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Misbehaviour and Dysfunctional Attitudes in Organizations

Edited by
Abraham Sagie, Shmuel Stashevsky and
Meni Koslowsky



Misbehaviour And Dysfunctional Attitudes In Organizations

Stephen Ackroyd, Paul Thompson



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Misbehaviour and Dysfunctional Attitudes in Organizations A. Sagie, S. Stashevsky, M. Koslowsky, 2003-09-12

Misbehaviour 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

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Rethinking Misbehavior and Resistance in Organizations Lucy Taksa, Alison Barnes, 2012-12-05 This volume challenges understandings of organizational misbehavior looking beyond traditional conceptions of the nexus between misbehavior and resistance in the workplace The volume includes a contribution from Stephen Ackroyd and adds to the emerging body of evidence that disturbs assumptions of consensus and conformity in organizations

How Groups Encourage Misbehavior Kevin Murphy, 2021-05-26 How Groups Encourage Misbehavior explores the psychological and social processes by which groups develop a tolerance for and even encourage misbehavior Drawing from decades of research on social cognitive and organizational psychology as well as a deep well of historical research this book shows how commitment to groups organizations and movements can turn moral individuals into amoral agents Pulling together what have been traditionally distinct areas of study How Groups Encourage Misbehavior provides a detailed and unified account of how good organizations go bad and how groups of all types can push otherwise honest and upright individuals to behave in ways that violate laws and social norms This text describes how social norms rationalization the characteristics of formal and informal groups attachment to groups and organizations and the structure of organizational life can all contribute to misbehavior Each chapter includes one or more sidebar discussions of relevant and interesting examples to illustrate the ways groups and organizations encourage and support misbehavior The final two chapters discuss how many of these same attributes and processes can be used to encourage positive behaviors and foster recovery from dysfunctional and corrupt cultures and modes of behavior A valuable text for a broad range of psychology courses How Groups Encourage Misbehavior will especially appeal to practitioners scholars and students interested in ethics in organizations and the intersection between social psychology and organizational behavior

Bullying in the Workplace John Lipinski, Laura M. Crothers, 2013-08-15 Bullying in the workplace is a phenomenon that has recently

intrigued researchers studying management and organizational issues leading to such questions as why it occurs and what causes such harassment This volume written by experts in a wide range of fields including Industrial and Organizational psychology Counseling Management Law Education and Health presents research on relational and social aggression issues which can result in lost productivity employee turnover and costly lawsuits Understanding this phenomenon is important to managers and employee morale

The Corporation Grietje Baars,Andre Spicer,2017-03-24 The corporation has become an increasingly dominant force in contemporary society However comprehensive in depth analysis of the concept of the corporation is often restricted or limited to one disciplinary approach This handbook brings together the cutting edge scholarship expertise and insight of leading scholars in a wide range of disciplines notably management studies law history political science anthropology sociology and criminology using a critical approach to dissect and understand the corporation Ten chapters provide overviews of the state of play of critical scholarship on the corporation in each of these disciplines Further contributors tackle current hot topics such as corporate social responsibility corporate crime global value chains financialization and the interaction between corporations and communities Finally they consider resistance and alternatives to the corporation With its interdisciplinary approach this book is an invaluable resource for all readers studying the past present and future of the corporation

Organizational Ethics Craig E. Johnson,2020-12-28 With an interdisciplinary focus Organizational Ethics equips students with the knowledge and skills they need to make a positive impact in a variety of workplaces Author Craig E Johnson builds the text around interdependent levels of organizational behavior examining ethics at the individual group and organizational levels Self assessments reflection features and application projects give students ample opportunity to practice their ethical reasoning abilities The Fifth Edition includes over 25 new case studies on current events and prominent figures 24 new self assessments and new discussions on topics such as cross cultural ethical conflict and organizational virtue

Human Frailties Ronald J. Burke,Suzy Fox,2016-05-13 Every day we hear stories about the consequences of human frailties for individuals their families and friends and their organizations Some of these stories are about alcohol and drug addiction and other harmful lifestyle choices but human frailty also leads to all kinds of unethical and illegal behaviour Individuals are convicted of bribery and corruption price fixing theft and fraud sexual harassment and abuse of authority Politicians fiddle their expenses sports people cheat and fix matches and school and university students and teachers cheat to enhance exam results Studies have shown that business students cheat more than others and efforts to teach ethical behaviour in business schools make little difference The media who bring us stories of others frailties themselves engage in unethical and illegal conduct in pursuit of an edge over their rivals The contributions to this latest addition to Gower's Psychological and Behavioural Aspects of Risk Series place the spotlight on individuals their behavioural choices and the consequences that follow for theirs and others lives and careers The conclusion is that people do have choices and options and that whilst there are no easy or quick fixes in addressing self limiting behaviours successful

avoidance of the worst outcomes can be achieved This book provides guidance on the practical steps that need to be taken in order to gain a sense of proportion of what is important and of how we are doing if we are to address our frailties and stop making unethical choices Index of Conference Proceedings British Library. Document Supply Centre, 2003

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deeply embedded in organizational life Research Companion to the Dysfunctional Workplace Janice Langan-Fox, Cary L. Cooper, Richard J. Klimoski, 2007 A work exposing and exploring the phenomena of the dysfunctional workplace is long overdue This fascinating book does just that uncovering the subversiveness counter productive behaviour and unspoken issues that managers struggle with on a daily basis This Companion not only explores organizational dysfunction as it concerns individuals it also examines broader issues of dysfunction and its effects with regards teams managers and organizational systems Lively discussion encompasses the symptoms of distress illness absenteeism and inefficiency that point towards behavioural disorders and system wide malfunction From personality disorders to wars over territory the book chronicles and reveals the true nature of often hidden workplace problems including bullying unethical behaviour loss of trust organizational deviance cowardice workaholism negative humour and emotions personality disorders mismanagement and malfunctioning performance and selection systems So what can be done Practical solutions to these dysfunctional phenomena are presented by international experts from a range of disciplinary backgrounds including management psychology and economics This fascinating highly original book will be of enormous interest to students researchers academics and practitioners across all sectors of business and management human resource management in particular

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