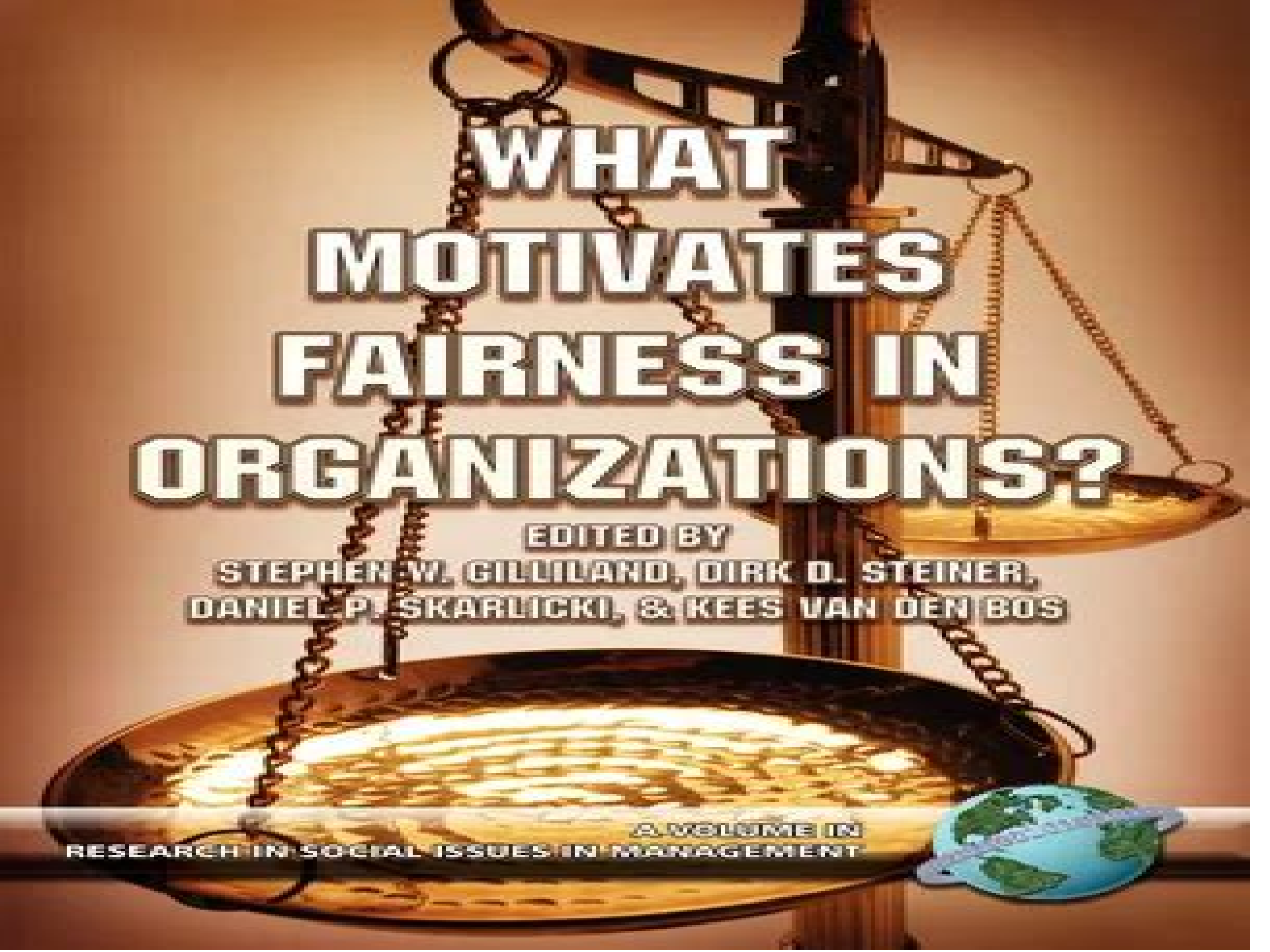




WHAT MOTIVATES FAIRNESS IN ORGANIZATIONS?

**EDITED BY
STEPHEN W. GILLILAND, DIRK D. STEINER,
DANIEL P. SKARLICKI, & KEES VAN DEN BOS**

**A VOLUME IN
RESEARCH IN SOCIAL ISSUES IN MANAGEMENT**



What Motivates Fairness In Organizations What Motivates Fairness In Organizations

Mara Olekalns, Wendi L. Adair



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Handbook of Research on Negotiation Mara Olekalns, Wendi L. Adair, 2013-01-01 This Handbook combines a review of negotiation research with state of the art commentary on the future of negotiation theory and research Leading international scholars give insight into both the factors known to shape negotiation and the questions that we need to answer as we strive to deepen our understanding of the negotiation process This Handbook provides analyses of the negotiation process from four distinct perspectives negotiators cognition and emotion social processes and social inferences communication processes and complex negotiations covering trade peace environment and crisis negotiations Providing an introduction to key topics in negotiation written by leading researchers in the field the book will prove insightful for undergraduate students It also incorporates an excellent summary of past research as well as highlights new directions negotiation research might take which will be valuable for postgraduate students and academics wishing to expand their knowledge on the subject

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Introduction to Organizational Behavior St. Clements University Academic Staff - Türkiye, Work motivation can be defined as the level of energy commitment and creativity that a company's workers bring to their roles It is a multidimensional construct influenced by intrinsic and extrinsic factors as well as contextual elements within the workplace Theories of work motivation provide frameworks through which organizations can understand not only why employees are motivated but how they can enhance motivation levels to achieve organizational goals

Organizational Behavior Linda K. Stroh, Gregory B. Northcraft, Margaret A. Neale, (Co-author) Mar Kern, (Co-author) Chr Langlands, 2003-04-02 This second edition is a revision of a successful reader in organizational behavior edited by Jerald Greenberg This volume describes the latest advances in the field of organizational behavior Each chapter is a description of what was what is and what will be as envisioned by leading researchers and experts Topics covered include affect stress self fulfilling prophecies diversity justice reputations deviant behavior conflict construct validity and cross cultural behavior The book concludes with a commentary chapter by Ed Locke a distinguished senior scholar who offers directions and guidance on the field's future This book will appeal to professors and scholars in industrial organizational psychology organizational behavior human resource management and social psychology It is an invaluable compendium reporting on the state of the science in a rapidly developing field

Values, Rationality, and Power: Developing Organizational Wisdom Brad C. Anderson, 2019-10-21 This book presents an analysis of organizational wisdom via an embedded single case study of a group's attempt to develop and spread a medical innovation within a Canadian healthcare authority By offering a unique insight into how values rationality and power interact in a real social setting the book explores how they create positive change

Research in Personnel and Human Resources Management Joseph J. Martocchio, Hui Laio, 2009-07-13 Features papers designed to promote

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The Social Dynamics of Organizational Justice Stephen W. Gilliland, Dirk D. Steiner, Daniel P. Skarlicki, 2015-02-01 This eighth volume in the Research in Social Issues in Management series explores a variety of social relations to expand our thinking about organizational justice which is fundamentally based on relationships between organizational authorities and the employees of the organizations These relationships also emphasize the roles of various actors and suggest fairness perspectives other than that of subordinates perceptions of the treatment received from their superiors The 10 chapters of the volume are divided into two major sections plus a conclusion The first section presents five chapters that bring new theoretical perspectives to bear on justice considerations Topics treated throughout this section include conflicting perspectives on justice psychological distance greed and punishment The second section places emphasis on leaders or managers perspectives of justice going back to some of the initial proactive roots of justice rather than on what has become the more traditional focus that of subordinate perceptions or reactive justice In the contributions comprising this section leaders personalities their motives and their position as both superiors of some employees and subordinates of their own superiors are examined to provide new perspectives on the leadership role in justice matters The concluding chapter by Brockner and Carter comments on the collection of chapters and proposes extensions and alternative perspectives for consideration This commentary chapter suggests that the volume surfs a fifth wave in the history of justice research as these chapters all examine justice as a dependent variable influenced by numerous factors

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