

TOWARD A THEORY OF REPUTATION IN ORGANIZATIONS

Robert Zinko, Gerald R. Ferris, Fred R. Blass and
Mary Dana Laird

ABSTRACT

In everyday life, as well as in work organizations, we engage in frequent and quite comfortable discourse about the nature of reputations, and we also see personal reputation used as a basis for important human resources decisions (e.g., promotions, terminations, etc.). Unfortunately, despite its recognized importance, there has been very little theory and research on personal reputation in organizations published in the organizational sciences. The present paper attempts to address this need by proposing a conceptualization of personal reputation in organizations. In this conceptualization, reputation is presented as an agreed upon, collective perception by others, and involves behavior calibration derived from social comparisons with referent others that results in a deviation from the behavioral norms in one's environment, as observed and evaluated by others. Implications of this conceptualization are discussed, as are directions for future research.

Research In Personnel And Human Resources Management 1995 Research In Personnel And Human Resources Management

**Rachel E. Ashworth, George A.
Boyne, Tom Entwistle**



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The SAGE Handbook of Human Resource Management Adrian Wilkinson, 2009-11-25 For advanced students and researchers in the field this handbook focuses on familiarizing the reader with the fundamentals of applied human resource management whilst contextualizing practice within wider theoretical considerations *Fundamentals of Human Resource Management* Raymond A. Noe, John R. Hollenbeck, Barry A. Gerhart, Patrick M. Wright, 2021 Managing human resources is a critical component of any company's overall mission to provide value to customers, shareholders, employees and the community in which it does business. Value includes profits as well as employee growth and satisfaction, creation of new jobs, contributions to community programs, protection of the environment and innovative use of new technologies. Each chapter includes several different pedagogical features: Best Practices provides examples of companies whose HR activities work well; HR Oops highlights HRM issues that have been handled poorly; Did You Know offers interesting statistics about chapter topics and how they play out in real world companies; HRM Social demonstrates how social media and the Internet can be useful in managing HR activities in any organization; Thinking Ethically confronts students with issues that occur in managing human resources. Each feature includes questions to assist students with critical thinking and to spark classroom discussions.

The Oxford Handbook of Human Resource Management Peter Boxall, John Purcell, Patrick Wright, 2008-06-05 HRM is central to management teaching and research and has emerged in the last decade as a significant field from its earlier roots in Personnel Management, Industrial Relations and Industrial Psychology. People Management and High Performance teams have become key functions and goals for managers at all levels in organizations. The Oxford Handbook brings together leading scholars from around the world and from a range of disciplines to provide an authoritative account of current trends and developments. The Handbook is divided into four parts: Foundations and Frameworks; Core Processes and Functions; Patterns and Dynamics; Measurement and Outcomes. Overall it will provide an essential resource for anybody who wants to get to grips with current thinking, research and development on HRM. *Personnel Psychology and Human Resources Management* Ivan T. Robertson, Cary Cooper, 2015-01-12 Part of a three volume set of books which are themed collections of reprinted articles from the International Review of Industrial and Organizational Psychology (IRIOP) from 1997-2001. Each volume provides collections around a topic area with new introductions written by the editors for each volume. Written by leading scholars with international reputations in their fields, this authoritative collection provides a high quality review that will be an invaluable resource for students, researchers and practitioners. Topic focussed best of collections on a specific theme conveniently incorporated into one book. Ideal for graduate study, dissertations, projects, seminars. This volume covers key topics at the interface of human resource management (HRM) and Industrial/Organizational Psychology. The chapters focus on the individual and are grouped into two sections: Personnel Psychology covering topics such as personnel selection.

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Human Resource Management Jean M. Phillips, 2024-11-20 Formerly published by Chicago Business Press now published by Sage Focusing on knowledge acquisition and skill development Human Resource Management An Applied Approach is designed to prepare future managers and non managers alike to effectively utilize human resource management strategies to advance their own careers while supporting the growth and development of those they manage Author Jean Phillips adopts an applied approach encouraging students to take action and create a lasting impact in the field of HRM that goes beyond theoretical learning The Fourth Edition features new end of chapter exercises company examples throughout the book and a new section called Using This Knowledge at the end of each chapter providing additional support for applying the topics covered Through case studies videos and exercises students will develop their personal skills and gain practical experience in applying various HR concepts enabling them to become better managers and more effective leaders

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this ground breaking text continues to guide students toward a greater understanding of human resource management in the sport and recreation environment Human Resource Management in Sport and Recreation Second Edition provides future practitioners with a solid foundation in research and application of human resource management for success in the sport industry With more than 30 years of experience in management of human resources Dr Packianathan Chelladurai provides an understanding of the dynamics of human resources and management bringing into focus the three divergent groups of people who constitute human resources in sport and recreation organizations paid professional workers volunteers and the clients themselves Dr Chelladurai goes on to match managerial processes with individual differences among those three groups Human Resource Management in Sport and Recreation Second Edition merges the fields of human resource management and the sport industry in an easy to read manner Its updated references examples and studies reflect the increased growth interest and complexity in human resource management in sport in recent years This new edition places a greater emphasis on managerial competencies the strategic importance of human resource management and the implications of organizational justice There is also a new chapter on internal marketing a concept that has not been addressed adequately in a sport context but deserves attention as sport and recreation organizations better understand the importance of human resource management This new chapter details the potential impact of internal marketing and outlines its uses Student comprehension is aided by several special elements including Viewpoint sidebars providing quotes and findings from experts and researchers Review sidebars highlighting key points and practical sidebars detailing applications of research or problems that practitioners must be aware of The book also includes learning objectives summaries key terms and end of chapter activities Part I outlines the unique and common characteristics of the three groups in human resources Part II focuses on differences among people and how the differences affect behavior in sport and recreation organizations This part covers human resource issues related to abilities personality values and motivation among the three sets Part III explores significant organizational processes in the management of human resources Included are chapters on organizational justice job design staffing and career considerations leadership performance appraisal reward systems and internal marketing Finally part IV discusses two significant outcomes expected of human resource practices satisfaction and commitment Human Resource Management in Sport and Recreation Second Edition will guide students understanding of key concepts in human resources in the sport and recreation industry In doing so it will prepare them for a career in that industry

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Fundamentals of Human Resource Management John R. Hollenbeck, Raymond Andrew Noe, Patrick M. Wright, Barry Gerhart, 2015-01-19 Fundamentals of Human Resource Management provides a complete introduction to human resource management for the general business manager who wants to learn more about how HRM is used in the everyday work environment Its adaptive learning program and its engaging focused and applied content make it the fastest growing HRM program on the market

Human Factors in the Design and Evaluation of Central Control Room Operations Neville A. Stanton, Paul Salmon, Daniel Jenkins, Guy Walker, 2009-11-18 Whether used for aviation manufacturing oil and gas extraction energy distribution nuclear or fossil fuel power generation surveillance or security all control rooms share two common features The people operating them are often remote from the processes that they are monitoring and controlling and the operations work 24/7 The twin demands of

Strategic Human Resource Management and Organizational Effectiveness Riki Takeuchi, Yaping Gong, Corine Boon, Kaifeng Jiang, 2022-12-26 This book on human resource management HRM research builds upon and extends the work of Professor David P Lepak who was the Berthiaume Endowed Chair of Business

Leadership in the Isenberg School of Management at the University of Massachusetts Amherst Professor Lepak was an internationally renowned HRM scholar who believed in giving back to his profession and was committed to introduce his research findings to students as well as the business community In addition to being a tribute to Professor Lepak and his work this volume aims to help organizations and managers understand how to use human resource management to benefit employees while achieving organizational effectiveness The chapters in this volume focus on strategic management of human capital resources strategic HRM and multilevel HRM areas of research that were central to Professor Lepak s academic contributions These chapters together provide important theoretical and practical implications for understanding how organizations can use HRM to generate and utilize their strategic human capital resources and how HRM interacts with internal and external factors to influence important employee and organizational outcomes The chapters in this book were originally published as a special issue of The International Journal of Human Resource Management Handbook of Research in International Human Resource Management Michael M. Harris,2008 Handbook of Research in International Human Resource Management provides a sophisticated in depth examination of research in international human resource management **The ^AOxford Handbook of Organizational Psychology, Volume 1** Steve W.J. Kozlowski,2012-04-23 Organizational psychology is the science of psychology applied to work and organizations In two volumes comprising 42 chapters written by 69 leading scholars in the field The Oxford Handbook of Organizational Psychology is a landmark publication that rigorously compiles knowledge in organizational psychology to date encapsulates key topics of research and application summarizes important research findings and identifies innovative directions for research and practice

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