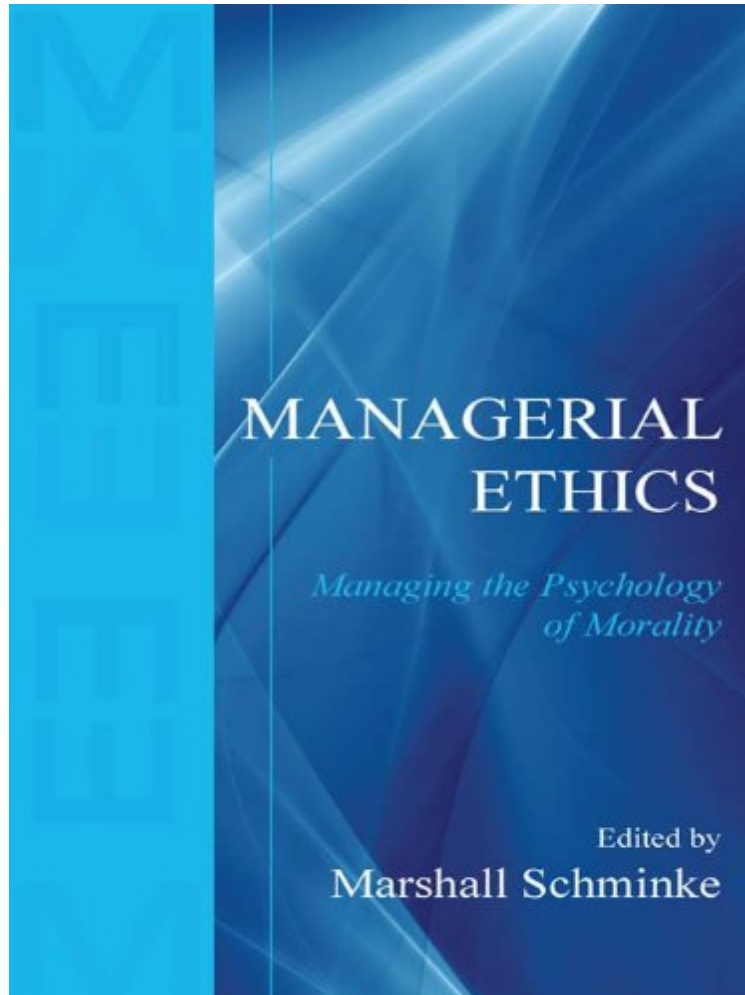


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## Managerial Ethics: Managing the Psychology of Morality

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This book combines 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.

"Of all the topics studied by management scholars few shed as much light on the dynamics of today's

organizations as Managerial Ethics. Professor Schminke's book highlights the latest advances in this area by compiling contributions from leading behavioral ethics researchers - experts who share insight into such contemporary themes as ethical leadership, corporate character, and corporate social responsibility. For stimulating conversations about when, why, and how people engage in ethical and unethical behavior in the workplace, this book will be invaluable." - Jerald Greenberg, RAND Corporation "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 behaviour. 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 behaviour 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 Stony Brook, USA "While the diversity of the business ethics field is a source of its richness, lack of integration impedes the field's progress and its promise. With its message of "reflect and connect," Managerial Ethics moves the field forward toward a contribution that integrates disparate disciplines as well as scholarship and practice. Our current times call for this approach and Managerial Ethics answers that call excellently." - Ann K. Buchholtz, Terry School of Business, University of Georgia, USA "Managerial Ethics: Managing the Psychology of Morality provides management faculty members and dedicated business ethics students with a wonderful compendium of scholarly contributions by well-established academic scholars. The attention to the psychology of morality is often neglected yet this work emphasizes important advances in our understanding of why good people do bad things and how society or organizations might correct these indiscretions. This work not only investigates the frameworks, approaches and discoveries advanced by past behavioral research scholars, but also provides a roadmap of how businesses and business executives might better navigate the ethical paths they face by comparing and contrasting the works offered by the leading scholars of our time." - James Weber, Professor of Management and Business Ethics, Duquesne University, USA "This collection brings together diverse perspectives on business ethics and, in doing so, offers new insights and information for today's managers and students. The examination of business ethics from multiple levels - the organization, top management, and individuals - will serve as an excellent foundation for anyone interested in understanding the intersection of business and ethics." - Ann Tenbrunsel, Department of Management, Mendoza College of Business, Notre Dame University, USA "Managerial Ethics is a refreshing collection of articles on business ethics through the lens of culture, leadership, and normative and behavioral ethics. Whether you are an academic or an intellectually curious manager, this book will give you new insights into business ethics and how to manage it. Two articles in the collection deserve special mention. First, Mayers's discussion of how business ethics research goes awry by focusing too much on identifying and preventing unethical behavior. Instead, he argues we should focus on how to build healthy, productive organizations. Other articles in the book show how we might follow his advice. Second, Schminke and Caldwell's concluding essay gives an excellent survey of different approaches to ethical decision-making and makes a convincing case for the garbage can method. Not only does this concluding essay provide a framework to unify the previous articles, but also articulates a rational approach to dealing with the non-rational elements of decision-making. This is state of the art material that will advance our field." - John W. Dienhart, The Frank Shrontz Chair of Business Ethics, Seattle University, USA About the Author Marshall Schminke has a PhD from Carnegie Mellon in Industrial Administration and Organizational Theory. He is presently Professor of Management at University of Central Florida. He teaches Organizational Behavior, Organization Theory and Design, Leadership and Business Ethics. He and his wife Maureen Ambrose attend SIOP each year, and do research in the area of overall justice judgements in organizational research. He is (2006-present) the Associate Editor of Business Ethics Quarterly and is on the Editorial Board of the Journal of Management (2005-present).