

EMERGING PERSPECTIVES ON MANAGING ORGANIZATIONAL JUSTICE

Edited by

Stephen W. Gilliland • Dirk D. Steiner • Daniel P. Skarlicki

A VOLUME IN RESEARCH IN
SOCIAL ISSUES IN MANAGEMENT



Emerging Perspectives On Managing Organizational J

**Stephen W. Gilliland, Dirk D.
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Skarlicki, 2002-09-01 **Emerging Perspectives on Values in Organizations** Stephen W. Gilliland, Dirk D. Steiner, Daniel

P. Skarlicki, 2003-07-01 The chapters in this volume offer new and innovative ways to view values related to fairness as well as work related values their antecedents and consequences All have been peer reviewed prior to their publication This volume consists of two parts The first part focuses on value based theories in organizations The papers in this section address issues such as how to define classify and study values how values influence fairness by influencing what people believe what they deserve how one s own identity relates to fairness perceptions and how values and norms affect the way that people perceive or construe events **Emerging Perspectives on Organizational Justice and Ethics** Stephen W.

Gilliland, Dirk D. Steiner, Daniel P. Skarlicki, 2011-09-01 This volume in Research in Social Issues in Management expands our understanding of organizational justice and applies justice theories to develop models of ethical behavior in organizations At a time of global economic recession and frequent business and accounting scandals many people are questioning the ethics of business leaders Whether these challenges are actual or perceived models grounded in organizational justice theories provide powerful insights and suggest new ways of looking at leadership ethics By examining what it means to be just and examining relationships between justice and ethicality the chapters in this volume have provided conceptual models for understanding ethical challenges facing organizations The chapters are organized around two related themes The first theme is expanding models of organizational justice After 30 years of research a natural question is whether we have reached the useful limits in developing theories of organizational justice The clear answer you will see after reading these chapters is no as each chapter pushes our thinking in new directions The second theme is applying organizational justice theories to develop models of ethical and unethical behavior in organizations The models address topics of greed dehumanization and moral contracts **Flexibility and Emerging Perspectives in Digital Supply Chain Management** Sanjay Chaudhary, P.

K. Suri, Komal Kapoor, 2025-08-02 This book offers a comprehensive and forward thinking exploration of how digital technologies are reshaping the landscape of supply chain management With a focus on embracing innovative technologies and flexibility this book illustrates how businesses can achieve greater efficiency sustainability and competitive advantage in today s dynamic global marketplace The book shall help students and practitioners to evaluate the supply chain and make changes if required for digital transformation Managing Change, Creativity and Innovation Constantine

Andriopoulos, Patrick Dawson, 2008-12-19 I would urge anyone with an interest in managing organisations whether they be students or practising managers to buy this book Bernard Burnes Professor of Organisational Change Manchester Business School University of Manchester Change is truly the one constant in business As such the ability to manage change and its drivers of innovation and creativity is essential Thankfully Andriopoulos and Dawson offer an exceptional treatise on this

domain insightful and engaging I encourage management students at all levels to explore this work Marianne W Lewis Director of Kolodzik Business Scholars University of Cincinnati Managing Change Creativity and Innovation brings together comprehensive aspects of change management and creativity management providing management and HR students with an accessible and wide ranging resource for study debate and inspiration Balancing theory with practice this book looks at the human side of managing change and creativity treating them as interdependent aspects of management and organizations Topics include Historical overview of business practice and theory Understanding creativity and change Managing individuals teams and nurturing creativity The creative economy and future of organizations Features include Coverage of all the important recent research in the field Real life topical case studies taken from the Financial Times Interactive resources at the end of each chapter including questions exercises topics for debate recommended reading and web resources **New Perspectives on Sport Volunteerism** Berit Skirstad, Alison Doherty, Vassil Girginov, 2017-10-02 The book highlights new perspectives on volunteerism in sport covering frameworks methods context and variables on several levels from community sport clubs to international events In analysing the processes of control within voluntary sport clubs a new theoretical framework critical realism CR challenges how we think about theory and how scientific inquiry should proceed Further themes raised are Should sports clubs be viewed as a crossing between a traditional volunteer culture dominated by collective solidarity and a modern volunteer culture focused on the individual benefits Are former athletes a new group of possible volunteers Can personal narratives of experiences of being a volunteer in a big international event provide us with new insight that has not previously been considered Identity is suggested as a motive for understanding volunteers at sporting events Two new theoretical models are presented one on the development of volunteer commitment and the other on a framework that incorporates both individual and institutional level variables All chapters have recommendations for future research The testing of these theories and influencing factors will provide new directions in the research of sport volunteerism This book was originally published as a special issue of European Sport Management Quarterly **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 SAGE Handbook of New Approaches in Management and Organization Daved Barry,Hans Hansen,2008-04-30 Ten years ago critical theory and postmodernism were considered new and emerging theories in business and management What will be the next new important theories to shape the field In one edited volume Daved Barry and Hans Hansen have commissioned new chapters that will allow readers to stay one step ahead of the latest thinking Contributors draw on research and practice to introduce ideas that are considered fringe and controversial today but may be key theoretical contributions tomorrow Each chapter sets these ideas in their historical context lays out the key theoretical positions taken by each new approach and makes it clear why these approaches are different to more mainstream concepts Throughout contributors refer to existing studies that show how these developing themes will change the business and management arena Researchers teachers and advanced students who are interested in the future of Business and Management scholarship will want to read this Handbook

New Perspectives and Possibilities in Strategic Management in the 21st Century: Between Tradition and Modernity Martínez-Falcó, Javier,Marco-Lajara, Bartolomé,Sánchez-García, Eduardo,Millan-Tudela, Luis A.,2023-07-28 The field of strategic management is facing new challenges as two phenomena sustainability and information and communication technologies have altered the classic pillars of business strategy These far reaching changes require companies to make rapid adaptations in order to achieve optimal situations which can no longer be developed as they did in the past To help academics and managers understand the new fields of study and research within strategic management Javier Mart nez Falc Assistant Professor at the University of Alicante has written a groundbreaking book New Perspectives and Possibilities in Strategic Management in the 21st Century Between Tradition and Modernity This book is an essential guide for reflection and critique offering insights into the new currents and challenges of the discipline shedding light on the modernization of strategies in the corporate world It addresses the renewal and future directions of the field covering topics such as sustainability circular economy green innovation and information and communication technologies including blockchain big data artificial intelligence and IoT The book serves as a must read for academics academic students and policymakers interested in gaining a deeper understanding of current issues impacting deliberate business planning and organization It also serves as a valuable support material for undergraduate and master s business students providing a comprehensive understanding of the new fields of study in the discipline This book is an excellent addition to any academic collection and offers a thought provoking perspective on strategic management

Quality of Life in Academia: New Perspectives for Assessing and Promoting Wellbeing in University Population Barbara Loera,Andreina Bruno, Sara Viotti ,Imke Hindrichs,Lara Bertola,2025-01-21 Over the last 20 years changes in higher education have stimulated research on academic working life

Indeed the application of a market oriented system and new public management policies in higher education have increased the emphasis on internationalization accountability and management of academic work These changes have increased the complexity of the academic work profile which is characterized by teaching research and institutional demands including public engagement to strengthen the interaction between university industry and society The COVID 19 pandemic introduced far reaching challenges that have further increased the psychosocial work demands Universities continue to face continuous and rapid changes that have led to increased levels of work related stress for both teaching and research academic staff TRAS and technical and administrative staff TAS This scenario has also had a negative impact on the academic life and well being of university students

Organizational Culture and Climate: New Perspectives and Challenges

Thais Gonzalez Torres,Vera Gelashvili,Giovanni Herrera-Enriquez,Juan-Gabriel Martinez-Navalon,2024-02-08 Within the framework of organizational behavior and organizational psychology organizational climate and culture conceptualize how employees experience their work settings Thus organizational climate refers to the shared perceptions and meaning attributed to policies practices and procedures experienced by employees and the behaviors they observe that are rewarded supported and expected On the other hand organizational culture may be defined as the collection of values expectations and practices that guide and inform the actions of all team members Climate offers an approach to the tangibles on which managers can focus to generate the behaviors they require for effectiveness and culture offers the intangibles that likely accrue to produce the deeper psychology of people in a setting These two concepts complement each other and can be mutually useful in practice

Reassessing the Employment Relationship Edmund Heery,Peter Turnbull,2010-11-10 Reassessing the Employment Relationship is an edited volume written by leading academics at Cardiff Business School Reflecting on the employment relationship as one of the central institutions of advanced capitalist economies it provides an extensive survey of the changing world of work The book offers a multi disciplinary analysis of the contemporary workplace and focuses on the key influences that are shaping the employment relationship globalization financialization regulation and the search for ethical standards in human resource management There is insightful and authoritative treatment of some of the main developments in the employment relationship such as the rise of knowledge and customer service work increasing income inequality new forms of management control over work the spread of non union industrial relations and the rise to prominence of work life integration Reassessing the Employment Relationship provides a critical yet accessible look at the changing employment relationship and is an indispensable aid to students studying Industrial Relations Human Resource Management Organizational Studies and Business Ethics PAUL BLYTON is Professor of Industrial Relations and Industrial Sociology at Cardiff University UK EDMUND HEERY is Professor of Employment Relations at Cardiff University UK PETER TURNBULL is Professor of Human Resource Management and Labour Relations at Cardiff University UK Research in Personnel and Human Resources Management M. Ronald Buckley,Anthony R. Wheeler,Jonathon R. B.

Halbesleben, 2015-06-10 This series publishes monograph length conceptual papers designed to promote theory and research on important substantive and methodological topics in the field of human resources management The Oxford Handbook of Organizational Climate and Culture Karen M. Barbera, 2014-05-07 The Oxford Handbook of Organizational Climate and Culture presents the breadth of topics from Industrial and Organizational Psychology and Organizational Behavior through the lenses of organizational climate and culture The Handbook reveals in great detail how in both research and practice climate and culture reciprocally influence each other The details reveal the many practices that organizations use to acquire develop manage motivate lead and treat employees both at home and in the multinational settings that characterize contemporary organizations Chapter authors are both expert in their fields of research and also represent current climate and culture practice in five national and international companies 3M McDonald s the Mayo Clinic PepsiCo and Tata In addition new approaches to the collection and analysis of climate and culture data are presented as well as new thinking about organizational change from an integrated climate and culture paradigm No other compendium integrates climate and culture thinking like this Handbook does and no other compendium presents both an up to date review of the theory and research on the many facets of climate and culture as well as contemporary practice The Handbook takes a climate and culture vantage point on micro approaches to human issues at work recruitment and hiring training and performance management motivation and fairness as well as organizational processes teams leadership careers communication and it also explicates the fact that these are lodged within firms that function in larger national and international contexts **New Perspectives in International Business Research** Maryann P. Feldman, Grazia D. Santangelo, 2008-10-01 Proposes fresh perspectives in IB research by addressing a number of critical issues which criss cross the fields of International Business and International Management This work focuses on management of cultural distance across countries It also focuses on the genesis and development of international entrepreneurs *Identifying, Measuring, and Valuing Knowledge-Based Intangible Assets: New Perspectives* Vallejo-Alonso, Belen, Rodriguez-Castellanos, Arturo, Arregui-Ayastuy, Gerardo, 2010-10-31 The main scope of the book is to highlight the importance of intangible resources in business management evidenced in their measurement and financial valuation and the need for a strategic analysis that enables them to be identified and then assessed Provided by publisher *Sustainable Human Resource Management* Ina Ehner, 2009-07-07 Predictions are that sustainability becomes the next big topic for Human Resource Management after internationalization and globalization This book gives new answers to these questions How can HRM contribute to attracting developing and retaining highly qualified human resources over time How can a paradox perspective contribute to understanding and coping with paradoxical tensions How can sustainability be used as a deliberate strategy for HRM The conceptual part of the book looks at the notion of sustainability opens it up for Strategic HRM and identifies blind spots in Strategic HRM theory Paradox theory is introduced as an analytical framework for Sustainable HRM Initial suggestions are

made for sustainability strategies and for coping with paradoxes and tensions The exploratory part examines how 50 European Multinationals communicate their understanding of sustainability and HRM and which HR issues and practices they are linking to the topic *New Perspectives in Employee Engagement in Human Resources* Emerald Group Publishing Limited,2015-10-30 *New Perspectives in Employee Engagement in Human Resources* is a unique collection of articles that represent the very highest level of scholarship in the field The articles published in this collection identify some emergent themes which include career development career satisfaction employee driven innovation **New perspectives on leadership research** Jürgen Weibler,2004 **New Perspectives on Firm Growth** Per Davidsson,Johan Wiklund,2013-01-01 This collection of articles by an internationally recognized team of authors is a welcome addition to the literature on firm growth The authors singly and together have previously made important contributions with regard to frameworks for understanding growth as well as cutting edge empirical research on the actual growth process In this volume the authors bring previous research up to date providing a critical look at what has been published in the last decade and offering new theoretically informed insights in how and why firms grow Howard Aldrich University of North Carolina US This insightful volume presents a collection of cutting edge works by two of the leading researchers of firm growth The studies extend previous research by providing stronger theoretical underpinnings and using longitudinal databases that can separate in time the firms growth from its presumed causes They also break new ground by examining different modes of growth such as sales growth vs employment growth and organic growth vs acquisition based expansion Further the studies investigate the drivers of firm growth and take a critical look at the effects such as under what circumstances high growth is associated with high profitability The issue of how firm growth is achieved and managed and what consequences it has for different stakeholders is both theoretically interesting and practically important The book will strongly appeal to academics of entrepreneurship small business management and strategy

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