vigilance systems and sectoral consumer ombudsmen This book provides an essential blueprint for sustainable business and effective future regulation

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