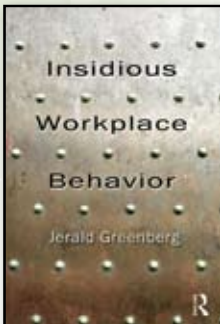


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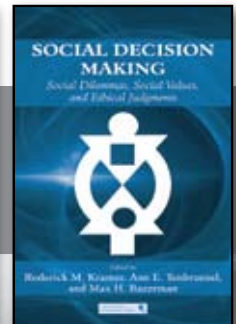
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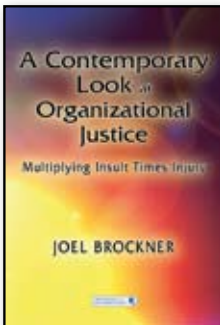
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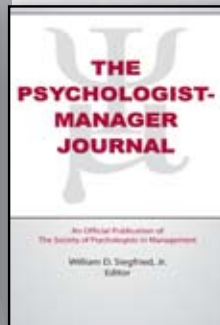
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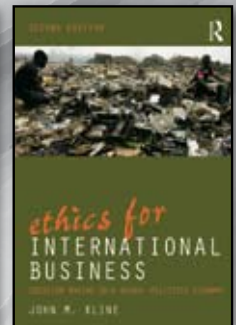
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# A Contemporary Look at Organizational Justice

## Multiplying Insult Times Injury

**Joel Brockner**

Columbia University Business School, USA

Series in Organization and Management

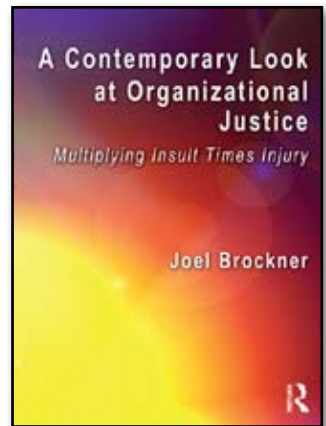
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*"This is a huge achievement. The book is worthwhile reading for professionals and scientific researchers in the fields of organizational behavior, human resource management, social psychology and other fields pertaining to how people react to both 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.



### CONTENTS

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# Insidious Workplace Behavior

**Jerald Greenberg**

RAND Corporation's Institute for Civil Justice (Ed.)

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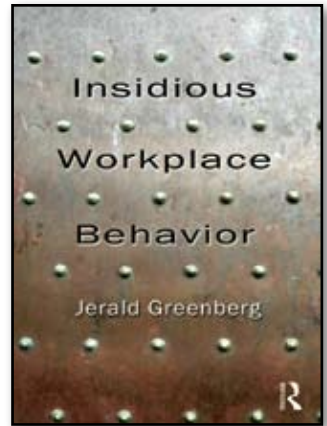
*"This is an outstanding book which has to be read by anybody interested in human behavior at work, but also in life more generally. It is sad to say in this frenetic, competitive and insecure world, that insidious behavior is more prevalent now than ever before. It is a must read for all concerned with the human condition of the 21<sup>st</sup> 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

Series foreword. *Edwin A. Fleishman.*  
**Part 1. Introduction.** *M.S. Edwards, J. Greenberg,* What is Insidious Workplace Behavior? **Part 2. Forms of Insidious Workplace Behavior.** *J.H. Neuman, L. Keashly,* Means, Motive Opportunity and Aggressive Workplace Behavior. *M.A. Seabright, M.L. Ambrose, M. Schminke,* Two Images of Workplace Sabotage. *D.A. Jones,* Getting Even for Interpersonal Mistreatment in the Workplace: Triggers of Revenge Motives and Behavior. *C.M. Pearson,* Research on Workplace Incivility and its Connection to Practice. *C. Fitzgerald Boxer, T.E. Ford,* Sexist Humor in the Workplace: A Case of Subtle Harassment. *S.L. Glover,* Lying to Bosses, Subordinates, Peers and the Outside World: Motivations and Consequences. **Part 3. Methodological Issues.** *S.M. Jex, J.L. Burnfield Geimer, O. Clark, A.M. Guidroz, J.E. Yugo,* Challenges and Recommendations in the Measurement of Workplace Incivility. *P.E. Spector, O.B. Rodopman,* Methodological Issues in Studying Insidious Workplace Behavior. **Part 4. Integration.** *M.S. Edwards, J. Greenberg,* Issues and Challenges in Studying Insidious Workplace Behavior.

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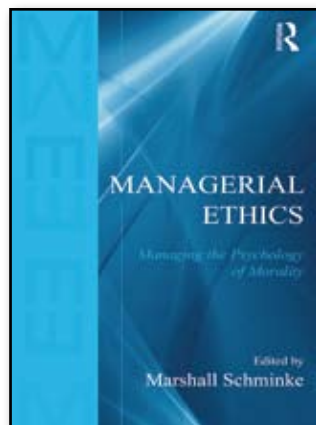
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**Marshall Schminke**

University of Central Florida, USA (Ed.)



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*"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**

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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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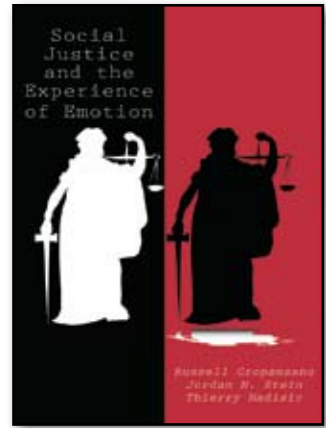
# Social Justice and the Experience of Emotion

**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 a 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.



## CONTENTS

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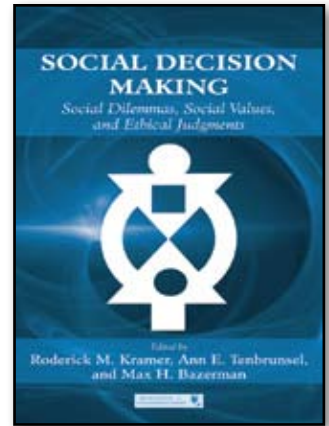
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**Roderick M. Kramer**, Stanford University, USA,  
**Ann E. Tenbrunsel**, Notre Dame University, USA and  
**Max H. Bazerman**, Harvard University, USA (Eds.)

Series in Organization and Management

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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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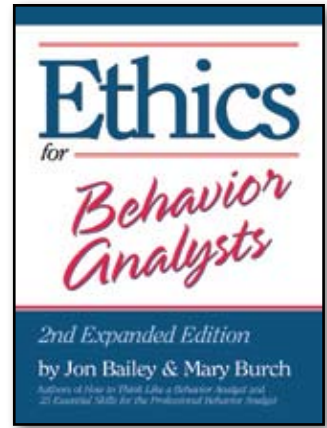
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Originally published in 2005, this second, expanded edition of *Ethics for Behavior Analysts* provides readers with a valuable resource in preparing behavior analysts for the difficult task of providing quality services. Specifically, this book is 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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John M. Kline, Georgetown University, USA

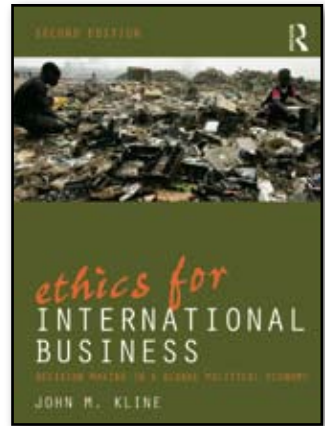
The newly-updated version of this groundbreaking textbook continues to provide a topical and relevant analysis of the ethical dimensions of conducting business in a global political economy. From a starting point of applied ethics, the book introduces a common set of normative terms and analytical tools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



### CONTENTS

Preface 1. The Value Foundation for a Global Society 2. Ethics and International Business 3. Human Rights Concepts and Principles 4. Political Involvements by Business 5. Foreign Production Process 6. Product and Export Controls 7. Marketing Motives and Methods 8. Culture and the Human Environment 9. Nature and the Physical Environment 10. Business Guidance and Control Mechanisms 11. Deciding Ethical Dilemmas APPENDIX Glossary Further Reading

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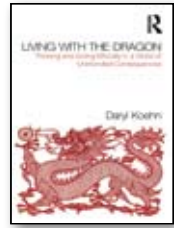
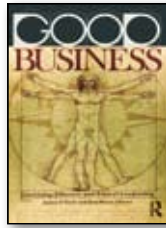
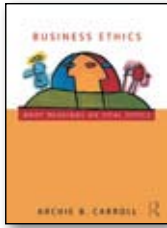
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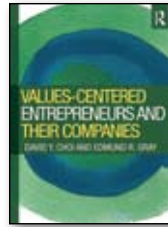
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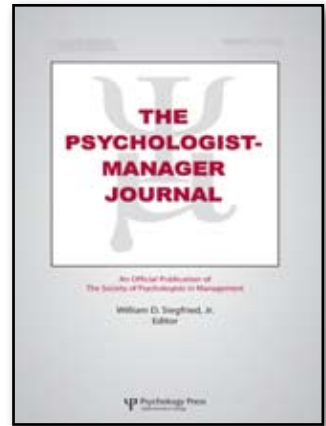
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