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A Contemporary Look at Organizational Justice
Multiplying Insult Times Injury

Joel Brockner
Columbia University Business School, USA

Series in Organization and Management
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“This is a huge achievement. The book is worthwhile reading for professionals and scientific researchers in the fields of organizational behavior, human resource management, social psychology and other fields pertaining to how people react to both the outcomes and the processes they are getting from social and work relationships. The author has made sure that he includes all the recent insights pertaining to these issues, making this a “must read” for all those interested in organizational and justice related domains.” - Kees van den Bos, Department of Social and Organizational Psychology, Utrecht University, The Netherlands

“In this book, Joel Brockner provides an incredibly comprehensive review and update of the status of research on organizational justice. The value of such a review and update should not be underestimated: the process X outcome interaction, included in this book, describes a critical phenomenon that is relevant to a broad range of issues within the social sciences and which more fundamentally strikes at the core of the psychology of people in group contexts.” - Lyman Porter, University of California, Irvine, USA

This book is for scholars with an interest in the burgeoning area of theory and research on organizational justice. The ideas it describes forge connections between the justice literature and other prominent bodies of knowledge in organizational and social psychology, including those pertaining to trust, social identity, attribution theory, regulatory focus theory and cross-cultural differences in people’s beliefs and behaviors. Though intended primarily for researchers, this book is written in a very accessible way, so that informed practitioners will gain considerable value from it.

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Insidious Workplace Behavior

Jerald Greenberg
RAND Corporation’s Institute for Civil Justice (Ed.)

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“This is an outstanding book which has to be read by anybody interested in human behavior at work, but also in life more generally. It is sad to say in this frenetic, competitive and insecure world, that insidious behavior is more prevalent now than ever before. It is a must read for all concerned with the human condition of the 21st century.”
- Cary L. Cooper, Distinguished Professor of Organizational Psychology and Health, Lancaster University, Management School, UK

“Greenberg, along with a stellar cast of contributors, takes the reader on an enormously insightful and productive journey, probing one of the most prevalent, painful and disturbing forms of contemporary workplace behavior—insidious behaviors. Whether it’s lying, sexist humor or verbal abuse, bad behavior seems to roam widely over today’s organizational landscapes. Greenberg et al. document the severity of the problem, analyze its many roots, and help us understand constructive remedies. This is truly a ‘must read’ for anyone hoping to create a more civil and nurturing workplace environment.”
- Roderick M. Kramer, William R. Kimball Professor of Organizational Behavior, Stanford University Graduate School of Business, Stanford University, USA

Insidious Workplace Behavior (IWB) refers to low-level, pervasive acts of deviance directed at individual or organizational targets. Because of its inherently stealthy nature, scientists have paid little attention to IWB, allowing us to know very little about it. With this book, that now is changing. The present volume - the first to showcase this topic - presents original essays by top organizational scientists who share the most current thinking about IWB. Contributors examine, for example, the many forms that IWB takes, focusing on its antecedents, consequences, and moderators. They also highlight ways that organizational leaders can manage and constrain IWB so as to attenuate its adverse effects. And to promote both theory and practice in IWB, contributors also discuss the special problems associated with researching IWB and strategies for overcoming them.

Aimed at students, scholars, and practitioners in the organizational sciences - especially industrial-organizational psychology, organizational behavior, and human resource management - this seminal volume promises to inspire research and practice for years to come.

CONTENTS

Managerial Ethics
Managing the Psychology of Morality

Marshall Schminke
University of Central Florida, USA (Ed.)

“Of all the topics studied by management scholars few shed as much light on the dynamics of today’s organizations as Managerial Ethics. Professor Schminke’s book highlights the latest advances in this area by compiling contributions from leading behavioral ethics researchers - experts who share insight into such contemporary themes as ethical leadership, corporate character, and corporate social responsibility. For stimulating conversations about when, why, and how people engage in ethical and unethical behavior in the workplace, this book will be invaluable.” - Jerald Greenberg, RAND Corporation

“This book is a serious treatment of the psychological, social and organizational underpinnings of ethical business decisions and actions. Scholars of business ethics and social issues explore motivation, perceptions, and reactions to help researchers, managers, and business students comprehend ethical and unethical behavior. The book’s multi level approach includes attention to developing corporate social responsibility initiatives and establishing an ethical business culture as well as promoting pro-social behavior and not tolerating unethical actions. The intriguing concepts will generate discussion, ideas for needed research, and critical thinking to recognize and analyze ethical dilemmas in business.” - Manuel London, College of Business, State University of New York at Stonybrook, USA

This book will combine management theory with ethical theory on a chapter by chapter, topic by topic basis. The volume bridges the theoretical, empirical and practical gap between management and ethics. It will be of interest to a cross disciplinary group of students, researchers and managers in business, management, organizational behavior, IO psychology and business ethics.

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Social Justice and the Experience of Emotion

Russell Cropanzano, The University of Arizona, USA, Jordan H. Stein and Thierry Nadisic, Emlyon Business School, France

"In my opinion, the authors have done an excellent job of providing the reader an historical account of the origins of justice theory. I also think the authors have certainly been thorough in their description of the organizations justice literature." - Steve M. Jex, Psychology Dept, Bowling Green State University

"Justice is a rapidly evolving field that generates a great deal of both empirical and theoretical papers. This book does a nice job of bringing people up to speed on what’s out there without relying on a single perspective. Notably, the volume of publishing in this area also means that it is particularly popular, leading to a greater likelihood that a book such as this one will be read by many." - Daniel Beal, Psychology Dept, Rice University, Texas

This book will seek to integrate the scholarship on justice and affect. The book will be focused on empirical social scientific theories pertaining to fairness, mood and emotion. The frameworks that will be looked at include equity theory, the relational models and reflect attempts by justice scholars to adapt existing theories of emotion to suit their conceptual purposes. Most of the literature in this book is drawn from social and organizational psychology. Other areas included will be management, personality and evolutionary psychology with a little on relevant philosophical positions from Aristotle and Rawls. The goal of this book is to familiarize the reader with the rich tradition of conceptual models explaining the association between justice and emotion.

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Social Decision Making
Social Dilemmas, Social Values, and Ethical Judgments

Roderick M. Kramer, Stanford University, USA, Ann E. Tenbrunsel, Notre Dame University, USA and Max H. Bazerman, Harvard University, USA (Eds.)

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“Dave Messick’s research interests have ranged across some of the most exciting areas of social psychology, behavioral decision research, and management thought, and his research studies have opened up a remarkable number of pathways. Pathways from which many investigators are now producing important, theoretically elegant, policy relevant research. Kramer, Tenbrunsel, and Bazerman, elegant researchers themselves, have drawn together an excellent group of contributors who tell us where Messick’s leads have taken us.” - John Darley, Psychology, Princeton

“The stellar group of contributors to this exceptional volume tackle fundamental issues of trust, cooperation, social values, and ethical decision making from multi-disciplinary perspectives. The contents of the volume reflect Messick’s own breadth of scholarship and touch on many of the most significant and socially relevant areas of research at the interface of social psychology, decision sciences, and organizational behavior. This volume will be of interest to basic and applied researchers across a broad range of the social sciences.” - Marilynn B. Brewer, University of New South Wales

This book, in honor of David Messick, is about social decisions and the role cooperation plays in social life. Noted contributors who worked with Dave over the years will discuss their work in social judgment, decision making and ethics which was so important to Dave.

The book offers a unique and valuable contribution to the fields of social psychology and organizational behavior. Ethical decision making, a central focus of this volume, is highly relevant to current scholarship and research in both disciplines. The volume will be suitable for graduate level courses in organizational behavior, social psychology, business ethics, and sociology.

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Ethics for Behavior Analysts

2nd Expanded Edition

Jon S. Bailey, PhD, Florida State University, USA
Mary R. Burch, PhD, Board Certified Behavior Analyst®.

Praise from 1st Edition

“Bailey and Burch provide useful supplementary material in the appendices, including a copy of the guidelines; a nice selection of suggested supplemental readings on ethics in psychology, behavior modification, and behavior analysis; an index to the guidelines; and an additional set of scenarios so readers can check their understanding of how the guidelines apply to various situations. This book will be of tremendous assistance to anyone seeking to become certified in behavior analysis and will be useful reference for even experienced people to refer to periodically.”—PsycCRITIQUES

Originally published in 2005, this second, expanded edition of Ethics for Behavior Analysts provides readers with a valuable resource in preparing behavior analysts for the difficult task of providing quality services. Specifically, this book is useful to behavior analysts who are working in the clinical, educational, and rehabilitative fields with clients who are developmentally disabled, are on the autistic spectrum, or have a variety of moderate to severe behavior problems that require treatment by experts using the latest evidence-based methods.

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Ethics for International Business
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John M. Kline, Georgetown University, USA

The newly-updated version of this groundbreaking textbook continues to provide a topical and relevant analysis of the ethical dimensions of conducting business in a global political economy. From a starting point of applied ethics, the book introduces a common set of normative terms and analytical tools for examining and discussing real case scenarios.

To keep pace with the changing landscape of global business, this new edition features:

- updated exhibits that introduce new issues, including internet censorship and privacy, marketing and obesity, dumping electronic waste in Ghana, the costs of bottled water, and Wal-Mart’s supplier code in China
- increased coverage of issues arising in emerging markets
- updated descriptions and assessments of relevant international agreements
- seventeen new photographs that were chosen to accompany cases designed for classroom discussion
- “framing questions” to guide discussion of issues in topical chapters
- three additional figures that help depict the ethical analysis process.

The continued globalization of business increases the relevance of this textbook and its unique focus on specifically international ethical challenges faced by business, where governments and civil society groups play an active role. While most business ethics texts continue to focus heavily on ethical theory, this textbook condenses ethical theory into applied decision-making concepts, emphasizing practical applications to real world dilemmas.

Anyone with an interest in the ethical implications of international business, or the business implications of corporate responsibility in the global market, will find this book a thought-provoking yet balanced analysis. Clearly written, this has become the textbook of choice in this increasingly important field.
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Vicente Gonzalez-Roma, University of Valencia, Spain (Ed.)

The mission of the European Journal of Work and Organizational Psychology is to promote and support the development of Work and Organizational Psychology by publishing high-quality scientific articles that improve our understanding of phenomena occurring in work and organizational settings. The journal publishes empirical, theoretical, methodological, and review articles that are relevant to real-world situations.

The journal has a world-wide authorship, readership and editorial board. Submissions from all around the world are invited.

The journal primarily publishes freely submitted contributions, but will occasionally also publish a themed special issue, although all contributions are submitted to rigorous peer review. Papers and themed special issues are published on a wide range of topics covered by the umbrella of Work, Organizational, Industrial and Occupational Psychology.

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Prevalence of Workplace Bullying In Norway: Comparisons across Time and Estimation Methods

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The Psychologist-Manager Journal
An official journal of the Society of Psychologists in Management (SPIM)

William D. Siegfried, Jr., UNC Charlotte, USA (Ed.)

The Psychologist-Manager Journal (TPMJ) is a scholarly publication for members of the Society of Psychologists in Management (SPIM) and others with similar interests. Conceptualized as a hybrid between a journal and a professional guide to good managerial practice, it is directed at the practicing psychologist-manager. Submissions are invited for the following areas:

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- **Research Tools for the Psychologist-Manager:** Original empirical research relevant to the practicing psychologist-manager. Studies of applications of management to psychology or psychology to management are welcome, provided they have clear and direct implications for the psychologist-manager. These articles are normally 25 pages or less, including all figures and tables.

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