

Managing Organizational **DEVIANCE**

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

Managing Organizational Deviance

Riann Singh, Shalini Ramdeo



Managing Organizational Deviance:

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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

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

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

Analyzing Workplace Deviance in Modern Organizations Sharma, Naman, 2019-09-27 Management leaders must constantly be prepared to correct the deviant behaviors of their employees and redirect the negative energy for the betterment of all Ignoring this type of destructive behavior not only spoils the overall work environment for employees but also risks the loss of quality talented personnel *Analyzing Workplace Deviance in Modern Organizations* is an essential reference source containing innovative research on best practices for adopting and implementing employee deviance remedial strategies While highlighting topics including conflict resolution cultural issues and deviant behavior this book is ideally designed for executives managers directors business professionals industry practitioners human resources managers policymakers researchers academicians and students working in management organizational behavior human resources and employee relations fields

Destructive Behaviors and Organizational Research Riann Singh, Shalini Ramdeo, 2025-04-22 Destructive organizational behaviors including destructive leadership abusive supervision workplace bullying sexual harassment in the workplace workplace deviance workplace incivility workplace ostracism social loafing and workplace discrimination and injustice are explored in this book These destructive organizational behaviors and negative perspectives have emerged as the most pervasive forms of mistreatment in today's workplace with the most costly and disastrous consequences across all levels employees teams and organizations This volume synthesizes and critically evaluates existing research and identifies future directions through research gaps on the most destructive organizational behaviors in today's workplace Strategies for managing such behaviors and potential contextual variations in destructive behaviors are also assessed Alternative negative perspectives on traditionally positive organizational behaviors are examined There is a paucity of research on the darker side of organizational behaviors although such destructive behaviors are indeed pervasive in today's workplace Providing researchers with a comprehensive overview and analysis of research advances on selected destructive organizational behaviors this book also considers the need of researchers to delineate future research opportunities to advance the field of study It seeks to spur critical thinking spark alternative research perspectives and provide the foundation from which focused future research can develop It also considers managerial and international perspectives through an assessment of strategies for managing destructive behaviors and contextual reflections on destructive organizational behaviors making it a

valuable resource for researchers academics and students in the fields of organizational behavior psychology management leadership and strategy **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 *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

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