

Four building blocks of ethical culture



Memory As A Moral Decision The Role Of Ethics In Organizational Culture

**Amit Pinchevski, Patrice M.
Buzzanell, Jason Hannan**



Memory As A Moral Decision The Role Of Ethics In Organizational Culture:

Memory as a Moral Decision Steven Paul Feldman, The notion of organizational culture has become a matter of central importance with the great increase in the size of organizations in the twentieth century and the need for managers to run them Like morale in the military organizational culture is the great invisible force that decides the difference between success and failure and serves as the key to organizational change productivity effectiveness control innovation and communication Memory as a Moral Decision provides a historical review of the literature on organizational culture Its goal is to investigate the kind of world conceptualized by those who have described organizations and the kind of moral world they have in fact constructed through its ideals and images for the men and women who work in organizations Feldman builds his analysis around a historically grounded concept of moral tradition He demonstrates a central insight when those who have written on organizational culture have addressed issues of ethics they have ignored the past as a foundation to stabilize and maintain moral commitments Instead they have fluctuated between attempts to base ethics on executive rationality and attempts to escape the suffocating logic of rationalism After an opening chapter defining the concept of moral tradition Feldman focuses on early works on organizational management by Chester Barnard and Melville Dalton These define the tension between ethical rationalism and ethical relativism He then turns to contemporary frameworks analyzing critical organizational theory and the new institutionalism In the final chapters Feldman considers ethical relativism in contemporary thinking including postmodern organization theory the exaggerated drive for diversity and such concepts as power knowledge and deconstructionism Memory as a Moral Decision is unique in its understanding of organizational culture as it relates to past present and future systems Its interdisciplinary approach uses the insights of sociology psychology and culture studies to create an invaluable framework for the study of ethics in organizations Steven P Feldman is associate professor of management policy at the Weatherhead School of Management Case Western Reserve University He is the author of The Culture of Monopoly Management An Interpretive Study in an American Utility

Memory as a Moral Decision Steve Feldman, 2017 The notion of organizational culture has become a matter of central importance with the great increase in the size of organizations in the twentieth century and the need for managers to run them Like morale in the military organizational culture is the great invisible force that decides the difference between success and failure and serves as the key to organizational change productivity effectiveness control innovation and communication Memory as a Moral Decision provides a historical review of the literature on organizational culture Its goal is to investigate the kind of world conceptualized by those who have described organizations and the kind of moral world they have in fact constructed through its ideals and images for the men and women who work in organizations Feldman builds his analysis around a historically grounded concept of moral tradition He demonstrates a central insight when those who have written on organizational culture have addressed issues of ethics they have ignored the past as a foundation to stabilize and maintain moral

commitments. Instead, they have fluctuated between attempts to base ethics on executive rationality and attempts to escape the suffocating logic of rationalism. After an opening chapter defining the concept of moral tradition, Feldman focuses on early works on organizational management by Chester Barnard and Melville Dalton. These define the tension between ethical rationalism and ethical relativism. He then turns to contemporary frameworks analyzing critical organizational theory and the new institutionalism. In the final chapters, Feldman considers ethical relativism in contemporary thinking, including postmodern organization theory, the exaggerated drive for diversity, and such concepts as power, knowledge, and deconstructionism. *Memory as a Moral Decision* is unique in its understanding of organizational culture as it relates to past, present, and future systems. Its interdisciplinary approach uses the insights of sociology, psychology, and culture studies to create an invaluable framework for the study of ethics in organizations. Provided by publisher. *Memory as a Moral Decision* Steven Paul Feldman, 2002. *Memory as a Moral Decision* Steve Feldman, 2019-01-22. The notion of organizational culture has become a matter of central importance with the great increase in the size of organizations in the twentieth century and the need for managers to run them. Like morale in the military, organizational culture is the great invisible force that decides the difference between success and failure and serves as the key to organizational change, productivity, effectiveness, control, innovation, and communication. *Memory as a Moral Decision* provides a historical review of the literature on organizational culture. Its goal is to investigate the kind of world conceptualized by those who have described organizations and the kind of moral world they have in fact constructed through its ideals and images for the men and women who work in organizations. Feldman builds his analysis around a historically grounded concept of moral tradition. He demonstrates a central insight: when those who have written on organizational culture have addressed issues of ethics, they have ignored the past as a foundation to stabilize and maintain moral commitments. Instead, they have fluctuated between attempts to base ethics on executive rationality and attempts to escape the suffocating logic of rationalism. After an opening chapter defining the concept of moral tradition, Feldman focuses on early works on organizational management by Chester Barnard and Melville Dalton. These define the tension between ethical rationalism and ethical relativism. He then turns to contemporary frameworks analyzing critical organizational theory and the new institutionalism. In the final chapters, Feldman considers ethical relativism in contemporary thinking, including postmodern organization theory, the exaggerated drive for diversity, and such concepts as power, knowledge, and deconstructionism. *Memory as a Moral Decision* is unique in its understanding of organizational culture as it relates to past, present, and future systems. Its interdisciplinary approach uses the insights of sociology, psychology, and culture studies to create an invaluable framework for the study of ethics in organizations.

Embedding CSR into Corporate Culture D. Swanson, 2014-02-27. *Embedding CSR into Corporate Culture* demonstrates that a new frontier for corporate social responsibility is possible in theory and practice. The key idea, discovery leadership, enables corporate managers to deal effectively with problems, issues, and value clashes occurring at the

corporation society interface **Ethics, Human Rights and Culture** X. Li, 2006-01-27 Is it possible given culturally incongruent perspectives to validate any common standards of behaviour Is cultural relativity be a problem when cultures are porous Can we implement human rights without incorporating the idea into the fabric of culture This book addresses such questions with an inventive and original understanding of culture **The Handbook of Communication Ethics** Amit Pinchevski, Patrice M. Buzzanell, Jason Hannan, 2024-12-02 The second edition of this handbook offers a thoroughly updated overview of the different approaches and perspectives in communication ethics today Extending the path paved by its predecessor this handbook includes new issues and concerns that have emerged in the interim from environmentalism to artificial intelligence from disability studies to fake news It also features a new structure comprised of three sections representing a wide array of communication ethics traditions contexts and debates Rather than focusing exclusively on a subset of ethics such as interpersonal communication rhetoric or journalism as do other handbooks of ethics in communication this collection provides a valuable resource for those who seek a broader basis on which to study communication ethics This handbook is a must read for faculty graduate students and advanced undergraduate students in all areas of communication studies as well as in neighboring disciplines such as rhetoric media studies sociology political science cultural studies and science and technology studies Virtues of Independence and Dependence on Virtues Ludvig Beckman, Emil Uddhammar, Debate about the concept of virtue is a persistent theme in academic discourse One strand of thinking attempts to examine and reconstruct ethical theories with the aim of formulating a new morality or ethics A second strand of thought more strongly represented in this work attempts to explore the social and political world deploying the concept of virtue Thus this volume crosses the established borders of academic disciplines in order to provide a richer and more comprehensive understanding of the place of virtues in contemporary western societies The editors hold that the dominating virtue of our culture and society is the virtue of independence Yet independence or individual autonomy is contingent upon a diverse and so far ill understood set of cultural biological economic ethical and political practices The idea of individuality is in other words supervening on a web of formal and informal relations This volume therefore attempts to improve our understanding of the prevailing ethos of independence as well as of the mechanisms and practices sustaining it Virtues are examined in specific contexts Authors explore what we can learn about our dependence on virtues from the archaic Greek culture They examine the relevance of virtue ethics to the understanding of day to day practices And they look at the place of virtues in understanding the norms of independence and liberty Other contributions attend to the virtues of independence and its challenges examining possible philosophical challenges questioning whether independence is always a virtue and how the virtues of justice fare given a commitment to the virtues of independence The final portion of the book explore the empirical consequences of the virtues of independence Among the questions addressed are how personal independence affects political and economic institutions and the connections between norms of independence and the growth

of modernity This volume is an important contribution to contemporary understanding of what constitutes virtuous and ethical behavior Ludvig Beckman teaches political theory in the department of government at Uppsala University He is the author of *The Liberal State and the Politics of Virtue* and has written several articles on liberal political thought Emil Uddhammar is research director at the City University of Stockholm and is the co editor with Richard Swedberg of *Sociological Endeavor* a festschrift in honor of Hans L Zetterberg

Proceedings of the International Conference on Sustainability in Technological, Environmental, Law, Management, Social and Economic Matters (ICOSTELM 2022) Tulus Suryanto, Liza Alili Sulejmani, Juhary Ali, Ravinder Rena, Simon Grima, Ramona Piryu, 2023-12-02 This is an open access book It is our great pleasure to announce the International Conference on Sustainability in Technological Environmental Law Management Social and Economic Matters ICOSTELM 2022 host to host and we would like to invite you to participate in the event The conference will be held on 04 05 November 2022 in hybrid The main objective of the multidisciplinary conference is to provide a platform for researchers professionals scholars and academicians to exchange and share their knowledge information new ideas and experience in person with their peers expected to join from different parts on the world This gathering will help the delegates to establish research or business relations as well as to find international linkage for future collaborations in their career path We hope that ICOSTELM 2022 outcome will lead to significant contributions to the knowledge base in these up to date scientific fields in scope In addition this conference will also offer opportunities for academicians researchers engineers economist entrepreneurs journalist and industry experts to meet and interact with local and international participants This conference is organized by STEBI Lampung Indonesia Cooperation With Asia e University Malaysia Universiti Teknologi MARA UITM Shah Alam Universiti Teknologi MARA UITM Cawangan Pulau Pinang Malaysia International Balkan University Skopje North Macedonia Geomatica Universiti College Malaysia Faculty of Law Universitas Diponegoro Universitas Pembangunan Veteran Jakarta Universitas Islam Negeri Datokarama Palu Universitas Jenderal Achmad Yani UNJANI Bandung Universitas Sultan Ageng Tirtayasa Banten Universitas Tarumanegara Universitas Islam Negeri Antasari Banjarmasin and Magister Ilmu Pemerintahan FISIP UNILA

Dignity and the Organization Monika Kostera, Michael Pirson, 2016-10-31 This important book focuses on the role of human dignity its protection and promotion in the context of organization and Humanistic Management The recent phenomenon of humanism in management already has a rich body of literature and takes up many themes both theoretically and from a practitioner perspective Dignity and the Organization is the first book to explicitly deal with the topic of human dignity and management The chapters address various aspects and problems from a humanistically oriented perspective taking up issues relevant for the contemporary management theorists and practitioners and are concerned with organization management and the social and cultural context The book develops the notion of human dignity in conceptual and theoretical terms in its practical application within the context of organizations

Ethical Business Leadership in Troubling Times Joanne B. Ciulla, Tobey K.

Scharding,2019-12-27 Perhaps the fundamental question in CSR is What are the responsibilities of businesses and business leadership to society Moreover do the responsibilities of business change in times of social and political turmoil The chapters in this book tackle several aspects of these questions with chapters on business and politics the environment technology and immigration along with broader questions about leadership governance and the very nature of CSR *Networks of Nazi Persecution* Gerald D. Feldman,Wolfgang Seibel,2005 The persecution and mass murder of the Jews during World War II would not have been possible without the modern organization of division of labor Moreover the perpetrators were dependent on human and organizational resources they could not always control by hierarchy and coercion Instead the persecution of the Jews was based to a large extent on a web of inter organizational relations encompassing a broad variety of non hierarchical cooperation as well as rivalry and competition Based on newly accessible government and corporate archives this volume combines fresh evidence with an interpretation of the governance of persecution presented by prominent historians and social scientists **Dictatorship by Degrees** , Steven P. Feldman,2021-03-09 Dictatorship by Degrees Xi Jinping in China traces the totalitarian elements that linger in China s governing policies and practices such as extra legal Anti Corruption Campaign great concentration of power in one man increasing intolerance increasing propaganda increasing indoctrination increasing self criticism inside the Party expansion of Party cells across society increasing censorship cult of personality and mass incarceration in Xinjiang Steven P Feldman develops a concept of pre totalitarianism to explore these developments through extensive field data including interviews with business executives professors lawyers and non profit executives and observations of daily life Feldman argues that Chinese political culture based on the core principle of small group loyalties is inherently unstable resulting in an ongoing tendency for leaders to concentrate power to survive and accomplish their goals Under communist dictatorial political organization totalitarian domination is always a temptation and risk *Enhancing Practice through Classroom Research* Caitriona McDonagh,Mary Roche,Bernie Sullivan,Máirín Glenn,2013-06-17 Enhancing Practice through Classroom Research is an accessible introduction to understanding and improving teaching and learning through a process of reflection research and action Written by teachers for teachers it offers a straightforward guide to classroom research and considers issues central to effective professional development Including questions for reflection and illustrated with case studies and vignettes of the authors own experiences of undertaking classroom research it offers a step by step guide to beginning your own research identifying an area of professional concern or interest articulating your own educational values developing a better understanding of your practice thinking critically about educational practices depicting practice as it is and as it evolves finding a research methodology providing evidence of improved practice developing theory from practice Acknowledging the busy nature of classroom teaching and focussing on personalising professional development this friendly sensible text offers support and guidance for all student and practising teachers interested in research either for your own professional development or to pursue

postgraduate studies in your area of interest *Toward Integrative Corporate Citizenship* M. Orlitzky, D. Swanson, 2008-10-24 Given the increased impact of non market forces on business reputation there has never been a greater need to grasp corporate social performance This book demonstrates that a holistic perspective on corporate citizenship that accommodates the importance of profits and other time honored social values is both desirable and possible The SAGE Handbook of Organization Studies Stewart R Clegg, Cynthia Hardy, Tom Lawrence, Walter R Nord, 2006-06-21 Praise for the award winning First Edition This handbook is organized to help teachers and students to cover the mainstream work in the field of organization studies This is an excellent reference tool with which to study organizational theory and practice International Review of Administrative Sciences The editors have put together an impressive reference work serious in intent and rigorous in implementation As a publishing achievement and a scholarly event in the field SAGE is to be congratulated It is designed as a work of synthesis to link past and present general and specific Journal of General Management Praise for the New Edition An excellent collection of papers giving a timely overview of the field Gareth Morgan In this substantially updated revised and extended edition of the widely acclaimed Handbook the high standard of the contributions is maintained Close consideration is given to newly emergent such as networks and complexity as well as more established topics Metaphors of conversation and discourse are engagingly invoked to make and explore new distinctions directions and connections It is a key reference volume for more advanced students of this rapidly developing field Hugh Willmott Diageo Professor of Management Studies Judge Business School University of Cambridge Giving the authors of the Handbook of Organization Studies the opportunity to revise and update their earlier contributions makes this handbook unique Comparing the revised chapters to their originals offers the reader unparalleled insight into how knowledge develops in our discipline New frameworks and deeper understandings grounded in continuing scholarship abound in this updated classic Mary Jo Hatch C Coleman McGehee Eminent Scholars Research Professor of Banking and Commerce McIntire School of Commerce University of Virginia A decade after it first published to international acclaim the seminal Handbook of Organization Studies has been updated to capture exciting new developments in the field Providing a retrospective and prospective overview of organization studies the Handbook continues to challenge and inspire readers with its synthesis of knowledge and literature As ever contributions have been selected to reflect the diversity of the field New chapters cover areas such as organizational change knowledge management and organizational networks Part One reflects on the relationship between theory research and practice in organization studies Part Two address a number of the most significant issues to affect organization studies such as leadership diversity and globalization Comprehensive and far reaching this important resource will set new standards for the understanding of organizational studies It will be invaluable to researchers teachers and advanced students alike Secrecy at Work Christopher Grey, Jana Costas, 2016-03-30 Secrecy is endemic within organizations woven into the fabric of our lives at work Yet until now we ve had an all too limited understanding of this powerful organizational force

Secrecy is a part of work and keeping secrets is a form of work But also secrecy creates a social order a hidden architecture within our organizations Drawing on previously overlooked texts as well as well known classics Jana Costas and Christopher Grey identify three forms of secrecy formal secrecy as we see in the case of trade and state secrets based on law and regulation informal secrecy based on networks and trust and public or open secrecy where what is known goes undiscussed Animated with evocative examples from scholarship current events and works of fiction this framework presents a bold reimagining of organizational life

American Business Values Gerald F. Cavanagh, 2006 This book challenges readers to examine problems and to be aware of biases It provides the tools to make informed ethical judgments and tells readers what is required to form good moral habits and character The primary focus of this book is on American business values but it also examines how those values are influencing people throughout the world and how American values are in turn being influenced by other peoples For business advisors and consultants as well as corporate managers

The British National Bibliography Arthur James Wells, 2006

Construction Stakeholder Management Ezekiel Chinyio, Paul Olomolaiye, 2009-10-22 This book captures best practice in construction stakeholder management using a range of international case studies It demonstrates stakeholder mapping presents the power interest matrix and analyses a model for the timely engagement of stakeholders The increased use of partnering and other relational forms of contracting have underlined the need for project participants to work together and also to be aware of all those who can affect or be affected by a project and its associated developments Stakeholder management enables them to see this wider picture and provides guidance for managing the diverse views and interests that can manifest in the course of a project's life All construction projects have the potential for conflicts of interest that can result in costly and damaging legal proceedings This new book advocates an alternative to dispute resolution that is proactive practical and global in its application Construction Stakeholder Management is therefore an essential text for advanced students lecturers researchers and practitioners in the built environment

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