

Managing Organizational **DEVIANCE**

Roland E. Kidwell, Jr. ■ Christopher L. Martin
EDITORS

Managing Organizational Deviance

John Lipinski, Laura M. Crothers



Managing Organizational Deviance:

Managing Organizational Deviance Roland E. Kidwell, Christopher L. Martin, 2005 The success of an organization may be dependent on limiting the potential for deviant behavior and if necessary reacting to deviant behavior in a positive way Managing Organizational Deviance goes beyond questions of control to also consider ethical dimensions of conduct As a result it teaches students who will go on to inhabit organizations to become familiar with the ethical implications of deviant and dysfunctional behavior in addition to managing this behavior in an effective way

Managing Organizational Deviance, 2005 The success of an organization may be dependent on limiting the potential for deviant behaviour and if necessary reacting to deviant behaviour in a positive way Managing Organizational Deviance goes beyond questions of control to also consider ethical dimensions of conduct

Managing Social and Ethical Issues in Organizations Stephen W. Gilliland, Dirk D. Steiner, Daniel P. Skarlicki, 2007-02-01 This volume provides up to date reviews of the research on a number of social and ethical issues of increasing concern confronting today's managers and organizations The authors who are recognized international experts on the topics they treat provide new theories and innovative perspectives on these issues Further they use a research base to identify ways for managers and human resources professionals to address these issues in their organizations Given its breadth of coverage practitioners faced with these issues as well as researchers and graduate students in management and organizational psychology should find this volume of interest This collection of ten chapters provides the cutting edge on a number of the most pressing challenges in management today Readers of the volume will discover new models innovative theoretical approaches comprehensive reviews theoretical and methodological critiques and specific and insightful suggestions for research on these different social and ethical issues facing organizations Perhaps more importantly the practical suggestions that come from the research provide a useful bridge between what we know and what we can do to address these challenges and thus contribute even in a small way to workplaces that respect ethics and individuals in all their diversity

Organizational Behavior and Public Management, Revised and Expanded Michael L. Vasu, Debra W. Stewart, G. David Garson, 2017-09-25 Organizational Behavior and Public Management reveals how organizational behavior enables managers to direct resources that advance the programs and policies of public and government This edition offers a public sector perspective of core topics such as communication decision making leadership management ethics motivation organizational change participation and performance appraisal Contemporary Psychology called this book skillful and comprehensive There is a need for a text like this the device of juxtaposing theory and application is a sound one The authors discuss such topics as communication decision making worker participation and total quality management organizational change management systems information computers and organization theory in public management

Understanding and Managing Organizational Behavior Jennifer M. George, Gareth R. Jones, 1999 This text provides information suitable for both classic organizational behaviour courses and for management courses Topics covered

include ethics sexual harassment cross cultural communication and negotiation **The Oxford Handbook of Cross-Cultural Organizational Behavior** Michele J. Gelfand, Miriam Erez, 2024 The process of globalization has brought into focus the central role of culture in understanding work behavior In parallel to the accelerating process of globalization there has been an explosion of empirical studies on culture and organizational behavior Written by a diverse group of experts in the field this handbook provides critical knowledge on how cultures vary and how culture influences basic psychological processes communication trust social networks leadership and negotiation It also covers how to manage multicultural teams culture and human resource management practices joint ventures organizational change and more Emerging Perspectives on Managing Organizational Justice Stephen W. Gilliland, Dirk D. Steiner, Daniel P. Skarlicki, 2002-09-01

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 **Received Wisdom, Kernels of Truth, and Boundary** Daniel J. Svyantek, Kevin T. Mahoney, 2013-03-01 This volume of the Research in Organizational Sciences is entitled Received Wisdom Kernels of Truth and Boundary Conditions in Organizational Studies Received wisdom is knowledge imparted to people by others and is based on authority and tenacity as sources of human knowledge Authority refers to the acceptance of knowledge as truth because of the position and credibility of the knowledge source Tenacity refers to the continued presentation of a particular bit of information by a source until this bit of information is accepted as true by receivers The problem for organizational studies however is that this received wisdom often becomes unquestioned assumptions which guide interpretation of the world and decisions made about the world Received wisdom therefore may lead to organizational practices which provide little or no benefit to the organization and potentially negative organizational effects because this received wisdom is no longer valid The 14 papers in this volume all in some way strive to question received wisdom and present alternatives which expand our understanding of organizational behavior in some way The chapters in this volume each strive to present new ways of understanding organizational constructs and in so doing reveal how received wisdom has often led to confirmation bias in organizational science The knowledge that some perceived truths are actually the products

of received wisdom and do not stand up to close scrutiny shakes up things within research areas previously thought settled allowing new perspectives on organizational science to emerge

Organizational Behavior in Health Care Nancy Borkowski, 2011 *Organizational Behavior in Health Care* was written to assist those who are on the frontline of the industry everyday healthcare managers who must motivate and lead very diverse populations in a constantly changing environment Designed for graduate level study this book introduces the reader to the behavioral science literature relevant to the study of individual and group behavior specifically in healthcare organizational settings Using an applied focus it provides a clear and concise overview of the essential topics in organizational behavior from the healthcare manager's perspective *Organizational Behavior in Health Care* examines the many aspects of organizational behavior such as individuals' perceptions and attitudes diversity communication motivation leadership power stress conflict management negotiation models group dynamics team building and managing organizational change Each chapter contains learning objectives summaries case studies or other types of activities such as self assessment exercises or evaluation

Before and After the Project Starts MBA PMP Charles E. Moone, 2017-12-18 A complex world surrounds the project team Led by a project manager and judged by the board of directors executives customers and employees it would be tempting to ask why anyone would choose to work within such an environment let alone encourage and lead the organization on a potentially perilous road The answer is simple there is great joy in working with the talented and able participants engaged in a project while pursuing and satisfying the organization's needs Prescribed procedures are part of project management It is these procedures that provide stepping stones from where we are today and what we want and expect to be tomorrow Many procedures and best practices are based on A Guide to the Project Management Body of Knowledge and ISO 21500 Guidance on Project Management These guides provide best practices and international standards as well as frameworks that are coupled with steps that should be followed to effectively implement the best practices However neither guide discusses how to ensure that people will welcome the results of a project with open arms and embrace wholeheartedly the impact that has been imposed on them Since people are involved in these projects their behavior and well being must be provided for especially when environmental and procedural changes are being made Ignoring the psychological and emotional impact on people may result in project failure It is the project manager's responsibility to examine understand and implement best practices determine the level at which a best practice is used and accommodate the physical and mental needs of people affected by the projects

Research Companion to the Dysfunctional Workplace Janice Langan-Fox, Cary L. Cooper, Richard J. Klimoski, 2007 A work exposing and exploring the phenomena of the dysfunctional workplace is long overdue This fascinating book does just that uncovering the subversiveness counter productive behaviour and unspoken issues that managers struggle with on a daily basis This Companion not only explores organizational dysfunction as it concerns individuals it also examines broader issues of dysfunction and its effects with regards teams managers and organizational systems Lively discussion encompasses the

symptoms of distress illness absenteeism and inefficiency that point towards behavioural disorders and system wide malfunction From personality disorders to wars over territory the book chronicles and reveals the true nature of often hidden workplace problems including bullying unethical behaviour loss of trust organizational deviance cowardice workaholism negative humour and emotions personality disorders mismanagement and malfunctioning performance and selection systems So what can be done Practical solutions to these dysfunctional phenomena are presented by international experts from a range of disciplinary backgrounds including management psychology and economics This fascinating highly original book will be of enormous interest to students researchers academics and practitioners across all sectors of business and management human resource management in particular

Organizations and Management in Cross-Cultural Context Zeynep Aycan, Rabindra N Kanungo, Manuel Mendonca, 2014-02-13 Winner in the Management and Leadership Textbook Category at CMI Management Book of the Year Awards 2015 An ideal course text for Organizational Behaviour Human Resource Management or Cross Cultural Management courses Chapters present the fundamental theoretical approaches in all key areas including leadership ethics and change and then explore them in the context of culture and cross cultural management Encourages self reflection and critical appraisal through a series of questions and scenarios designed to get you thinking like a manager working with an international team Provides practical guidance on tackling the most complex issues facing managers today Contains insights into the experiences of real employees working in a multicultural environment The companion website provides a wealth of additional material to support students and teachers alike

The Nature of the New Firm K. J. McCarthy, Maya Fiolet, Wilfred Dolfsma, 2011 The emerging knowledge economy is prompting decisive changes in the organization of business firms Corporate hierarchies flatten under the impact of ICT and the need to delegate decision rights The boundaries of the firm shrink under the impact of outsourcing and viable relational contracting However we still know very little about the mechanics and manifestations of this process Killian McCarthy Maya Fiolet and Wilfred Dolfsma s *The Nature of the New Firm* breaks new ground in our understanding of changing economic organization It will appeal not only to theorists of the firm but also to management scholars and sociologists interested in organization Nicolai J Foss Copenhagen Business School Denmark *The Nature of the New Firm* presents a number of studies on the blurring of boundaries within and between organizations and institutions Globalization has created new ways of doing business new institutions to oversee them and has introduced a spectrum of new protagonists to the international arena Scholars and practitioners have been challenged by the evolving environment to find new ways to interact and in the process many of the traditional boundaries that have existed within and between organizations and institutions have become increasingly blurred This unique compendium sheds light on these and other topics on the question of change both within and between organizations and institutions The contributors have expertly combined the insights of some of the biggest names in the fields of economics business and strategic management both present and future and in doing so offer scholars a tailor made up to

date study on the topic of economic change This book will prove to be a compelling read for students scholars and policymakers of international business industrial organization and strategy *The SAGE Encyclopedia of Corporate Reputation* Craig E. Carroll,2016-05-04 What creates corporate reputations and how should organizations respond Corporate reputation is a growing research field in disciplines as diverse as communication management marketing industrial and organizational psychology and sociology As a formal area of academic study it is relatively young with roots in the 1980s and the emergence of specialized reputation rankings for industries products services and performance dimensions and for regions Such rankings resulted in competition between organizations and the alignment of organizational activities to qualify and improve standings in the rankings In addition today s changing stakeholder expectations the growth of advocacy demand for more disclosures and greater transparency and globalized mediatized environments create new challenges pitfalls and opportunities for organizations Successfully engaging dealing with and working through reputational challenges requires an understanding of options and tools for organizational decision making and stakeholder engagement For the first time the vast and important field of corporate reputation is explored in the format of an encyclopedic reference The SAGE Encyclopedia of Corporate Reputation comprehensively overviews concepts and techniques for identifying building measuring monitoring evaluating maintaining valuing living up to and or changing corporate reputations Key features include 300 signed entries are organized in A to Z fashion in 2 volumes available in a choice of electronic or print formats Entries conclude with Cross References and Further Readings to guide students to in depth resources Although organized A to Z a thematic Reader s Guide in the front matter groups related entries by broad areas A Chronology provides historical perspective on the development of corporate reputation as a discrete field of study A Resource Guide in the back matter lists classic books key journals associations websites and selected degree programs of relevance to corporate reputation A General Bibliography will be accompanied by visual maps noting the relationships between the various disciplines touching upon corporate reputation studies The work concludes with a comprehensive Index which in the electronic version combines with the Reader s Guide and Cross References to provide thorough search and browse capabilities *Bullying in the Workplace* John Lipinski,Laura M. Crothers,2013-08-15 Bullying in the workplace is a phenomenon that has recently intrigued researchers studying management and organizational issues leading to such questions as why it occurs and what causes such harassment This volume written by experts in a wide range of fields including Industrial and Organizational psychology Counseling Management Law Education and Health presents research on relational and social aggression issues which can result in lost productivity employee turnover and costly lawsuits Understanding this phenomenon is important to managers and employee morale **Economic Crime and Conceptions of Trust** Petter Gottschalk,Christopher Hamerton,2025-03-24 Economic Crime and Conceptions of Trust explores the intricacies of the contemporary concept of trust in episodes of misconduct through an analysis of workplace deviance and crime Grounded in detailed examinations of contemporary case studies and

bolstered by original comparative fieldwork the text takes an offender focused approach emphasizing the pivotal role of convenience Adopting an interdisciplinary perspective the authors seek to enhance and broaden existing understanding of white collar and corporate criminology while also highlighting its relevance to strategic management studies A core argument of the book is that the traditional emphasis on individual actors and notions of trustworthiness when conceptualising white collar has waned in recent times The authors perspective revisits and builds upon this important foundational concept of late twentieth century discourse within the discipline signalling a need for a reassessment and highlighting a number of recent conceptual developments to evaluate and position trust within the twenty first century globalized business sphere

Crime and Corruption in Organizations Ronald J. Burke,Edward C. Tomlinson,2016-05-13

Although increasing attention has been paid to it there are no signs that crime and corruption in organizations is decreasing so if you re a manager or government policy maker and your mandate is to reduce crime and corruption where do you start The international authors of this book fill a critical need to address such a prevalent and costly topic with a detailed analysis of the risks associated with crime and corruption in organizations They examine the causes and consequences and the choices we face in our efforts to eradicate these social maladies They focus on the risks to individuals and organizations surrounding criminal and corrupt acts with an emphasis on the psychological behavioral and organizational factors supporting such behaviors Finally they explore the phenomenon of crime and corruption across a diverse array of organizational settings ranging from public to private for profit to non profit and occupational categories e g police officers physicians accountants and academicians The constant barrage of scandals publicized by the media demands front burner attention dedicated to stemming this tide Accordingly this book turns to prominent researchers employing their talents to produce more ethical organizations The result is the most up to date thinking on both classic e g cognitive moral development and novel e g moral attentiveness approaches to crime and corruption as well as scientifically grounded approaches to reducing illicit behavior in organizations

Ethical Health Informatics Laurinda B. Harman,Frances Cornelius,2017

Preceded by Ethical challenges in the management of health information edited by Laurinda Beebe Harman 2nd edition 2006

Meeting the Ethical Challenges of Leadership Craig E. Johnson,2020-01-14

Ethics is at the heart of leadership Leaders must make every effort to make ethical decisions and foster ethical behavior among followers The Seventh 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 Included with this title The password protected Instructor Resource Site formally known as SAGE Edge offers access to all text specific resources including a test bank and editable

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