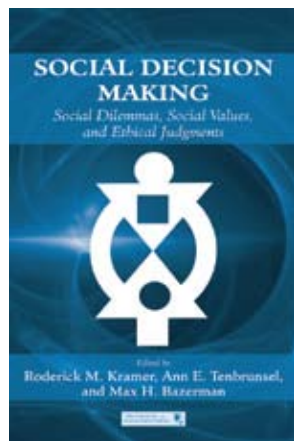
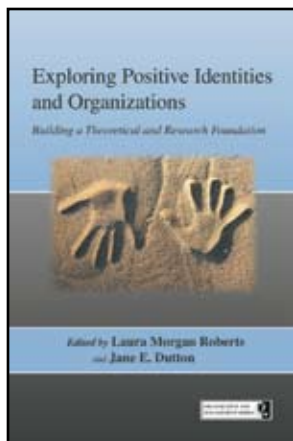


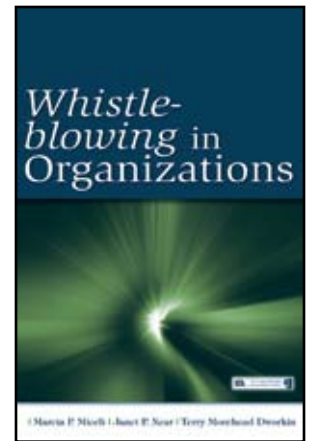
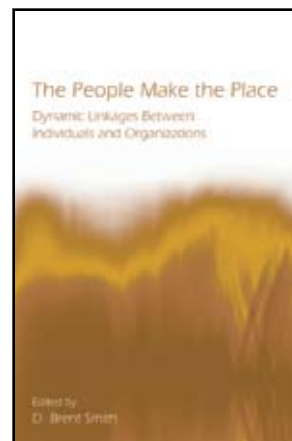
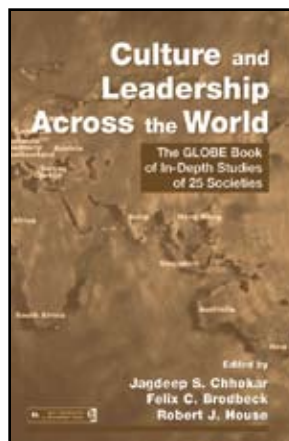
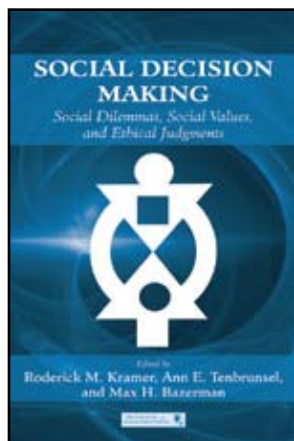
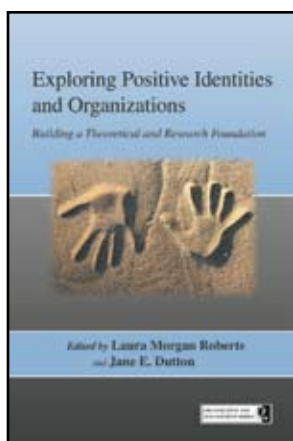
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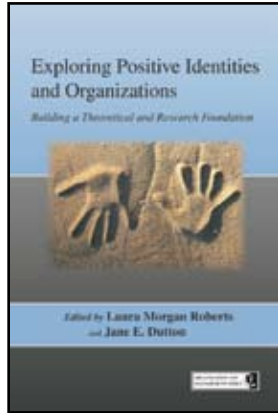
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Exploring Positive Identities and Organizations

Building a Theoretical and Research Foundation

Laura Morgan Roberts, Harvard Business School, USA
Jane E. Dutton, University of Michigan, USA



"... The editors are highly respected well known scholars. They have clearly put a great deal of thought and planning into the volume, and have invited a strong mix of contributors. I particularly like the diverse range of contributors-not only with regard to the area of expertise but also with regard to the country of origin. It's very international. I think the people they have selected as commentators are excellent choices." - **Steve Blader, New York University**

In the new world of work and organizations, creating and maintaining a positive identity is consequential and challenging for individuals, for groups and for organizations. New challenges for positive identity construction and maintenance require new theory.

The volume is designed to accomplish three objectives:

- To establish Positive Identities and Organizations as an interdisciplinary, multi-level domain of inquiry
- To integrate a focus on Positive Identity with existing theory and research on identity and organizations
- To map out a vibrant new research territory in organizational studies .

A unique feature of this volume is that it brings together explorations of identity from multiple levels of analysis: individual, dyadic, group, organization and community. Commentary chapters integrate the chapters within each level of analysis, illuminate core themes and unearth new questions. It will appeal to an international community of scholars in Management, Psychology, and Sociology, as well as practitioners who seek to generate positive identity-related dynamics, states and outcomes in work organizations.

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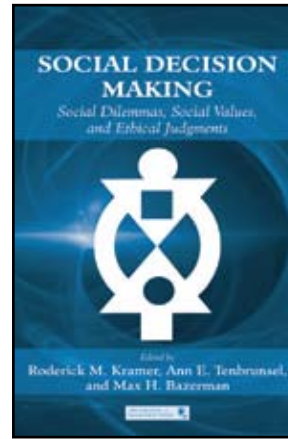
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Social Decision Making

Social Dilemmas, Social Values, and Ethical Judgments

Roderick M. Kramer, Stanford University, USA, Ann Tenbrunsel, University of Notre Dame, USA and **Max H. Bazerman**, Harvard University, USA



"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 excellent volume brings together some of the work of David Messick's collaborators, colleagues and former students. It is truly an honor to have known him and to count myself among those who were influenced by his research. Few social psychologists have the kind of sustained impact that marks Messick's work from equity theory, social motivation and social dilemmas, to ethics and the pragmatics of organizational leadership. His career of scholarship has influenced many subsequent leaders in social psychology and organizational behavior. He leaves a large footprint in our field and a solid path for others to follow." - **Karen S. Cook, Professor of Sociology, Stanford University**

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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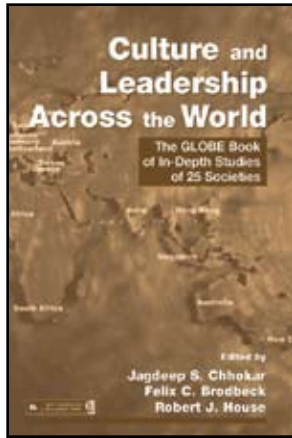


Winner of the APA International Division Book Award!

Culture and Leadership Across the World

The GLOBE Book of In-Depth Studies of 25 Societies

Jagdeep S. Chhokar, Indian Institute of Management, Ahmedabad. **Felix C. Brodbeck**, Aston University, UK and **Robert J. House**, University of Pennsylvania, USA (Eds.)



"Globe I was the Manhattan project linking culture and leadership. It focused mostly on quantitative analyses of data from 61 countries. This volume focuses on qualitative data from 25 of those countries. Based on focus group responses, in-depth ethnographic interviews, conceptions of outstanding leadership found in the media, participant observations and unobtrusive measurements from each of these countries, it provides rich data about conceptions of leadership that are universal (e.g., the leader is inspirational), and some are culture specific (e.g., invests in the future). The culture specific are emphasized more or less in different countries and cultural regions (defined by location, language and religion). The volume will be extremely valuable to those who work or do business in one or more of the 25 countries discussed in the book" - **Harry Triandis, Professor Emeritus of Psychology and Labor**

and Industrial Relations, University of Illinois, Champaign-Urbana

This award winning book is the second major publication of GLOBE (Global Leadership and Organizational Behavior Effectiveness), a groundbreaking, large-scale project on international management research featuring contributions from nearly 18,000 middle managers from 1,000 organizations in 62 countries, perhaps the largest project of its kind ever undertaken. This volume effectively presents a complex collection of global research addressing the culture of particular countries, leadership qualities within those countries, and recommendations on how managers should conduct business in countries other than their own.

A massive effort with a cross-cultural focus and broad international appeal, this book explores: how leadership is conceptualized and enacted in its cultural milieu, quantitative data including middle manager questionnaires, unobtrusive measurement, and participant observation data, qualitative research from interviews, focus groups, and media analyses, and theoretical and methodological pitfalls that arise in the effort to develop universal management theories.

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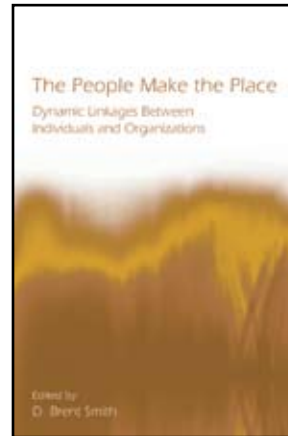
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The People Make the Place

Dynamic Linkages Between Individuals and Organizations
D. Brent Smith, London Business School, UK



"Ben Schneider's ASA theory of organizational dynamics is an insightful and deceptively profound alternative to the structural models of organizations provided by sociology and economics. Even better, the data show that it's true." - **Robert Hogan, Hogan Assessments**

This volume, in honor of Ben Schneider, highlights his work on the Attraction-Selection-Attrition (ASA) model of organizational behavior which has become one of the most important models in the history of Personnel Psychology. The central tenet of the ASA model is that people matter. Although organizational structure processes, and climate and culture are important, they are fundamentally a reflection of the unique collection of people who populate an organization.

This edited volume of original scholarly contributions will add insight to the many implications of Schneider's thinking on the ASA model and organizational climate.

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Handbook of Research in International Human Resource Management

Michael M. Harris, University of Missouri, USA (Ed.)



"The chapters in this important volume reflect in-depth, nuanced treatments of the most challenging issues that International Human Resource Management scholars face. Each chapter is thoroughly documented, and identifies the kinds of challenging questions that will define IHRM research for years to come." - **Wayne F. Cascio, University of Colorado at Denver and Health Sciences Center, USA**

This Handbook provides a sophisticated, in-depth examination of research in international human resource management (IHRM). Editor Michael M. Harris compiles research in IHRM that is otherwise fragmented across numerous journals and conducted from several different approaches. In so doing, Harris recommends new directions and hypotheses to guide future researchers.

This well-organized and much needed volume explores topics ranging from how to conduct international human resource management using both qualitative and quantitative methods, to defining "culture," employee selection, performance management, union-management relations, and careers.

Distinguished scholars discuss:

- national culture and cultural effects
- methodological issues in IHRM
- international performance management and appraisal
- international compensation
- international labor relations
- expatriate management.

Handbook of Research in International Human Resource Management is a timely reference for all professors, graduate students, and advanced practitioners in the rapidly growing area of human resource management whose work is conducted in an international context, and can be used in courses on international business, international human resources, and IO psychology.

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Whistle-Blowing in Organizations

Marcia P. Miceli, Georgetown University, USA. **Janet Pollex Near** and **Terry M. Dworkin**, Indiana University, USA



"Human life in increasingly lived in organizations and the project of enforcing proper conduct by these organizations falls significantly on employees. The study of whistle-blowing, while in its infancy, has the potential to make significant contributions to the quality and fate of the latest chapter in the human project. Whistle-Blowing in Organizations provides an important benchmark for students of this area by providing a synthesis of the very latest research on the varieties, foundations, consequences and effectiveness of whistle-blowing. The potential contributions of this field for understanding and improving human life are immense. And Whistle-Blowing in Organizations sets us solidly on a path toward realizing those goals." - **Randy Hodson, Ohio State University, Editor, American Sociological Review**

"The book is crammed full of valuable information about the current state of research and leading edge thinking on the subject of whistle blowing in organizations. It has potential to be the definitive scholarly handbook on the subject." - **William A. Wines, Missouri Western State University**

This is a research-based book on whistle-blowing in organizations. The three noted authors describe studies on this important topic and the implications of the research and theory for organizational behavior, managerial practice, and public policy. In the past few years there have been critical developments, including corporate scandals, which have called public attention to whistle-blowing and have led to the first comprehensive federal legislation to protect private sector whistle-blowers (the Sarbanes-Oxley Act). This book will be the first to integrate these new developments in an analytic and empirically grounded approach to whistle-blowing in organizations.

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Identity and the Modern Organization

Caroline A. Bartel, University of Texas at Austin, USA, **Steven Blader**, New York University, USA and **Amy Wrzesniewski**, Yale University (Eds.)



Identity and the Modern Organization presents a lively exchange of ideas among psychology and management scholars on the realities of modern organizational life and their effect on the identities that organizations and their members cultivate. This book bridges the domains of psychology and management to facilitate a multi-disciplinary, multi-level integration of theory and research on identity processes.

The volume highlights answers to important questions raised by shifting organizational forms and arrangements, such as:

- How are identity processes affected by, and how do they affect, the motivations of individuals and organizations?
- How do identity and identification shape the social processes that unfold between individuals and groups?
- How do strong versus weak contexts affect identity

processes as the boundaries of organizations and social categories within them become more permeable?

An effective tool for understanding a wide variety of organizational phenomena, this book is intended for scholars and students in the fields of management, organizational theory, organizational behavior, social psychology, and industrial/organizational psychology.

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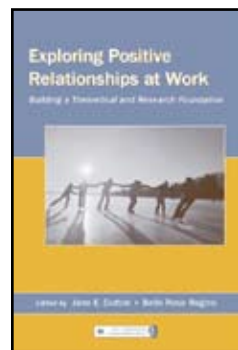
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Exploring Positive Relationships at Work

Building a Theoretical and Research Foundation

Jane E. Dutton, University of Michigan, USA and **Belle Rose Ragins**, University of Wisconsin/Milwaukee, USA (Eds.)



"The flourishing positive scholarship movement attempts to shift from models that focus on 'what is wrong' to 'what is right'. Exploring Positive Relationships at Work adds a critical new area of inquiry to this movement. Weaving together different disciplines, levels of analysis and perspectives, this book will change the way we think about relationships in organizational life." - **Leslie Perlow, Harvard Business School**

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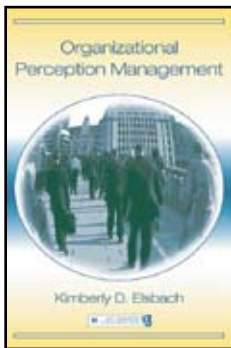
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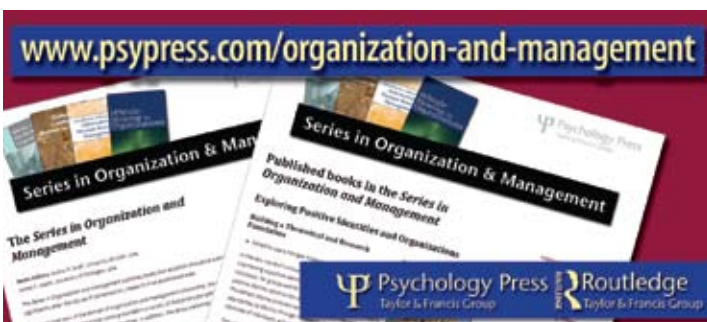
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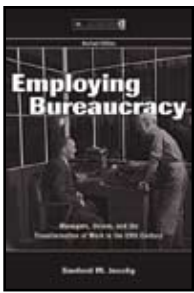
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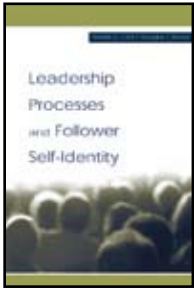
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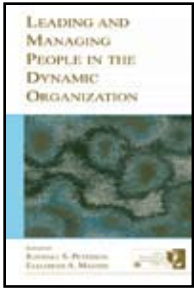
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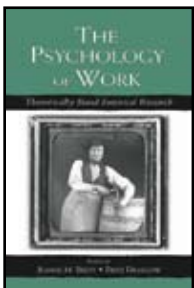
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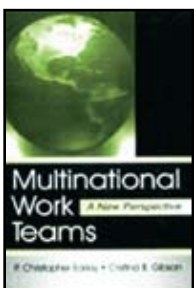
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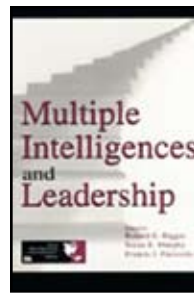


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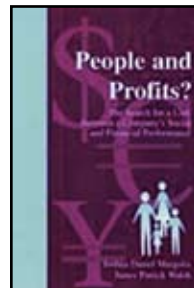
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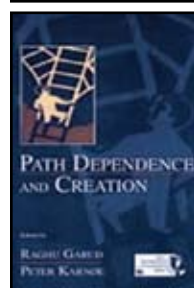
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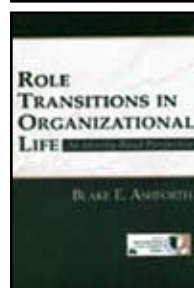
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