WHAT MOTIVATES FAIRNESS IN REANIZATIONS?

EDITED BY

DANIEL P. SKARUTCKI), & KEES VAN DEN BOS

RESEARCH IN SOCIAL ISSUES IN MANAGEMENT

William R. King

What Motivates Fairness in Organizations? Stephen W. Gilliland, Dirk D. Steiner, Daniel P. Skarlicki, Kees van den Bos, 2005-08-01 CONTENTS Preface Kees van den Bos Stephen W Gilliland Dirk D Steiner and Daniel P Skarlicki Part I Developing Theories of Fairness Motivation Wanting is Believing Understanding Psychological Processes in Organizational Justice by Examining Perceptions of Fairness Steven L Blader and D Ramona Bobocel The Battle Between Self Interest and Fairness Evidence from Ultimatum Dictator and Delta Games Eric van Dijk and Ann Tenbrunsel Images of Justice Development of Justice Integration Theory Stephen W Gilliland and Layne Paddock Interpersonal and Informational Justice Identifying the Differential Antecedents of Interactional Justice Behaviors Suzanne S Masterson Zinta S Byrne and Hua Mao Part II Applying Theories to Managerial Decisions An Accessible Identity Approach to Understanding Fairness in Organizational Settings Linda J Skitka and Jesus Bravo Self Regulatory Identity Theory and Reactions Toward Fairness Enhancing Organizational Policies Karl Aguino Americus Reed II Marcus M Stewart and Debra L Shapiro Why Managers Don t Always do the Right Thing When Delivering Bad News The Roles of Empathy Self esteem and Moral Development in Interactional Fairness David L Patient and Daniel P Skarlicki Corporate Champions Coming to the Defense of Organizations Carol T Kulik Part III Commentary Some Observations and Critical Thoughts About the Present State of Justice Theory and **Handbook of Research on Negotiation** Mara Research Gerold Mikula Information on Contributing Authors 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 **Knowledge Management and** Organizational Learning William R. King, 2009-06-13 Knowledge management KM is a set of relatively new organizational activities that are aimed at improving knowledge knowledge related practices organizational behaviors and decisions and organizational performance KM focuses on knowledge processes knowledge creation acquisition refinement storage transfer sharing and utilization These processes support organizational processes involving innovation individual learning collective learning and collaborative decision making The intermediate outcomes of KM are improved organizational behaviors decisions products services processes and relationships that enable the organization to improve its overall performance

Knowledge Management and Organizational Learning presents some 20 papers organized into five sections covering basic concepts of knowledge management knowledge management issues knowledge management applications measurement and evaluation of knowledge management and organizational learning and organizational learning 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 Research in Personnel and Human Resources Management M. Ronald Buckley, Anthony R. behavior 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 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

theory and research on important substantive and methodological topics in the field of human resources management 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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