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of Organizational Behavior research theory and 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. **The Oxford Handbook of Organizational Citizenship Behavior** Philip M. Podsakoff, Scott Bradley MacKenzie, Nathan P. Podsakoff, 2018 *The Oxford Handbook of Organizational Citizenship Behavior* provides a broad and interdisciplinary review of state-of-the-art research on organizational citizenship behaviors (OCBs) and related constructs such as contextual performance, spontaneous organizational behavior, prosocial behavior, and proactive behavior in the workplace. Contributors address the conceptualization and measurement of OCBs, the antecedents, correlates, and consequences of these behaviors, and the methodological issues that are common when studying OCBs. In addition, this handbook pushes future scholarship in this and related areas by identifying substantive questions, methods, and issues for future research. The result is a single resource that will inform and inspire scholars, students, and practitioners of the origins of this construct, the current state of research on this topic, and potentially exciting avenues for future exploration. This handbook is designed to meet the needs of a broad spectrum of researchers and advanced undergraduate and graduate students in a variety of disciplines, including management, organizational behavior, human resources management, and industrial and organizational psychology, as well as those interested in studying citizenship behavior in a variety of organizational contexts, including marketing, nursing, engineering, sports, and education. **Organizational Behavior** Stephen P. Robbins, Tim Judge, 2009 Robbins and Judge provide the research you want in the language your students understand, accompanied with the best-selling self-assessment software SAL. Some topics include management functions, the social sciences, helping employees balance work and other responsibilities, improving people skills, improving customer service, motivational concepts, communication, power, and politics, conflict and negotiation, culture, and stress management. Globally accepted and written by one of the most foremost authors in the field, this is a necessary read for all managers, human resource workers, and anyone needing to understand and improve

their people skills

Work Motivation in Organizational Behavior Craig C. Pinder, 2014-07-17 This second edition of the best selling textbook on Work Motivation in Organizational Behavior provides an update of the critical analysis of the scientific literature on this topic and provides a highly integrated treatment of leading theories including their historical roots and progression over the years A heavy emphasis is placed on the notion that behavior in the workplace is determined by a mix of factors many of which are not treated in texts on work motivation such as frustration and violence power love and sex Examples from current and recent media events are numerous and intended to illustrate concepts and issues related to work motivation emotion attitudes and behavior

Organizational Justice Carolina Moliner, Russell Cropanzano, Vicente Martínez-Tur, 2017-03-13 Organizational justice the perception of workplace fairness can bring important benefits not only to the health and well being of individual employees but also to the productivity of organizations themselves This timely new collection with contributions from leading researchers from around the world considers organizational justice in an era when globalization has resulted in rapid organizational change greater job insecurity and increasing worker stress Both comprehensive and cutting edge the book initially considers what we mean by organizational justice in its relationship to self interest social identity and personal moral codes But moving beyond the perceptions of individuals the book also reflects the increasing interest in the roles of teammates and leaders in creating organizational justice There follow chapters on the negative results of perceived injustice specifically around physical and mental employee health as well as its deleterious impact on organizational productivity Providing a definitive state of the art overview of the field the book not only clarifies the key concepts and ideas that inform organizational justice but also explores their importance for today s organizations managers and employees Including a final section that both suggests new areas for research and critically reflects on the field itself this will be essential reading for researchers and students across business and management organizational studies HRM and organizational and work psychology

Research Handbook on the Future of Work and Employment Relations Keith Townsend, Adrian Wilkinson, 2011-01-01 This is an enlightening text on the subject of employment and work relations that will be useful for students in economics specifically those studying labor relations Lucy Heckman American Reference Books Annual 2012 The broad field of employment relations is diverse and complex and is under constant development and reinvention This Research Handbook discusses fundamental theories and approaches to work and employment relations and their connection to broader political and societal changes occurring throughout the world It provides comprehensive coverage of work and employment relations theory and practice This up to date research compendium has drawn together a range of international authors from diverse disciplinary backgrounds There are chapters from labour historians theoreticians more mainstream industrial relations scholars sociologists organizational psychologists geographers policy advisors economists and lawyers At the heart of each chapter is the notion that the world of work and employment relations has changed substantially since the halcyon days of IR throughout the Dunlop Era of the 1950s

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Human Resource Management Greg L. Stewart, Kenneth G. Brown, 2019-06-18 Human Resource Management addresses the challenges faced by human resource managers integrating traditional theory with real world strategy to equip students with the knowledge perspective and skills they need to thrive in the ever changing global business environment Presented in a clear and relatable style this text emphasizes how effective human resource management and strategic planning work in concert to allow organizations to achieve maximum success The focus on practical application illustrates the essential link between strategic planning and implementation providing an inside look at how real world companies increase effectiveness through world class human resources management practices A wealth of case studies discussion topics and exercises reinforce key concepts strengthening students ability to think strategically and integrate core HR management principles into the decision making process By mirroring the current landscape s increased reliance on smart people management strategy this text underscores the importance of HR management in attracting and retaining the top talent that drives an organization forward

Clinical Assessment of Malingering and Deception Richard Rogers, Scott D. Bender, 2018-04-04 Widely used by practitioners researchers and students and now thoroughly revised with 70% new material this is the most authoritative comprehensive book on malingering and other response styles Leading experts translate state of the art research into clear usable strategies for detecting intentional distortions in a wide range of psychological and psychiatric evaluation contexts including forensic settings The book examines dissimulation across multiple domains mental disorders cognitive impairments and medical complaints It describes and critically evaluates evidence based applications of multiscale inventories other psychological measures and specialized methods Applications are discussed for specific populations such as sex offenders children and adolescents and law enforcement personnel New to This Edition Many new authors and topics Thoroughly updated with current data research methods and assessment strategies Chapters on neuropsychological models culturally competent assessments psychopathy and conversion disorder Chapters on psychological testing in child custody cases and in personnel selection hiring

A Closer Examination of Applicant Faking Behavior Richard L. Griffith, Mitchell H. Peterson, 2006-05-01 The faking of personality tests in a selection context has been perceived as somewhat of a nuisance variable and largely ignored or glossed over by the academic literature Instead of examining the phenomenon many researchers have ignored its existence or trivialized the impact of faking on personality measurement The present volume is a much needed timely corrective to this attitude In a wide range of chapters representing different philosophical and empirical approaches the assembled authors demonstrate the courage to tackle this

important and difficult topic head on as it deserves to be The writers of these chapters identify two critical concerns with faking First if people fake their responses to personality tests the resulting scores and the inferences drawn from them might become invalid For example people who fake their responses by describing themselves as diligent and prompt might earn better conscientiousness scores and therefore be hired for jobs requiring this trait that in fact they might not perform satisfactorily Second the dishonesty of the faker might itself be a problem separate from its effect on a particular score Someone who lies on a pre employment test might also lie about the hours he or she works or how much cash is in the till at the end of the shift Worse these two problems might exacerbate each other a dishonest applicant might get higher scores on the traits the employer desires through his or her lying whereas the compulsively honest applicant might get low scores as an ironic penalty for being honest Outcomes like these harm employers and applicants alike The more one delves into the complexities of faking as the authors of the chapters in this volume do so thoroughly and so well the more one will recognize that this seemingly specialized topic ties directly to more general issues in psychology One of these is test validity The bottom line question about any test score faked or not is whether it will predict the behaviors and outcomes that it is designed to predict As Johnson and Hogan point out in their chapter the behavior of someone faking a test is a subset of the behavior of the person in his or her entire life and the critical research question concerns the degree to which and manner in which behavior in one domain generalizes to behavior in other domains This observation illuminates the fact that the topic of faking is also a key part of understanding the relationship between personality and behavior The central goal of theoretical psychology is to understand why people do the things they do The central goal of applied psychology is to predict what someone will do in the future Both of these goals come together in the study of applicant faking

Perspectives on Justice and Trust in Organizations Linda L. Neider, Chester A. Schriesheim, 2012-08-01 We are living in an age of pervasive distrust one so severe that journalists discuss the trust deficit almost as regularly as they do trade or economic shortfalls Perceptions of injustice and lack of fairness have increased so much during the years after the economic crash of 2008 that few organizations both public and private have been left unaffected In fact numerous opinion polls illustrate deep distrust on the part of participants towards political leaders government organizations and certainly business leaders across many industries Democrats Republicans conservatives liberals the wealthy the poor executives police officers managers the list goes on and on Some months back an NBC WSJ survey showed an eye popping 82% disapproval rating for the U S Congress the lowest in the history of the poll With this climate as a backdrop Volume 9 of the Research in Management series brings together seven chapters written by leading scholars in the field of justice and trust who present new research models and conceptualizations to provide insights for key issues in this field both from a scholarly perspective as well as pragmatic suggestions for practice

Monetary Wisdom Thomas Li-Ping Tang, 2024-05-16 Money is the instrument of commerce and a measure of value Globalization has created economic prosperity for citizens around the world These challenges have changed

how people work live and do business Monetary Wisdom Monetary Aspirations and Decision Making presents an excellent collection of innovative and a multi cultural view of how money has affected decision making not only at an individual level but at organizational level This book discusses the powerful motivators of money and the connection to ethical decision making both in organizations and social life Inspires readers to learn one of the world s most often used money attitude measures Notices that in modern societies money is power at the individual level Suggests that monetary aspirations not money itself predict cheating Profiles that reducing stress curbs dishonesty directly and indirectly Illustrates that leaders promote employees honesty and creativity Reveals how corruption expands prospect theory to a global level Explores the contexts to achieve balanced aspirations and serenity *Discretionary Behavior and Performance in Educational Organizations* Ibrahim Duyar,Anthony H. Normore,2012-02-10 Examines discretionary behavior performance phenomenon for educational organizations to be effective in responding to the complex expectations of the 21st century This title refers to the employee behavior that is not directly or explicitly recognized by the formal reward system and in the aggregate promotes the functioning of the organization

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