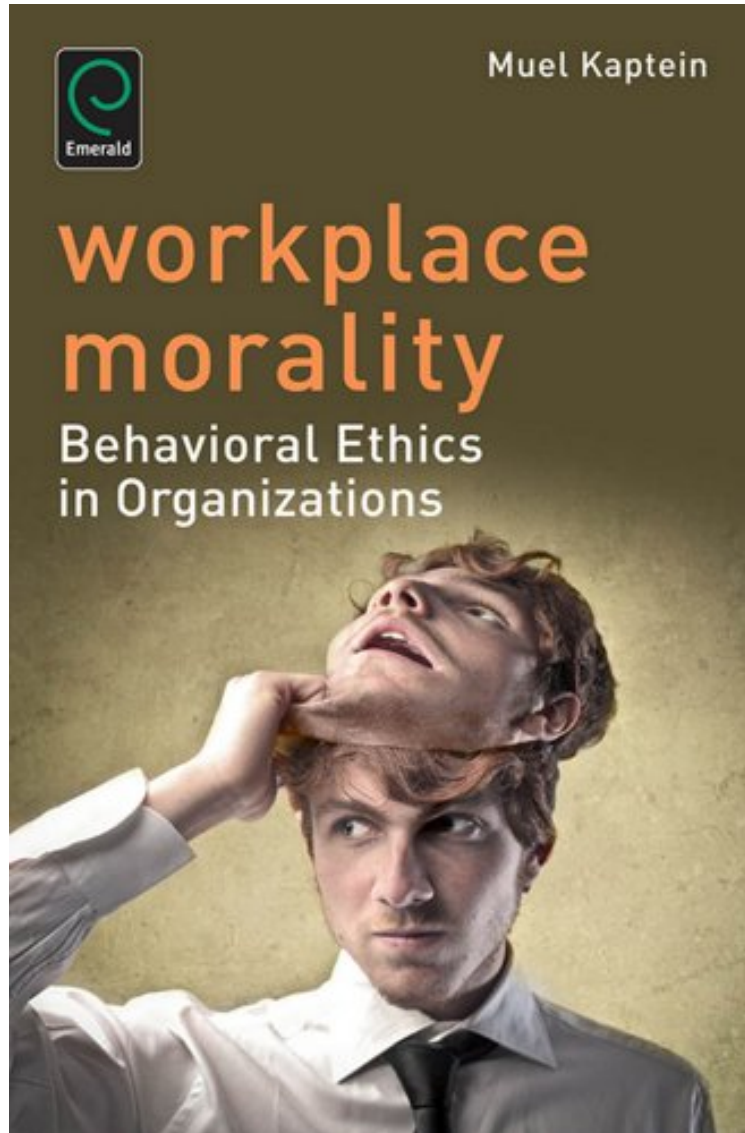


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Workplace Morality: Behavioral Ethics in Organizations (0)

Prof Muel Kaptein

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Prof Muel Kaptein : Workplace Morality: Behavioral Ethics in Organizations (0) before purchasing it in order to gauge whether or not it would be worth my time, and all praised Workplace Morality: Behavioral Ethics in Organizations (0):

0 of 0 people found the following review helpful. Humans are basically good, but need some help in building an ethical workplace environment. By Michael J. McKay Very good presentation on what it takes to build an ethical life and profession. This resource draws on social science to inform us about factors in the workplace that influence behavior for good or ill making us all more alert to achieving business excellence. 0 of 0 people found the following

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Why do honest and decent employees sometimes overstep the mark? What makes managers with integrity go off the rails? What causes well-meaning organizations to deceive their clients, employees and shareholders? Social psychology offers surprising answers to these intriguing and timely questions. Drawing on scientific experiments and examples from business practice, Muel Kaptein discusses why good people sometimes do bad things and how they rise above this behavior. He explains why cheats wear sunglasses, why overstepping the mark could be a good thing, how a surplus of rules creates offenders and why we should be suspicious of colleagues who wash their hands after meetings.

Kaptein's book goes straight to the shortlist of the 'Management Book of the Year' election early next year, and is a contender for the title --Management Team (The Netherland's most read management magazine)Kaptein examines an aspect of workplace ethics he finds both 'intriguing' and 'frightening' - why seemingly good people and organizations develop bad behaviors. Writing from a social psychology perspective, Kaptein lays the foundation for examining the behavior of individuals and organizations, discussing topics such as people's moral nature and environmental influences on behavior within organizations. He then examines seven factors influencing workplace behavior: clarity within the organization on desirable and undesirable behavior; role-modeling by management; achievability of goals, tasks, and responsibilities; commitment by directors, managers, and employees; transparency of behavior; openness to discussion; and enforcement, using both positive and punitive tactics, of the behavior standards. The text draws on both classic and recent laboratory and field experiments, and their application to current developments, issues and challenges; at least one experiment is discussed in each of the 52 chapters. The final chapter presents an experiment demonstrating how people deal with ethical dilemmas by employing a combination of the seven factors. The text will be informative for organizational managers, management students, and researchers; while academic, it would also be accessible to interested general readers. Distributed in North America by Turpin Distribution. --Annotation copy;2014 Ringgold Inc. Portland, OR (protoview.com)Surprisingly engaging ... this work will enlighten businesspeople about the ethicality of their own and others' behaviors ... it will benefit students and lay audiences as well as experts. Recommended. --M. R. Hyman, New Mexico State University for Choice Magazine, June 2014 (vol. 51, no. 10)Professor Kaptein has written a very intelligent account of what I would call the 'social psychology of ethical dilemmas'. The short and concise chapters not only give abundant illustrations of why people do bad things (the moral dimension), but also include creative experiments through which some of these behaviorist dilemmas can be realistically managed (the practical dimension). A stimulating and thought-provoking read! --Rob van Tulder, Professor of International Business-Society Management, RSM Erasmus University RotterdamThe book provides clear insight into the why of unethical behavior. --IntermediarVivid examples from practice and well-founded by many social-psychological experiments..... an interesting and entertaining book. --NRC NewspaperDr. Muel Kaptein gives an astute summation of the scientific literature that evaluates how different surroundings can affect decision making --Gregory Ciotti, Huffington PostI loved the book. It is up-to-date, easy and quick to read, accessible to students, brings relevant social psychology and cognitive science material to practical application in Business Ethics. It is very good for ethics at work themes and takes seriously both individual character and the workplace environment as contexts influencing ethical behavior and decision-making. The organization of the book into 7 social factors at work provide a well structured manner to present the research findings relevant to each factor. Finally, the book is positive, practical and accessible for the undergraduate college student and lends itself to discussion and application by the teacher. --Lecturer Michael McKay, Rady School of Management, University in San Diego, California, USAAbout the AuthorMuel Kaptein is a Professor of Business Ethics and Integrity Management at the Rotterdam School of Management, Erasmus University in the Netherlands. He is also a partner at KPMG where he helps organizations in developing and auditing their integrity.