

CAMBRIDGE COMPANIONS TO MANAGEMENT

ORGANIZATIONAL CONTROL

Edited by Sim B. Sitkin, Laura B. Cardinal
and Katinka M. Bijlsma-Frankema



CAMBRIDGE

Organizational Control Cambridge Companions To Management

Charles C. Snow, Øystein D. Fjeldstad



Organizational Control Cambridge Companions To Management:

Organizational Control Sim B. Sitkin, Laura B. Cardinal, Katinka Bijlsma-Frankema, 2010 Organization scholars have long acknowledged that control processes are integral to the way in which organizations function While control theory research spans many decades and draws on several rich traditions theoretical limitations have kept it from generating consistent and interpretable empirical findings and from reaching consensus concerning the nature of key relationships This book reveals how we can overcome such problems by synthesising diverse yet complementary streams of control research into a theoretical framework and empirical tests that more fully describe how types of control mechanisms e g the use of rules norms direct supervision or monitoring aimed at particular control targets e g input behavior output are applied within particular types of control systems i e market clan bureaucracy integrative Written by a team of distinguished scholars this book not only sheds light on the long neglected phenomenon of organizational control it also provides important directions for future research

Verantwortungsvolle Unternehmensführung Claudia Kreipl, 2020-01-29 In diesem Lehrbuch beschreibt Claudia Kreipl in kompakter Form unternehmerische Verantwortung als Zusammenspiel ökonomischer rechtlicher und ethischer Verantwortung Basierend auf einer systematischen Betrachtung der verschiedenen Ebenen sowie der Zielgruppen verantwortungsvollen Handelns entwickelt sie einen ganzheitlichen Ansatz Analysiert werden alle drei Handlungsfelder Corporate Governance Compliance Management und Corporate Social Responsibility hinsichtlich ihrer Hintergründe und Facetten sowie ihrer Bedeutung für die unternehmerische Praxis Daraus entwickelt die Autorin ein Gesamtkonzept das den Unternehmenserfolg nachhaltig sichert

Trust, Control, and the Economics of Governance Philipp Herold, 2019-06-05 In today's world we cooperate across legal and cultural systems in order to create value However this increases volatility uncertainty complexity and ambiguity as challenges for societies politics and business This has made governance a scarce resource It thus is inevitable that we understand the means of governance available to us and are able to economize on them Trends like the increasing role of product labels and a certification industry as well as political movements towards nationalism and conservatism may be seen as reaction to disappointments from excessive cooperation To avoid failures of cooperation governance is important control through e g contracts is limited and in governance economics trust is widely advertised without much guidance on its preconditions or limits This book draws on the rich insight from research on trust and control and accommodates the key results for governance considerations in an institutional economics framework It provides a view on the limits of cooperation from the required degree of governance which can be achieved through extrinsic motivation or building on intrinsic motivation Trust Control Economics thus inform a more realistic expectation about the net value added from cooperation by providing a balanced view including the cost of governance It then becomes clear how complex cooperation is about governance accretion where limited trustworthiness is substituted by control and these control instances need to be governed in turn Trust Control and the Economics of Governance is a highly

necessary development of institutional economics to reflect progress made in trust research and is a relevant addition for practitioners to better understand the role of trust in the governance of contemporary cooperation structures It will be of interest to researchers academics and students in the fields of economics and business management institutional economics and business ethics Note that this work is the first of its kind that explicitly reflects on the societal realities how these drive the assumption setting process and how these assumptions influence the theory outcome *The Routledge Companion to Management and Organizational History* Patricia Genoe McLaren,Albert J. Mills,Terrance G. Weatherbee,2015-05-15 The field of management and organizational history has reached a level of maturity that means an overview is long overdue Written by a team of globally renowned scholars this comprehensive companion analyses management and organizational history reflecting on the most influential periods and highlighting gaps for future research From the impact of the Cold War to Global Warming it examines the field from a wide array of perspectives from humanities to the social sciences Covering the entire spectrum of the field this volume provides an essential resource for researchers of business and management

Different Paths to Curbing Corruption Jon S. T. Quah,2013-11-18 The purpose of this book is to explain why a number of countries have succeeded in combating corruption and to identify the lessons which other countries can learn from these five countries successful experiences in curbing corruption *Status in Management and Organizations* Jone L.

Pearce,2010-12-02 People go to extraordinary lengths to gain and defend their status Those with higher status are listened to more receive more deference from others and are perceived as having more power People with higher status also tend to have better health and longevity In short status matters Despite the importance of status particularly in the workplace it has received comparatively little attention from management scholars It is only relatively recently that they have turned their attention to the powerful role that social status plays in organizations This book brings together this important work showing why we should distinguish status from power hierarchy and work quality It also shows how a better understanding of status can be used to address problems in a number of different areas including strategic acquisitions the development of innovations new venture funding executive compensation discrimination and team diversity effects **Strategic Talent**

Management Paul Sparrow,Hugh Scullion,Ibraiz Tarique,2014-07-03 Drawing on recent theoretical contributions this Cambridge Companion presents an up to date critical review of talent management within a global context

Organizational Wrongdoing Donald Palmer,Royston Greenwood,Kristin Smith-Crowe,2016-07-18 A comprehensive overview of the causes processes and consequences of wrongdoing and misconduct across all levels of an organization

Global Challenges in Responsible Business N. Craig Smith,2010-07-29 This book highlights critical challenges for business in a world where corporate responsibility has gone global **Global Mobility and the Management of**

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Organizational Stress and Well-Being Laurent M. Lapierre, Sir Cary Cooper, 2023-03-02 In this Cambridge Companion global thought leaders in the fields of workplace stress and well being highlight how theory and research can improve employee health and well being The volume explains how and why the topics of workplace stress and well being have evolved and continue to be highly relevant and why line managers have great influence over employees quality of working life It includes the latest research findings on stress and well being and their impact on organizations as well as up to date findings on the effectiveness of workplace interventions focused on these issues It also explores important and emerging issues relating to organizational stress and well being including the ongoing effects of the global coronavirus pandemic This is an ideal reference for students and researchers in the areas of human resources management occupational health psychology and organisational behavior

Organizational Trust Mark N. K. Saunders, Denise Skinner, Graham Dietz, Nicole Gillespie, Roy J. Lewicki, 2010-06-10 The globalized nature of modern organizations presents new and intimidating challenges for effective relationship building Organizations and their employees are increasingly being asked to manage unfamiliar relationships with unfamiliar parties These relationships not only involve working across different national cultures but also dealing with different organizational cultures different professional cultures and even different internal constituencies Managing such differences demands trust This book brings together research findings on organizational trust building across cultures Established trust scholars from around the world consider the development and maintenance of trust between for example management consultants and their clients senior international managers from different nationalities different internal organizational groupings during times of change international joint ventures and service suppliers and the local communities they serve These studies set in a wide variety of national settings are an important resource for academics students and practitioners who wish to know more about the nature of cross cultural trust building in organizations

Designing Adaptive Organizations Charles C. Snow, Øystein D. Fjeldstad, 2023-11-23 A cutting edge account of the theory and practice of modern organizational design by the leading voices in the field

Presenteeism at Work Cary L. Cooper, Luo Lu, 2018-08-23 Coming to work sick may do more harm than staying home for the employee the team and the firm Whilst the cost of absenteeism in organizations has been widely acknowledged and extensively examined the counter issue of presenteeism has only recently attracted scholarly attention as a phenomenon that harms employee wellbeing disrupts team dynamism and damages productivity This volume brings together leading international scholars from diverse scientific backgrounds including occupational psychology health and medicine to provide a pioneering review of the subject International in scope the collection incorporates both Western and East Asian perspectives making it an informative resource for multinational companies seeking to formulate human resource strategies and better manage their culturally diverse workforce It will also appeal to scholars and graduate students researching human resource management organization studies organizational health and organizational psychology

Philosophy and Organization Campbell

Jones, René ten Bos, 2007-04-10 Featuring original contributions from some of the most exciting scholars writing at the intersection of philosophy and organization today this accessible volume provides readers with a complete overview of this complex subject Ground breaking and drawing on recent efforts in management and organization studies to take philosophy seriously it critically engages with the way that philosophy might inform organization and illuminates a range of issues including idleness aesthetics singularity transparency power and cruelty Exploring why philosophy matters to organization and why organization matters to philosophy this book is essential reading for philosophy and business and management students as well as of interest to all those who seek to think seriously about the way their lives are organized *Mindfulness in Organizations* Jochen Reb, Paul W. B. Atkins, 2015-06-30 Mindfulness techniques having long played an important role in contemplative traditions around the world are now recognized as having the potential to transform workplaces As interest in the role of mindfulness in organizational settings continues to increase this timely book fills a gap in the literature by providing an overview of the latest theoretical and empirical research on workplace mindfulness It brings together world leading scholars to explore the foundations key discussions diversity of approaches and applications of mindfulness in organizations It acts as a catalyst for future research on the topic by suggesting research directions and stimulating organizational researchers to embark on new projects involving mindfulness Furthermore it provides valuable ideas for implementing mindfulness programs in organizations for teaching mindfulness in business contexts and for coaching with mindfulness This must read book will appeal to researchers and professionals in the fields of organizational behavior organizational psychology and employee well being **The Routledge Companion to Performance Management and Control** Elaine Harris, 2017-08-15 Performance management is key to the ongoing success of any organisation allowing it to meet its strategic objectives by designing and implementing management control systems This book goes beyond the usual discussion of performance management in accounting and finance to consider strategic management human behaviour and performance management in different countries and contexts With a global mix of world renowned researchers this book systematically covers the what the who the where and the why of performance management and control PMC systems A comprehensive state of the art collection edited by a leading expert in the field this book is a vital resource for all scholars students and researchers with an interest in business management and accounting **The Routledge Companion to Cost Management** Falconer Mitchell, Hanne Nørreklit, Morten Jakobsen, 2013-08-22 Over the last two decades cost management has been an area of dynamic change and development This is evident in the extensive inventory of new high profile techniques that have emerged With cost management now firmly established as a distinct sub discipline within management accounting The Routledge Companion to Cost Management is a timely reference volume covering both practical developments and research in this area Topics covered include Cost control issues Cost analysis and decision making Cost management systems Environmental cost management With chapters from an international team of contributors this

prestigious companion will prove an indispensable addition to any library with aspirations of keeping up to date with the world of accounting The Routledge Companion to International Human Resource Management David Collings, Geoffrey Wood, Paula M. Caligiuri, 2014-11-13 International human resource management IHRM is a key area of research in the sphere of international business and management Described as a field in its infancy in the 1980s IHRM has quickly advanced through adolescence and into maturity Today it is a vibrant and diverse discipline which boasts a large and active body of researchers across the globe This volume examines cutting edge themes with the input of contributions from both established and emerging scholars The Routledge Companion to International Human Resource Management gives a state of the art overview of the key themes topics and debates in the discipline with valuable insights into directions for future research Drawing on a large and respected international contributor base and with its focus on mature and emerging markets this book is an essential resource for researchers students and IHRM professionals alike **The Routledge Companion to Qualitative Accounting Research Methods** Zahirul Hoque, Lee D. Parker, Kathryn Haynes, 2017-03-31 Selecting from the wide range of research methodologies remains a dilemma for all scholars not least those looking to study the world of accounting Both established and emerging research methods are frequently advocated creating a challengingly broad range of choices Covering a selection of qualitative methodological issues research strategies and methods this comprehensive compilation provides an essential guide to the choice and execution of qualitative research approaches in this field The contributions are grouped into four sections Worldview and paradigms Methodologies and strategies Data collection methods and analysis Experiencing qualitative field research personal reflections Edited by leading scholars with contributions from experts and rising stars this volume will be essential reading for anyone looking to undertake research in the qualitative accounting field

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