

Applied Psychology Series

Values and Ethics of Industrial-Organizational Psychology

THIRD EDITION

20th
Anniversary
Edition



Joel Lefkowitz

ROUTLEDGE


Ethics And Values In Industrial Organizational Psychology Applied Psychology Series

William C. Frederick



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Ethics and Values in Industrial-Organizational Psychology Joel Lefkowitz, 2003-10-17 Ethics and Values in Industrial Organizational Psychology is one of the first books to integrate work from the fields of moral philosophy moral psychology IO Psychology and political and social economy as well as business It sets out to provide a framework for moral action and presents practical models for ethical decision making It can serve as a textbook for ethics courses at the graduate and doctoral level in organizational psychology organizational behavior marketing and human resource management It will be a resource to anyone interested in ethics and standards in psychology and business *Values and Ethics of Industrial-Organizational Psychology* Joel Lefkowitz, 2023-03-07 This foundational text was one of the first books to integrate work from moral philosophy developmental moral psychology applied psychology political and social economy and political science as well as business scholarship Twenty years on this third edition utilizes ideas from the first two to provide readers with a practical model for ethical decision making and includes examples from I O research and practice as well as current business events The book incorporates diverse perspectives into a framework for taking moral action based on learning points from each chapter Examples and references have been updated throughout and sections on moral psychology economic justice the replicability crisis and open science have been expanded and the radical behavioral challenge to ethical decision making is critiqued In fifteen clearly structured and theory based chapters the author also presents a variety of ethical incidents reported by practicing I O psychologists This is the ideal resource for Ethics and I O courses at the graduate and doctoral level Academics in Organizational Behavior and Human Resource Management will also benefit from this book as well as anyone interested in Ethics in Psychology and Business **The Oxford Handbook of Justice in the Workplace** Russell Cropanzano, Maureen L. Ambrose, 2015-06-18 Justice is everyone's concern It plays a critical role in organizational success and promotes the quality of employees working lives For these reasons understanding the nature of justice has become a prominent goal among scholars of organizational behavior As research in organizational justice has proliferated a need has emerged for scholars to integrate literature across disciplines Offering the most thorough discussion of organizational justice currently available The Oxford Handbook of Justice in the Workplace provides a comprehensive review of empirical and conceptual research addressing this vital topic Reflecting this dynamic and expanding area of research chapters provide cutting edge reviews of selection performance management conflict resolution diversity management organizational climate and other topics integral for promoting organizational success Additionally the book explores major conceptual issues such as interpersonal interaction emotion the structure of justice the motivation for fairness and cross cultural considerations in fairness perceptions The reader will find thorough discussions of legal issues philosophical concerns and human decision making all of which make this the standard reference book for both established scholars and emerging researchers Ethics and Values in Applied Social Research Allan Kimmel, 1989 With the primary objective of

raising ethical sensibility this volume details the ethical problems and dilemmas faced by applied social science researchers Issues such as the use of deception the participant s right to privacy and informed consent and the potential harm of public disclosure are confronted The author discusses the need to review ethical problems and their implications in the context of current ethical standards in both society and the scientific community Case studies illustrate unanticipated ethical dilemmas which might emerge during a research project Issues are presented and interpreted clearly so that their complexity can be penetrated and potential solutions envisioned The volume also includes specific methodolo Handbook of Unethical Work Behavior Robert A. Giacalone,2012-09-10 Unethical behavior in the workplace affects countless people every year Workers in many organizations are subjected to insidious treatment such as harassment discrimination and bullying However most research and discussion of unethical business behavior has focused solely on its financial and legal effects and not on the health and well being of the individuals working for the organization This handbook has been crafted to address this gap It covers the widest possible range of organizational misbehaviors age race and gender discrimination abuse bullying aggression violence fraud and corruption all with an eye toward the effects on individual and organizational health and well being The Handbook is the first ever single source resource on this important topic *Handbook of Employee Selection* James L. Farr,Nancy T. Tippins,2013-09-13 The Handbook of Employee Selection summarizes the state of science and practice in the field of employee selection Chapters in this book cover issues associated with measurement such as validity and reliability as well as practical concerns around the development of appropriate selection procedures and implementation of selection programs Several chapters discuss the measurement of various constructs commonly used as predictors and other chapters confront criterion measures that are used in test validation Ethical and legal concerns are dealt with in another set of chapters and highlight the concerns of the employer as well as the test taker and the psychologist responsible for the testing program Final sections of the book include chapters that focus on testing for certain types of jobs e g blue collar jobs supervisory jobs and describe important milestones in the development of selection programs **A New Science of Suffering, the Wisdom of the Soul, and the New Behavioral Economics of Happiness: Towards a General Theory of Well-being** Paul T. P Wong,Lok Sang Ho,Richard Gregory Cowden,Claude-Hélène Mayer,Fan Yang,2023-10-24 New developments in positive psychology have evolved into the 2nd and 3rd waves going beyond the individual and positive focus towards complex systems multi cultures and the existential positive psychology of transcending suffering The present project aims at developing a general theory of well being that integrates all the above changes as the new frontier of positive psychology At a time when humanity is threatened by all kinds of existential crises from climate change to nuclear war from ideological polarization to a widening income gap we need to develop a big picture theoretical framework showing that happiness is not just for those living in peace and prosperity but also for those struggling in dire poverty and war ravaged countries like Ukraine not just for the self but also for others not just for the present but also for future generations This

broader approach towards wellbeing opens up new vistas for research and interventions *Bibliographic Index* ,2006

Subject Guide to Books in Print ,1995 *Psychology Applied to Work* Paul M. Muchinsky,1993 Noted in earlier editions for its careful balance between practice and science this new edition continues to demonstrate how psychological research contributes to an understanding of behavior in the workplace The book integrates the latest scientific findings and topics into its proven presentation to provide students with a comprehensive and interesting introduction to the field The author uses humor and an engaging first person style as he illustrates how psychological concepts and principles are applied to the world of work Muchinsky s hands on style gets students involved in research concepts and principles He consistently uses both personal and work environment examples and includes a variety of pedagogical devices to help students develop an understanding of both the practice and the science of the field Publisher s description **Forthcoming Books** Rose

Army,2003-04 **International Directory of Business and Management Scholars and Research: Lor-Z, indexes**

Deanna LaValle,1995 *Empirical Studies of Business Ethics and Values* William C. Frederick,1987 *Green Human Resource Management in Chinese Enterprises* Jie Shen,Jenny Dumont,Xin Deng,2019-11-26 Corporate social responsibility CSR and particularly environmental management has now become a global social norm As the largest developing economy in the world China is currently a major environmental polluter This book examines how Chinese enterprises including both indigenous firms and foreign owned organizations operating in China utilize human resource management HRM to conduct environmental management i e green HRM also referred to as environmentally friendly HRM Green HRM integrates HRM with environmental management and is implemented by firms to realize corporate green strategies by providing opportunities and motivating employees to become involved in environmental activities This book explores how green recruitment and selection green training green performance management and green pay and rewards are managed in Chinese enterprises and how green HRM affects organizational green and non green workplace behaviors It enriches the current literature on green HRM practices and measures It also advances our understanding of employee organizational behavioral consequences of green HRM which is an emerging and understudied field of research As such this book offers practical implications on how to elicit desirable employee green and non green workplace behaviors through green HRM policies and practices This book will appeal to anyone interested in learning more about green HRM practices and the social and psychological processes through which green HRM influences employees promotes green workplace behaviors and improves a firm s environmental performance *The American Psychologist* ,2007-10 Includes proceedings of the 54th 55th annual meetings of the association 1946 47 and proceedings of meetings of various regional psychological associations

American Book Publishing Record ,2005 **The Publishers' Trade List Annual** ,1977 *Whitaker's Books in Print* ,1998 **Core Concepts of Organizational Behavior** John R. Schermerhorn, Jr.,John R. Schermerhorn,James G. Hunt,Richard N. Osborn,2004 A brief introduction to organizational behaviour that tackles the issues facing today s

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