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Abstract

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Employee Relations Ethics A Special Issue Of Ethics And Behavior

Robert A. Giacalone, Jerald Greenberg



Employee Relations Ethics A Special Issue Of Ethics And Behavior:

Employee Relations Ethics Andrew Sikula, Sr., John Sikula, 2000-12-01 This special issue reports on the changing social contract between employers and employees in both the public and private work sectors with a focus on the American experience The concept of Employee Relations Ethics ERE is introduced and defined as Treating employees properly and with respect and dignity The lead article introduces a new theory of management which is employee centered rather than customer driven or stockholder mandate The papers that follow address how the changing nature of the American work force has negatively effected US ERE universities skirt the law and contribute to ERE problems new work trend of working in teams impacts ERE and global competition determine and control ERE results The final piece presents an ERE case study explaining the broken covenant between U S military policymakers and American troops during this era of warfare retrenchment and downsizing

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Employee Relations Ethics Andrew Sikula, Sr., John Sikula, 2000-12-01 This special issue reports on the changing social contract between employers and employees in both the public and private work sectors with a focus on the American experience The concept of Employee Relations Ethics ERE is introduced and defined as Treating employees properly and with respect and dignity The lead article introduces a new theory of management which is employee centered rather than customer driven or stockholder mandate The papers that follow address how the changing nature of the American work force has negatively effected US ERE universities skirt the law and contribute to ERE problems new work trend of working in teams impacts ERE and global competition determine and control ERE results The final piece presents an ERE case study explaining the broken covenant between U S military policymakers and American troops during this era of warfare retrenchment and downsizing

Ethics and Values in Industrial-Organizational Psychology Joel Lefkowitz, 2003-10-17 Ethics and Values in Industrial Organizational Psychology is one of the first books to integrate work from the fields of moral philosophy moral psychology IO Psychology and political and social economy as well as business It sets out to provide a framework for moral action and presents practical models for ethical decision making It can serve as a textbook for ethics courses at the graduate and doctoral level in organizational psychology organizational behavior marketing and human resource management It will be a resource to anyone interested in ethics and standards in psychology and business

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 *The Oxford Handbook of Justice in the Workplace* Russell

Cropanzano, Maureen L. Ambrose, 2015-06-18 Justice is everyone's concern It plays a critical role in organizational success and promotes the quality of employees working lives For these reasons understanding the nature of justice has become a prominent goal among scholars of organizational behavior As research in organizational justice has proliferated a need has emerged for scholars to integrate literature across disciplines Offering the most thorough discussion of organizational justice currently available *The Oxford Handbook of Justice in the Workplace* provides a comprehensive review of empirical and conceptual research addressing this vital topic Reflecting this dynamic and expanding area of research chapters provide cutting edge reviews of selection performance management conflict resolution diversity management organizational climate and other topics integral for promoting organizational success Additionally the book explores major conceptual issues such as interpersonal interaction emotion the structure of justice the motivation for fairness and cross cultural considerations in fairness perceptions The reader will find thorough discussions of legal issues philosophical concerns and human decision making all of which make this the standard reference book for both established scholars and emerging researchers

Antisocial Behavior in Organizations Robert A. Giacalone, Jerald Greenberg, 1997 This intriguing new volume provides an understanding of the various forms of antisocial behavior in the workplace and how they can be identified and managed if not prevented altogether *Antisocial Behavior in Organizations* includes analysis of the role of frustration in antisocial behavior and discusses issues such as employee revenge aggression lying theft and sabotage Whistle blowing litigation and claiming are also explored as types of behavior that may be considered antisocial even though their stated goal is perhaps prosocial The book concludes by making connections between antisocial behavior and organizational climate addressing the need for modification in the workplace to reduce antisocial behavior Academics students and practitioners in the fields of management industrial organizational psychology sociology social psychology legal studies and criminal justice will appreciate this collection of original essays written by well respected experts **Handbook of Unethical Work Behavior** Robert A. Giacalone, 2012-09-10 Unethical behavior in the workplace affects countless people every year Workers in many organizations are subjected to insidious treatment such as harassment discrimination and bullying However most research

and discussion of unethical business behavior has focused solely on its financial and legal effects and not on the health and well being of the individuals working for the organization This handbook has been crafted to address this gap It covers the widest possible range of organizational misbehaviors age race and gender discrimination abuse bullying aggression violence fraud and corruption all with an eye toward the effects on individual and organizational health and well being The Handbook is the first ever single source resource on this important topic *Seven Moralities of Human Resource Management* T. Klikauer,2014-10-28 *Seven Moralities of Human Resource Management* analyses morality of HRM from the perspective of American psychologist Laurence Kohlberg This book examines and makes value judgements on whether or not HRM is moral from the viewpoint of Kohlberg s seven stages of morality as a follow up study of the author s 2012 book *Seven Management Moralities* **NBS Special Publication** ,1978 *Management: A Focus on Leaders* Annie McKee,Travis Kemp,Gordon Spence,2012-11-01 A new view of the four functions of Management through the lens of leadership The pace and scope of change in the world and organisations during the past 10 years is unprecedented In this environment staying ahead of the curve and preparing for success in work management and leadership is challenging Amidst the financial crises catastrophic disasters and business scandals frequently making headlines Annie McKee and the Australian authors of this new text *Management a Focus on Leaders* believe there is a unique opportunity to re focus the way students are prepared for their future in business Show future managers how to lead in a complex yet exciting global environment With an engaging writing style and an outcome driven approach Annie McKee and Australian authors Travis Kemp and Gordon Spence directly address the many behavioural social cognitive and emotional challenges beyond the four functions of management *Management* features exciting Australasian and global case studies and easy student friendly teaching tools Unique Decision Making mini simulations using adaptive technology allow students to make management decisions and see the impact of their decisions

Responsible Management of Shifts in Work Modes - Values for a Post Pandemic Future, Volume 1 Kemi Ogunyemi,Adaora I. Onaga,2022-09-26 Considering the organisations that have borne the impact of the changes and the challenges to the health sector *Responsible Management of Shifts in Work Modes Values for a Post Pandemic Future Volume 1* unpacks what responsible management means explores future adaptations to heighten responsibility and proffers recommendations **Work and Quality of Life** Nora P. Reilly,M. Joseph Sirgy,C. Allen Gorman,2012-05-31 Employees have personal responsibilities as well as responsibilities to their employers They also have rights In order to maintain their well being employees need opportunities to resolve conflicting obligations Employees are often torn between the ethical obligations to fulfill both their work and non work roles to respect and be respected by their employers and coworkers to be responsible to the organization while the organization is reciprocally responsible to them to be afforded some degree of autonomy at work while attending to collaborative goals to work within a climate of mutual employee management trust and to voice opinions about work policies processes and conditions without fear of retribution Humanistic organizations can

recognize conflicts created by the work environment and provide opportunities to resolve or minimize them This handbook empirically documents the dilemmas that result from responsibility based conflicts The book is organized by sources of dilemmas that fall into three major categories individual organizational internal policies and procedures and cultural social forces external to the organization including an introduction and a final integration of the many ways in which organizations can contribute to positive employee health and well being This book is aimed at both academicians and practitioners who are interested in how interventions that stem from industrial and organizational psychology may address ethical dilemmas commonly faced by employees

Responsible Leadership Nicola M. Pless,Thomas Maak,2012-11-27 These chapters on Responsible Leadership represent the latest thinking on a topic of increasing relevance in a connected world There are many challenges that still remain when it comes to establishing responsible leadership both in theory and practice Whilst offering conceptualisations for the improvement of leadership is a first and perhaps easier response what is more difficult is to facilitate the actual change to happen These chapters will not only generate interest in the emerging domain of studies on responsible leadership but also will pave the way for future research in this area in the years to come Previously Published in the Journal of Business Ethics Volume 98 Supplement 2 2011

Introduction to Organisational Behaviour Michael Butler,Ed Rose,2011-01-27 Ideal for anyone studying an introductory module in organisational behaviour Introduction to Organisational Behaviour is a rigorous critique of all essential organisational behaviour topics A comprehensive book with extensive accompanying online resources makes this a must have package for anyone wanting to understand the theory and practice of organisational behaviour Practitioner case studies supporting video interviews where solutions and approaches are discussed review questions at the end of every chapter make this an essential resource Covering organisational behaviour in the context of individuals groups and teams and managing organisations as well as the importance of organisational structures and emerging issues Introduction to Organisational Behaviour gives understanding and guidance on the full spectrum of organisational behaviour issues Supported by extensive online resources including video interviews clips of key skills lecture slides additional tutorial activities and a test bank of multiple choice questions make this a truly integrated print and electronic learning package

The Emerald Handbook of Authentic Leadership Romeo V. Turcan,John E. Reilly,Kenneth Mølbjerg Jørgensen,Yariv Taran,Andreea I. Bujac,2023-10-05 The Emerald Handbook of Authentic Leadership is a quest for interdisciplinary insights arising out of theory and practice It is intended for a wide readership interested in leadership and leadership authenticity in the contemporary world

Handbook of Organizational Justice Jerald Greenberg,Jason A. Colquitt,2013-05-13 Matters of perceived fairness and justice run deep in the workplace Workers are concerned about being treated fairly by their supervisors managers generally are interested in treating their direct reports fairly and everyone is concerned about what happens when these expectations are violated This exciting new handbook covers the topic of organizational justice defined as people s perceptions of fairness in organizations The Handbook of

Organizational Justice is designed to be a complete current and comprehensive reference chronicling the current state of the organizational justice literature Tracing the development of ideas regarding organizational justice this book introduces the topic of organizational justice from a historical perspective and presents fundamental issues regarding the nature of organizational justice examines the justice judgment process specifically addressing basic psychological processes such as the roles of control self interest morality and trust in the formation of justice judgments discusses the consequences of fair and unfair treatment in the workplace focuses on such key issues as promoting justice in the workplace in ways that help manage stress and the underlying processes that account for the effectiveness of justice applications examines the generalizability of the interaction between process and outcomes and focuses on the notion of cross cultural differences in justice effects and summarizes the state of the science of organizational justice and presents various issues for future research and theorizing This Handbook is useful as a guide for professors and graduate students primarily in the fields of management and psychology It also is highly relevant to professionals in the fields of communication sociology legal studies marketing and human resources management

Fundamentals of Research in Criminology and Criminal Justice

Ronnet D. Bachman, Russell K. Schutt, Peggy S. Plass, 2015-12-19 Fundamentals of Research in Criminology and Criminal Justice With Selected Readings by well known researchers Ronnet D Bachman Russell K Schutt and Peggy S Plass is a unique resource for understanding the multifaceted subject of research methods in the field of criminology and criminal justice amply illustrated by carefully selected and edited research articles from the leading journals in the field Each of these articles features an introduction written to draw the student's attention to the specific concepts from the chapter that are illustrated in the article and a series of questions about the article designed to help the student think critically about and reflect on these concepts In this way students not only learn how to conduct research but also learn why it is important to do so Building off the widely adopted Fundamentals of Research in Criminology and Criminal Justice the additional readings increase students understanding of complex issues being investigated in the field today and how those issues are being researched Additional instructor resources and study tools can be found online at study.sagepub.com/bachmanfrccjsr

How Can HR Drive Growth? George Saridakis, Cary L. Cooper CBE, 2013-01-01 The ten up to date research reviews that are presented in this book provide new insights into the HR academic literature The chapters provide clear lessons that can be learnt from along with strategies approaches and processes in which HR could be used by both practitioners and policy makers to drive growth The book shows how suitable strategy can increase workforce knowledge leadership skills entrepreneurial spirit organizational involvement safety and well being and how HR can enhance performance within small and large private and public single site and multi site firms This book explores cross disciplinary human resources literature and up to date trends and directions relevant to academics research students policy makers the business world and other stakeholders

Destructive Leadership and Management Hypocrisy

Selin Metin Camgöz, Özge Tayfur

Ekmekci,2021-07-08 Destructive Leadership and Management Hypocrisy Advances in Theory and Practice explores detailed insights into destructive leadership providing a deeper understanding of the implications of destructive leadership and valuable warnings and lessons to apply to your own career or organization

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