

EMERGING PERSPECTIVES ON MANAGING ORGANIZATIONAL JUSTICE

Edited by

Stephen W. Gilliland • Dirk D. Steiner • Daniel P. Skarlicki

A SPECIALIZED AND PRACTICAL GUIDE TO
MANAGING ORGANIZATIONAL JUSTICE



Emerging Perspectives On Managing Organizational J

**Stephen W. Gilliland, Dirk D.
Steiner, Daniel P. Skarlicki**



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Skarlicki, 2002-09-01 *Emerging Perspectives on Organizational Justice and Ethics* Stephen W. Gilliland, Dirk D.

Steiner, Daniel P. Skarlicki, 2011-09-01 This volume in Research in Social Issues in Management expands our understanding of organizational justice and applies justice theories to develop models of ethical behavior in organizations At a time of global economic recession and frequent business and accounting scandals many people are questioning the ethics of business leaders Whether these challenges are actual or perceived models grounded in organizational justice theories provide powerful insights and suggest new ways of looking at leadership ethics By examining what it means to be just and examining relationships between justice and ethicality the chapters in this volume have provided conceptual models for understanding ethical challenges facing organizations The chapters are organized around two related themes The first theme is expanding models of organizational justice After 30 years of research a natural question is whether we have reached the useful limits in developing theories of organizational justice The clear answer you will see after reading these chapters is no as each chapter pushes our thinking in new directions The second theme is applying organizational justice theories to develop models of ethical and unethical behavior in organizations The models address topics of greed dehumanization and moral contracts

Emerging Perspectives on Values in Organizations Stephen W. Gilliland, Dirk D. Steiner, Daniel P.

Skarlicki, 2003-07-01 The chapters in this volume offer new and innovative ways to view values related to fairness as well as work related values their antecedents and consequences All have been peer reviewed prior to their publication This volume consists of two parts The first part focuses on value based theories in organizations The papers in this section address issues such as how to define classify and study values how values influence fairness by influencing what people believe what they deserve how one's own identity relates to fairness perceptions and how values and norms affect the way that people perceive or construe events **New Perspectives in International Business Research** Maryann P. Feldman, Grazia D.

Santangelo, 2008-10-01 Proposes fresh perspectives in IB research by addressing a number of critical issues which criss cross the fields of International Business and International Management This work focuses on management of cultural distance across countries It also focuses on the genesis and development of international entrepreneurs Recent Advances, New

Perspectives and Applications in Strategic Management, 2025-05-28 In a world of constant change strategic management

continues to evolve shaping how organizations compete innovate and sustain their success This book explores the latest developments offering fresh perspectives and practical applications that redefine the field Bridging theory and practice Recent Advances New Perspectives and Applications in Strategic Management presents cutting edge research and real world case studies from various industries It examines emerging trends such as digital transformation sustainability and dynamic capabilities providing readers with the tools to navigate complexity and drive strategic success With contributions from

leading scholars and practitioners this volume introduces novel frameworks and methodologies that challenge traditional approaches It explains how firms can leverage data analytics artificial intelligence and stakeholder engagement to enhance decision making and long term performance Designed for academics business leaders and students this book is an essential resource for those looking to stay ahead in the evolving landscape of strategic management Whether exploring new business models responding to global disruptions or refining competitive strategies readers will find valuable insights to shape the future of their organizations

New Perspectives and Possibilities in Strategic Management in the 21st Century: Between Tradition and Modernity Martínez-Falcó, Javier,Marco-Lajara, Bartolomé,Sánchez-García, Eduardo,Millan-Tudela, Luis A.,2023-07-28 The field of strategic management is facing new challenges as two phenomena sustainability and information and communication technologies have altered the classic pillars of business strategy These far reaching changes require companies to make rapid adaptations in order to achieve optimal situations which can no longer be developed as they did in the past To help academics and managers understand the new fields of study and research within strategic management Javier Mart nez Falc Assistant Professor at the University of Alicante has written a groundbreaking book New Perspectives and Possibilities in Strategic Management in the 21st Century Between Tradition and Modernity This book is an essential guide for reflection and critique offering insights into the new currents and challenges of the discipline shedding light on the modernization of strategies in the corporate world It addresses the renewal and future directions of the field covering topics such as sustainability circular economy green innovation and information and communication technologies including blockchain big data artificial intelligence and IoT The book serves as a must read for academics academic students and policymakers interested in gaining a deeper understanding of current issues impacting deliberate business planning and organization It also serves as a valuable support material for undergraduate and master s business students providing a comprehensive understanding of the new fields of study in the discipline This book is an excellent addition to any academic collection and offers a thought provoking perspective on strategic management

New Perspectives on Information Systems Development G. Harindranath,2002-09-30 Proceedings of the Tenth International Conference on Information Systems Development ISD2001 University of London September 5 7 2001 T p verso

Organizational Culture and Climate: New Perspectives and Challenges Thais Gonzalez Torres,Vera Gelashvili,Giovanni Herrera-Enriquez,Juan-Gabriel Martinez-Navalon,2024-02-08 Within the framework of organizational behavior and organizational psychology organizational climate and culture conceptualize how employees experience their work settings Thus organizational climate refers to the shared perceptions and meaning attributed to policies practices and procedures experienced by employees and the behaviors they observe that are rewarded supported and expected On the other hand organizational culture may be defined as the collection of values expectations and practices that guide and inform the actions of all team members Climate offers an approach to the tangibles on which managers can focus to generate the behaviors they

require for effectiveness and culture offers the intangibles that likely accrue to produce the deeper psychology of people in a setting. These two concepts complement each other and can be mutually useful in practice.

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.

New Perspectives in Employee Engagement in Human Resources Emerald Group Publishing Limited, 2015-10-30 *New Perspectives in Employee Engagement in Human Resources* is a unique collection of articles that represent the very highest level of scholarship in the field. The articles published in this collection identify some emergent themes which include career development, career satisfaction, employee-driven innovation.

New Perspectives on Sport Volunteerism Berit Skirstad, Alison Doherty, Vassil Girginov, 2017-10-02 The book highlights new perspectives on volunteerism in sport, covering frameworks, methods, context, and variables on several levels, from community sport clubs to international events. In analysing the processes of control within voluntary sport clubs, a new theoretical framework, critical realism (CR), challenges how we think about theory and how scientific inquiry should proceed. Further themes raised are: Should sports clubs be viewed as a crossing between a traditional volunteer culture dominated by collective solidarity and a modern volunteer culture focused on the individual benefits? Are former athletes a new group of possible volunteers? Can personal narratives of experiences of being a volunteer in a big international event provide us with new insight that has not previously been considered? Identity is suggested as a motive for understanding volunteers at sporting events. Two new theoretical models are presented: one on the development of volunteer commitment and the other on a framework that incorporates both individual and institutional level variables. All chapters have recommendations for future research. The testing of these theories and influencing factors will provide new directions in the research of sport volunteerism. This book was originally published as a special issue of *European Sport Management Quarterly*.

The SAGE Handbook of New Approaches in Management and Organization David Barry, Hans Hansen, 2008-04-30 Ten years ago

critical theory and postmodernism were considered new and emerging theories in business and management. What will be the next new important theories to shape the field? In one edited volume, David Barry and Hans Hansen have commissioned new chapters that will allow readers to stay one step ahead of the latest thinking. Contributors draw on research and practice to introduce ideas that are considered fringe and controversial today but may be key theoretical contributions tomorrow. Each chapter sets these ideas in their historical context, lays out the key theoretical positions taken by each new approach, and makes it clear why these approaches are different to more mainstream concepts. Throughout, contributors refer to existing studies that show how these developing themes will change the business and management arena. Researchers, teachers, and advanced students who are interested in the future of Business and Management scholarship will want to read this Handbook.

Managing Change, Creativity and Innovation Constantine Andriopoulos, Patrick Dawson, 2008-12-19. I would urge anyone with an interest in managing organisations, whether they be students or practising managers, to buy this book. Bernard Burnes, Professor of Organisational Change, Manchester Business School, University of Manchester. Change is truly the one constant in business. As such, the ability to manage change and its drivers of innovation and creativity is essential. Thankfully, Andriopoulos and Dawson offer an exceptional treatise on this domain, insightful and engaging. I encourage management students at all levels to explore this work. Marianne W. Lewis, Director of Kolodzik Business Scholars, University of Cincinnati. *Managing Change, Creativity and Innovation* brings together comprehensive aspects of change management and creativity management, providing management and HR students with an accessible and wide-ranging resource for study, debate, and inspiration. Balancing theory with practice, this book looks at the human side of managing change and creativity, treating them as interdependent aspects of management and organizations. Topics include: Historical overview of business practice and theory; Understanding creativity and change; Managing individuals, teams, and nurturing creativity; The creative economy and future of organizations. Features include: Coverage of all the important recent research in the field; Real-life topical case studies taken from the Financial Times; Interactive resources at the end of each chapter, including questions, exercises, topics for debate, recommended reading, and web resources.

Standardization Research in Information Technology: New Perspectives Jakobs, Kai, 2007-12-31. Standardization has the potential to shape, expand, and create markets. Information technology has undergone a rapid transformation in the application of standards in practice, and recent developments have augmented the need for the divulgence of supplementary research. *Standardization Research in Information Technology: New Perspectives* amasses cutting-edge research on the application of standards in the market, covering topics such as corporate standardization, linguistic qualities of international standards, the role of individuals in standardization, and the development, use, application, and influence of information technology in standardization techniques.

New Perspectives on Firm Growth Per Davidsson, Johan Wiklund, 2013-01-01. This collection of articles by an internationally recognized team of authors is a welcome addition to the literature on firm growth. The authors, singly and

together have previously made important contributions with regard to frameworks for understanding growth as well as cutting edge empirical research on the actual growth process In this volume the authors bring previous research up to date providing a critical look at what has been published in the last decade and offering new theoretically informed insights in how and why firms grow Howard Aldrich University of North Carolina US This insightful volume presents a collection of cutting edge works by two of the leading researchers of firm growth The studies extend previous research by providing stronger theoretical underpinnings and using longitudinal databases that can separate in time the firms growth from its presumed causes They also break new ground by examining different modes of growth such as sales growth vs employment growth and organic growth vs acquisition based expansion Further the studies investigate the drivers of firm growth and take a critical look at the effects such as under what circumstances high growth is associated with high profitability The issue of how firm growth is achieved and managed and what consequences it has for different stakeholders is both theoretically interesting and practically important The book will strongly appeal to academics of entrepreneurship small business management and strategy

New Directions for Organization Theory Jeffrey Pfeffer,1997 Pfeffer argues that the world of organizations has changed in several important ways including the increasing externalization of employment and the growing use of contingent workers the changing size distribution of organizations with a larger proportion of smaller organizations the increasing influence of external capital markets on organizational decision making and a concomitant decrease in managerial autonomy and increasing salary inequality within organizations in the US compared both to the past and to other industrialized nations These changes and their public policy implications make it especially important to understand organizations as social entities But Pfeffer questions whether the research literature of organization studies has either addressed these changes and their causes or made much of a contribution to the discussion of public policy

Identifying, Measuring, and Valuing Knowledge-Based Intangible Assets: New Perspectives Vallejo-Alonso, Belen,Rodriguez-Castellanos, Arturo,Arregui-Ayastuy, Gerardo,2010-10-31 The main scope of the book is to highlight the importance of intangible resources in business management evidenced in their measurement and financial valuation and the need for a strategic analysis that enables them to be identified and then assessed Provided by publisher

INTERNATIONAL CONFERENCE ON Management of Globalized Business: Emerging Perspectives Dr. Akshai Aggrawal,2014-07-22 International Conference on Management of Globalized Business Emerging Perspective was organised at Faculty of Management Marwadi Education Foundation s Group of Institutions Rajkot Gujarat India in collaboration with Gujarat Technological University Ahmedabad Gujarat INDIA

New perspectives on leadership research Jürgen Weibler,2004 *Knowledge Management* Ikujirō Nonaka,2005

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