Managing Organizational Deviance

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Managing Social and Ethical Issues in Organizations, Stephen W. Gilliland, 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.

Organizational Behavior, Linda K. Stroh, 2001-07-01 A true learning tool for students and scholars alike; the third edition of Organizational Behavior: A Management Challenge has been designed to effectively present an overview of the challenges facing managers and employees in today's competitive organizations. The latest research in organizational behavior has been interwoven with real-life cases and practical applications to provide a highly accessible text for advanced undergraduate and MBA students of management and psychology. To reflect the evolving challenges of today's organizations, this text contains expanded coverage of new technologies and global businesses and brings the sophisticated workplace into the classroom. A new chapter on Inclusion has also been added. New Features: *Research in Action Boxes--contributions from leading researchers in the field. *Focus On--vignettes and boxed items that emphasize technology issues and international issues. *On Your Own--experimental exercises that can be either completed individually or collaboratively. *The Manager's Memo--a unique memo format for end-of-chapter cases. Real-life management problems presented through a memo. Provides the opportunity for formal written responses, as well as class discussion. *Photos and NEW Artwork--with captions that tie the relevancy of the graphics to the text concepts. Supplements: *Instructor's Manual *PowerPoint on CD--packaged automatically with the Instructor's Manual *Text Specific Web site: www.organizationalbehavior.ws **Special Copy for 4C mailer** Below the bios: These three leading scholars in their field have written the new Third Edition of Organizational Behavior to include coverage of new technologies and global businesses and brings the sophisticated workplace into the classroom. A new chapter on Inclusion has also been added. The latest research in organizational behavior has been interwoven with real-life cases and practical applications to provide a highly accessible text for advanced undergraduate and MBA students of management and psychology. We at LEA invite you to examine our new exciting learning tool for students and scholars alike. Please preview the wonderful new features of Stroh, Northcraft and Neale's new textbook that will help the reader gain the knowledge to succeed in today's changing work environments. Supplements INSTRUCTOR WEB RESOURCE - www.organizationalbehavior.ws Prepared by Christine L. Langlands, this FREE, text-specific website includes the entire Instructor's Resource Manual, all of the PowerPoint slides described below, the Preface and Table of Contents for the textbook, author biographies and ordering information to obtain a copy of the text. This valuable on-line resource is designed to be completely intuitive and enhances both the live contact course and the virtual classroom. To keep pace with the evolving field of Organizational Behavior, the website will be updated by the author team over the life of the text.

INSTRUCTOR'S MANUAL Written by Mary C. Freeman-Kerns and Christine L. Langlands, in conjunction with the authors of the textbook, this IM was created in the classroom. This rich resource contains detailed chapter outlines, the answers to the questions in the textbook, and additional case or group exercises for each section of the text. Available directly on the website OR in hardcopy (upon adoption), this IM is a tool that will guide new instructors smoothly through their course. POWERPOINT CD-ROM Containing more than 250 PowerPoint slides, this dual-platform CD-ROM enhances any lecture with interesting and accurate visuals. The CD-ROM will be packaged FREE with the hardcopy Instructor's Manual. Third Edition Features Research in Action Contributions from leading researchers in the field highlight the connection between high-quality research and effective application. On Your Own Experimental exercises that can be completed either individually or collaboratively. Focus On Real-life vignettes and boxed items that emphasize Technology and International issues. The Manager's Memo A unique memo format for end-of-chapter cases providing actual management problems with the opportunity for formal written responses as well as class discussion. Foucault, Management and Organization Theory, Alan McKinlay, 1998-02-17 This volume draws together critical assessments of Michel Foucault's contribution to our understanding of the making and remaking of the modern organization. The volume provides a valuable summary of Foucault's contribution to organization theory, which also challenges the conventions of traditional organizational analysis. By applying Foucauldian concepts such as discipline, surveillance and power/knowledge, the authors shed new light on the genesis of the modern organization and raise fresh questions about organization theory. The bureaucratic career is, for example, analyzed as a disciplinary device, a mechanism that seeks to alter rational choice rather than constrain bodies. This raises questions about Foucault's link


Received Wisdom, Kernels of Truth, and Boundary Conditions Daniel J. Svyantek, 2013-01-01 This volume of the Research in Organizational Sciences is entitled "Received Wisdom, Kernels of Truth, and Boundary Conditions in Organizational Studies". Received wisdom is knowledge imparted to people by others and is based on authority and tenacity as sources of human knowledge. Authority refers to the acceptance of knowledge as truth because of the position and credibility of the knowledge source. Tenacity refers to the continued presentation of a particular bit of information by a source until this bit of information is accepted as true by receivers. The problem for organizational studies, however, is that this received wisdom often becomes unquestioned assumptions which guide interpretation of the world and decisions made about the world. Received wisdom, therefore, may lead to organizational practices which provide little or no benefit to the organization and, potentially, negative organizational effects, because this received wisdom is no longer valid. The 14 papers in this volume all, in some way, strive to question received wisdom and present alternatives which expand our understanding of organizational behavior in some way. The chapters in this volume each strive to present new ways of understanding organizational constructs, and in so doing reveal how received wisdom has often led to confirmation bias in organizational science. The knowledge that some perceived truths are actually the products of received wisdom and do not stand up to close scrutiny shakes up things within research areas previously thought settled allowing new perspectives on organizational science to emerge.

Destructive Leaders and Dysfunctional Organizations, Alan Goldman, 2009-12-10 Unethical CEO behavior, white collar crime, property deviance, employee grievances and lawsuits, organizational terrorism, and workplace violence have all provided the impetus for an examination of the darker side of leadership. Alan Goldman provides a fascinating behind-closed-doors account of troubled leaders and the effect they have on their organizations.

Analyzing Workplace Deviance in Modern Organizations, Sharma, Naman, 2019-09-27 Management leaders must...
Organizational Scholarship. Rather than focusing on organizational dysfunction, Positive Organizational Scholarship looks at organizations that are functioning at an unusually high level. Learning from such successful groups about what they did right forms the backbone of the strategy, because strategies that capitalize on the positive tend to produce life-giving, flourishing outcomes in organizations. The four strategies discussed in the first edition included the cultivation of positive climate, positive relationships, positive communication, and positive meaning. Each strategy is explained and illustrated. In this revised edition, the author will add the following materials: Chapter 1: Outlining three outcomes associated with positive leadership and one more example. Chapter 2: Adding some empirical findings linking attributes of climate with physiological benefits. Chapter 3: A brief discussion of temporary encounters with positive or negative outcomes. Chapter 4: Additional research on the results of the positive-to-negative-communication-ratio. Chapter 5: Elaboration on the issue of meaningfulness in work. Chapter 6: More ideas for implementation

Positive Leadership Kim S. Cameron 2012 The first edition introduced the newly emerging field called Positive Organizational Scholarship. Rather than focusing on organizational dysfunction, Positive Organizational Scholarship...
Organizational Behavior Linda K. Stroh 2003-04-02 This second edition is a revision of a successful reader in organizational behavior, edited by Jerald Greenberg. This volume describes the latest advances in the field of organizational behavior. Each chapter is a description of "what was," "what is," and "what will be" as envisioned by leading researchers and experts. Topics covered include: affect, stress, self-fulfilling prophecies, diversity, justice, reputations, deviant behavior, conflict, construct validity, and cross-cultural behavior. The book concludes with a commentary chapter by Ed Locke—a distinguished senior scholar—who offers directions and guidance on the field's future. This book will appeal to professors and scholars in industrial-organizational psychology, organizational behavior, human resource management, and social psychology. It is an invaluable compendium reporting on the state of the science in a rapidly developing field.

Misbehavior and Dysfunctional Attitudes in Organizations A. Sagie 2003-09-12 Misbehavior in organizations can be difficult for management to detect and correct, and as a consequence, the cost to organizations can be high. This book presents useful theories and empirical evidence that help to describe, explain, predict and control both attitudinal and behavioural problems in an organizational setting. The book analyzes the current research, examines the causes of different types of misbehaviour, and makes suggestions for remedies and managerial practices that can help to reduce its occurrence and impact.

The Relativity of Deviance John Curra 2011 In this Second Edition of his investigation into the relative nature of social deviance and how the public perceives it, author John Curra demonstrates that what qualifies as deviance varies from place to place, time to time, and situation to situation. Through thought-provoking examples that include the blue people of Kentucky, a woman who believes she is a vampire, autoerotic asphyxiators, and others, Curra illustrates that deviance cannot be explained in terms of absolutes, nor can it be understood apart from its social setting. This insightful book approaches sex, violence, theft, suicide, drugs, and mental disorders in such a way that definitive or objective judgments become impossible.

Organizational Supports and Organizational Deviance D. Lance Ferris 2008 "Drawing upon belongingness theory, we tested organization-based self-esteem (OBSE) as a mediator of the relation between organizational supports and organizational deviance. Data from 237 employees were collected at three points in time over one eyar. Using structural equation modeling, we found that OBSE fully mediated the relation between organizational supports and organizational deviance. Controlling for pre-existing predictors of deviance, including personality traits (agreeableness, neuroticism and conscientiousness) and role stressors (role conflict, ambiguity and overload) did not eliminate the relation between OBSE and organizational deviance. The implications for the OBSE and deviance literatures are discussed"-Authors' abstract.

Understanding and Managing Organizational Behavior Jennifer M. George 2005 This book makes an authoritative and practical introduction to organizational behavior. It contains leading-edge coverage of topics and issues combined with a wealth of learning tools that help readers experience Organizational Behavior and guide them to becoming better managers. Chapter topics discuss individual differences, personality, ability, and job performance; work values, attitudes, moods, and emotions; perception, attribution, and the management of diversity; learning and creativity at work; pay, careers, and changing employment relationships; managing stress and work-life linkages; leadership, power, politics, conflict, and negotiation; communication flows and information technology; organizational culture and ethical behavior; and organizational change and development. For business professionals preparing for a career in management.

Corporate and Governmental Deviance Professor of Sociology M David Ermann 1996 Corporate and Governmental Deviance is the most complete and accessible treatment and exploration of the deviant behavior of big business and big government. Now in its fifth edition, this popular collection has been thoroughly updated to include an expanded introductory essay by the editors, new selections on corporate cover-ups, including such controversial issues as the Pinto fire hazards, the health risks associated with Rely tampons, as well as the current debates on excessive force by police and price-fixing. Moral issues within government, such as the rationalization of the use of genocide during the Nazi Holocaust, along with an essay on the media coverage and the public reactions to such crimes are covered as well. The new edition also retains the familiar classic essays by major scholars featured in previous editions. Intended for use in sociology and criminology courses, this book provides readers with an even clearer appreciation of the fact that organizations, and not just individuals, commit acts of deviance.

Misbehavior in Organizations Yuav Vardi 2016-04-20 This revised edition of Misbehavior in Organizations updates and expands upon the integrative OMB (organizational misbehavior) framework pioneered by the authors. Streamlined for improved readability, it covers key topics that have emerged in the scholarly literature in the past decade including insidious workplace behavior, bullying and harassment in the workplace, information hiding, cyberbullying, and organizational spirituality. A thorough and up-to-date resource on this crucial and evolving topic in organizational studies, this book provides insights on misbehavior at the individual, position, group, and organizational levels.

Bribery, Fraud, Cheating Markus Pohlmann 2020-01-03 In the fight against organizational malpractice and organized crime, both international guidelines and national regulations have become stricter. Nevertheless, the results seem not to reach the expected change. Corruption scandals involving large companies, political parties, sports organizations, hospitals, etc. have not come to an end. In order to explain the collective illegality within and through organizations of different sectors and embedded in different cultures, this conference proceedings gathers articles about corporate organization and organized crime by international renowned scientists and experts. The focus is on similarities and differences in current corruption cases and other forms of crime as well as questions about conventional and alternative prevention measures.

Critical Issues on Changing Dynamics in Employee Relations and Workforce Diversity Yadav, Radha 2021-02-05 The past four decades have seen unprecedented social and economic changes that have demanded a transformation in existing employee relation practices. Shifts in demographics, gender diversity, and an increased mobility of the workforce across the board has changed the landscape in which organizations operate. Against this backdrop, attitudes towards work and careers have changed, leading to different expectations of the workplace. These and other contextual changes mean that existing strategies of employee relation may no longer be effective. Critical Issues on Changing Dynamics in Employee Relations and Workforce Diversity is a collection of pioneering research that addresses the challenges and issues pertaining to the changing dynamics of employee relations and provides additional support to better deal with critical issues related to people management. While highlighting topics including employee engagement, workplace culture, and diversified workforce, this book is ideally designed for human resource managers, managers, executives, researchers, business professionals, academicians, and students seeking current studies on critical matters in employee relation techniques and practices.

Ethical Dimensions of Leadership Rabindra N. Kanungo 1996 In this book the authors examine the various orientations of leadership, and demonstrate that true, effective leadership is only achieved when it is consistent with ethical and moral values.

The Impact of Taqwa on Workplace Deviance Omar Khalid Bhatti 2015 Deviant workplace behavior of employees is a common problem faced by today's business organizations. Despite the enduring inquest and increasing interest, research on workplace deviance has somewhat overlooked the element of spirituality especially from the perspective of Islam. The main objective of this empirical study was to establish the need for Taqwa (Islamic Piety) to overcome the problem of workplace deviance. In brief, this study endeavored to provide more meaningful solution to the challenges of workplace deviance and fill the gaps in the present knowledge from an Islamic management perspective. The survey data used for this empirical research was drawn from 400 Muslim
employees working in seventeen major business groups of Pakistan. Established scales to measure Islamic spirituality (IS), Islamic social responsibility (ISR) (i.e. dimensions of Taqwa) and Workplace deviance were used. Results from principle component analysis and confirmatory factor analysis affirmed that in business organizational context, Islamic spirituality is explained by two components, namely Belief (Iman) and Rituals. Similarly, Islamic social responsibility is explained by Integrity and Emotional control. Lastly, workplace deviance is explained by interpersonal deviance and organizational deviance. Results of structural equation modeling analysis revealed that Islamic Spirituality (IS) negatively influences interpersonal deviance. In addition, the results also affirmed that Islamic Spirituality (IS) negatively influences organizational deviance. Analyzing further, the findings substantiated that Islamic Social responsibility negatively influences interpersonal deviance. Similarly, the results also revealed that Islamic Social responsibility negatively influences organizational deviance. Most importantly, Taqwa negatively influences Workplace deviance. The moderating effects of demographics were not covered in the objectives or in the theoretical background of the study, however, it was considered essential to examine whether the hypothesized relationships of the structural model would vary depending on the moderator. The results revealed that industry, employee position, education level and years of experience moderate the relationship between Taqwa and workplace deviance. The findings of this study provided valuable significance to theory and practice. The theoretical contribution of this study is that it extended the resource based theory from the Islamic perspective, and filled the literature gap on workplace deviance and Taqwa (Islamic piety). The results affirmed that Taqwa makes Muslim employees follow the right path refraining them from deviant behavior. The present study is a cross-sectional study as data was collected and analyzed once at a specific period of time. Therefore, longitudinal study may avow different results. In addition, the measurement for Taqwa needs further investigation to improve generalizability of results if used in different Geographic’s. It is suggested that future research may consider inclusion of moderating variables to further explore the relationship between Taqwa and workplace deviance.

Leadership Süleyman Göker 2018-09-19 This book, when compared to other books on leadership, is expected to present a new understanding of the essential features of leadership and it varies from the wealth of literature in the following ways: firstly, this book attempts to include leaders at all management levels within an organization and across various sectors. This book also aims to provide experiences and reflections across a variety of sectors and organizational structures rather than focusing on one set of definitions (as is the case in current leadership sources). Finally, this book is expected to offer a new perspective addressing and inspiring actual leaders today and potential ones and contributing to the existing debate on leadership.

The SAGE Encyclopedia of Corporate Reputation Craig E. Carroll 2016-05-04 What creates corporate reputations and how should organizations respond? Corporate reputation is a growing research field in disciplines as diverse as communication, management, marketing, industrial and organizational psychology, and sociology. As a formal area of academic study, it is relatively young with roots in the 1980s and the emergence of specialized reputation rankings for industries, products/services, and performance dimensions and for regions. Such rankings resulted in competition between organizations and the alignment of organizational activities to qualify and improve standings for industries, products/services, and performance dimensions and for regions. This encyclopedia comprehensively overviews concepts and techniques for identifying, building, measuring, monitoring, evaluating, maintaining, valuing, living up to and/or changing corporate reputations. Key features include: 300 signed entries are organized in A-to-Z fashion in 2 volumes available in a choice of electronic or print formats. Entries conclude with Cross-References and Further Readings to guide students to in-depth resources. Although organized A-to-Z, a thematic “Reader’s Guide” in the front matter groups related entries by broad areas. A Chronology provides historical perspective on the development of corporate reputation as a discrete field of study. A Resource Guide in the back matter lists classic books, key journals, associations, websites, and selected degree programs of relevance to corporate reputation. A General Bibliography will be accompanied by visual maps noting the relationships between the various disciplines touching upon corporate reputation studies. The work concludes with a comprehensive Index, which—in the electronic version—combines with the Reader’s Guide and Cross-References to provide thorough search-and-browse capabilities.

The Dark Side of Organizational Behavior Ricky W. Griffin 2004-05-03 In one comprehensive collection, The Dark Side of Organizational Behavior provides a framework for understanding the most current thinking on the negative consequences of organizational behavior. Written by experts in the field, the contributors to The Dark Side of Organizational Behavior focus on the causes, processes, and consequences of behaviors in organizations that have a negative effect on the organization and the people in them.

Misbehavior in Organizations Yaov Vardi 2003-09-12 For many years, scholars aligned with mainstream research paradigms that make up organizational behavior (OB) have been leaning toward the more positive depiction of organizational reality. To better understand people's behavior in the workplace, they must also explore misbehavior. Organizational Misbehavior (OMB) is a term that was coined by Yaov Vardi about 10 years ago when he found out there were no models for how to predict "misconduct" at work. Thus, the purpose of this book is to delineate a new agenda for organizational behavior theory and research. Devoted to the study and management of misbehavior in work organizations, this volume is divided into three parts. Part I discusses the prevalence of these phenomena. It searches for typologies and definitions for misbehavior in the management literature using a historical perspective and proposes a general framework of OMB. Part II explores some important manifestations and antecedents of OMB at different levels of analysis— the person, the job, and the organization. Finally, Part III presents practical and methodological implications for managers and researchers. The authors offer a comprehensive and systematically developed framework for the development and management of misbehavior in organizations. The book is intended for students, scholars, and practitioners who manage OB.

Antisocial Behavior in Organizations Robert A. Giacalone 1997 The contributors, all well-known in their fields, provide an understanding of various forms of antisocial behavior in the workplace, of the ways in which they can be identified and managed, and often prevented.

Managing Organizational Deviance Roland E. Kidwell 2005 Managing Organization Deviance draws together contributions written by recognized experts and includes short cases written specifically for this volume. Considered in this book are both micro and macro perspectives of deviance and dysfunctional behavior. Offering practical guidance to those faced with ambiguous situations of deviant behaviour in the workplace it considers cross-cultural implications and views of deviance as well as the moral implications of deviance for the organization, group and individual.

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.

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