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• NONRATIONAL ASPECTS OF ORGANIZATIONAL DECISION MAKING

Debating Rationality Nonrational Aspects Of Organizational Decision Making

Barry Staw, Roderick M Kramer



Debating Rationality Nonrational Aspects Of Organizational Decision Making:

Debating Rationality Jennifer J. Halpern, Robert N. Stern, 1997 Debating Rationality is a terrific collection of essays written by an obviously first rate set of scholars Several recent books have attempted to make similar points but this volume pushes the ideas in new directions rather than simply restating what are now established themes Roderick M Kramer co author of Trust in Organizations Decision makers strive to be rational Traditionally rational decisions maximize an appropriate return The contributors to this book challenge the common assumption that good decisions must be rational in this economic sense They emphasize that the decision making process is influenced by social organizational and psychological considerations as well as by economic concerns Relationships time pressure external demands for specific types of performance contractual expectations human biases and reactions to unfair treatment alter the decision making context and the resulting decision outcomes *Debating Rationality* Jennifer J. Halpern, Robert C. Stern, 2018-10-18

Decision makers strive to be rational Traditionally rational decisions maximize an appropriate return The contributors to this book challenge the common assumption that good decisions must be rational in this economic sense They emphasize that the decision making process is influenced by social organizational and psychological considerations as well as by economic concerns Relationships time pressure external demands for specific types of performance contractual expectations human biases and reactions to unfair treatment alter the decision making context and the resulting decision outcomes

Operational Decision-making in High-hazard Organizations Jan Hayes, 2017-09-18 This book takes a fresh look at safety decision making by documenting and examining stories told by front line managers in three different high hazard industries a chemical plant a nuclear power station and an air navigation service provider From Piper Alpha to Deepwater Horizon accident analysis has stressed the importance of excellent decision making by those in charge out in the field Organizations rely critically on the judgement and experience of such senior operations personnel and yet these qualities are undervalued in a business environment that emphasises documentation and measurement Whilst operational managers are guided by rules they also draw on their own long experience and can formulate a situation specific line in the sand to apply the experience of the operating team to complex real world situations that rule writers may not have foreseen This volume refocuses our attention on the people who make these important decisions and the organizational processes that support the best choices Jan Hayes uses her multi disciplinary experience to draw together an account of safety decision making that is both technically robust and yet accessible to academics practitioners and regulators alike Readers will see that the stories retold in this book provide a way for operational managers to share their knowledge experience and expertise with each other and with us **The Handbook of Organizational Economics** Robert Gibbons, John Roberts, 2013 E book available via MyiLibrary In even the most market oriented economies most economic transactions occur not in markets but inside managed organizations particularly business firms Organizational economics seeks to understand the nature and workings of

such organizations and their impact on economic performance The Handbook of Organizational Economics surveys the major theories evidence and methods used in the field It displays the breadth of topics in organizational economics including the roles of individuals and groups in organizations organizational structures and processes the boundaries of the firm contracts between and within firms and more *Mastering Public Administration* Brian R. Fry, Jos C.N. Raadschelders, 2013-01-15 In *Mastering Public Administration* each chapter spotlights a significant theorist in the field covering his/her life research writings and impact introducing the discipline's most important scholarship in both a memorable and approachable manner The combination of biographical narrative with explanation and analysis makes abstract theories understandable while showing how subject scholars relate to each other in their work providing much needed context The book's chronological organization shows the evolution of public administration theory over time With the new edition the authors will be adding mini chapters that link contemporary scholars and their research to the seminal literature

Research in Organizational Behavior Barry Staw, Roderick M Kramer, 2002-12-03 The chapters in this collection address a variety of concerns in organizational theory ranging from the evolution of organizations and cross cultural analyses of managerial behavior to the micro sociology of knowledge brokering within organizations and the etiology of organizational messes Swaminathan examines resource partitioning theory an important theoretical perspective in population ecology The next three chapters broadly construed address issues of organizational innovation learning and adaptation in complex environments The next contribution by John Carroll Jenny Rudolph and Sachi Hatakenaka examines how high hazard organizations learn from experience As with all organizations high hazard organizations such as nuclear power plants and chemical plants attempt to learn from experience in order to improve performance and of course to avoid catastrophic failure Unlike many other kinds of organizations however failure to learn from prior experience especially with respect to learning effectively from errors and mishaps can prove extremely costly and even fatal Hence these organizations must balance between learning and control and must do so under conditions of considerable oversight and scrutiny provocative analysis of the role disorganization plays in organizational life The two following chapters in this volume provide important overviews of theory and research on classic phenomena within organizational theory followed by original theoretical syntheses Robert Baron's chapter then undertakes a fresh and useful examination of the burgeoning literature on entrepreneurship and the two final chapters in the volume examine essential issues related to our understanding of organizations and the cultural environments in which they are embedded

Global Conflict Resolution Through Positioning Analysis Fathali M. Moghaddam, Rom Harré, Naomi Lee, 2007-11-15 Positioning theory is the study of the nature formation influence and ways of change of local systems of rights and duties as shared assumptions about them influence small scale interactions Evolving from linguistics origins the theory concerns conventions of speech and action that are labile contestable and ephemeral With this theory researchers are able to examine the dynamic flow of social interaction as well as give equal weight to the role of discourse and the

psychological resolution of conflict This volume applies positioning theory in order to achieve a fuller and more in depth understanding of conflict and its psychological resolution The editors approach positioning from the micro interpersonal level all the way to the macro intergroup and international level **Developments in Work and Organizational Psychology**

Manfusa Shams,Paul Jackson,2005-12-01 Aims to present analyses of some major developments in work and organisational psychology with a focus on international business and management This book deals with such topics as globalization international business negotiations cross cultural communication entry strategies doing business in different regions and future trends Research Handbook on the Economics of Intellectual Property Law Ben Depoorter,Peter Menell,David

Schwartz,2019 Both law and economics and intellectual property law have expanded dramatically in tandem over recent decades This field defining two volume Handbook featuring the leading legal empirical and law and economics scholars studying intellectual property rights provides wide ranging and in depth analysis both of the economic theory underpinning intellectual property law and the use of analytical methods to study it **The Ideological Foundations of Qing Taxation**

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Folger,Robert Folger,Russell Cropanzano,1998-04-09 Why are some acts but not others perceived to be fair How do people who experience unfairness respond toward others held accountable for the unfairness This book reviews the theoretical organizational justice literature and explores how the research on justice applies to various topics in organizational behaviour including personnel selection systems performance appraisal and the role of fairness in resolving workplace conflict Organizational Justice and Human Resource Management considers justice in organizations within a new framework Fairness Theory which integrates previous work in this area by focusing on accountability for events with negative impact on material and psychological well being **Higher Education: Handbook of Theory and Research** John C.

Smart,2006-05-11 Published annually since 1985 the Handbook series provides a compendium of thorough and integrative literature reviews on a diverse array of topics of interest to the higher education scholarly and policy communities Each chapter provides a comprehensive review of research findings on a selected topic critiques the research literature in terms of its conceptual and methodological rigor and sets forth an agenda for future research intended to advance knowledge on the chosen topic The Handbook focuses on twelve general areas that encompass the salient dimensions of scholarly and policy inquiries undertaken in the international higher education community The series is fortunate to have attracted annual contributions from distinguished scholars throughout the world *Explorations in Organizations* James G. March,2008 This

collection of recent papers authored or co authored by James G March explores contemporary issues in the study of organizations **Improving Complex Systems Today** Daniel D. Frey,Shuichi Fukuda,Georg Rock,2011-07-09 As the main

theme of Improving Complex Systems Today implies this book is intended to provide readers with a new perspective on concurrent engineering from the standpoint of systems engineering. It can serve as a versatile tool to help readers to navigate the ever-changing state of this particular field. The primary focus of concurrent engineering was at first on bringing downstream information as far upstream as possible by introducing parallel processing in order to reduce time to market and to prevent errors at a later stage which would sometimes cause irrevocable damage. Up to now numerous new concepts, methodologies and tools have been developed but over concurrent engineering's 20-year history the situation has changed extensively. Now industry has to work in the global marketplace and to cope with diversifying requirements and increasing complexities. Such globalization and diversification necessitate collaboration across different fields and across national boundaries. Thus the new concurrent engineering calls for a systems approach to gain global market competitiveness.

Improving Complex Systems Today provides a new insight into concurrent engineering today. Performance and Progress Subramanian Rangan, 2015. The prevailing aspiration of business is performance while that of society is progress. Capitalism, both the paradigm and practice, sits at the intersection of these dual aspirations and the essays in this volume explore its fraught status there. Contributions to this volume address questions such as: i) what's the problem with capitalism; ii) is the problem just with the practice or with the very paradigm; iii) what is progress and who is responsible for it; iv) what evolution is required at the individual system and paradigm level so that enterprises and the executives who lead them may better integrate performance with progress; and v) whither consumers, employees and investors in this evolution. The book offers perspectives from two distinct intellectual domains: social science and philosophy. Scholars in social science, including economics, management and sociology, tend to study performance. Ideas of progress, on the other hand, tend to fall more under the purview of philosophers, in particular social and political philosophers. Further to obtain an insider's view on practice and possibilities, the volume includes essays from a handful of thoughtful business leaders. Research should consider not just how to make sustainability profitable but also how to make profitability and the modern economic system sustainable. If we are to better comprehend why the world is in protest to reflect on progress or dilemmas of trust, we must appreciate the tenuous assumptions of modern microeconomics and markets and hear from modern philosophers about the basis and limits of rationality.

The Boundaryless Career Michael B. Arthur, Denise M. Rousseau, 2001-07-26. Organizational restructuring and global hypercompetition have revolutionized careers and destroyed the traditional blueprint for advancement and career success. This book details the new forms work takes in the new organizational era where worker mobility has become critical to the well-being and learning of both people and firms. The Boundaryless Career approaches the new principle of the boundaryless career in five directions. The first section helps the reader explore the nature of boundaryless careers by highlighting some of their essential elements. The second section turns to competitive advantage and the role of workers' knowledge. The third section concentrates on the role of the social structure in the organizing of work. The fourth section

turns to focus on how boundaryless careers affect personal development and growth The fifth section addresses the demands boundaryless careers create for schools communities and other social institutions Introductory and concluding chapters by the editors offer frameworks for conceptualizing careers now and in the future The Boundaryless Career provides a conceptual map of new career and employment forms to the prospective benefit of people making career choices companies re crafting human resource practices schools and universities re considering their roles and policy makers concerned with regional or national competitiveness It will be essential reading for scholars in a range of social science disciplines spanning themes of economics management education organizational behavior and the psychology and sociology of work It will also appeal broadly to free thinkers interested in the changing nature of careers and employment as both people and firms tackle the realities of increasingly open markets and global competition

Handbook of Contemporary Behavioral Economics Morris Altman, 2015-01-30 At a time when both scholars and the public demand explanations and answers to key economic problems that conventional approaches have failed to resolve this groundbreaking handbook of original works by leading behavioral economists offers the first comprehensive articulation of behavioral economics theory Borrowing from the findings of psychologists sociologists political scientists legal scholars and biologists among others behavioral economists find that intelligent individuals often tend not to behave as effectively or efficiently in their economic decisions as long held by conventional wisdom The manner in which individuals actually do behave critically depends on psychological institutional cultural and even biological considerations Handbook of Contemporary Behavioral Economics includes coverage of such critical areas as the Economic Agent Context and Modeling Decision Making Experiments and Implications Labor Issues Household and Family Issues Life and Death Taxation Ethical Investment and Tipping and Behavioral Law and Macroeconomics Each contribution includes an extensive bibliography

Entrepreneurship in Biotechnology Martin Grossmann, 2012-12-06 Research and development of novel medicines for human therapy commonly takes over a decade before significant revenues from sales are forthcoming How can biotechnology companies be founded and grow successfully in an industry with such extended innovation processes The book investigates this problem and distinguishes three growth phases From incorporation and start up through collaborative R D with large pharmaceutical firms to value creation from R D pipelines to Public Offerings and product marketing In this book a dynamic simulation model for testing different decision making strategies is developed For each phase the author identifies decision rules that provide for successful corporate growth

Organizations, Civil Society, and the Roots of Development Naomi R. Lamoreaux, John Joseph Wallis, 2017-12 Includes bibliographic references and index

Public Governance and Leadership Rainer Koch, John Dixon, 2007-11-03 In this book internationally renowned scholars and practitioners elaborate on political as well as managerial questions e g how to make overriding Public Governance changes the guiding model for a now needed stronger strategic approach More specifically their focus is on how moves towards a re positioning as an enabling authority are to be made drivers for adapting

management systems across all levels In accordance with present developments the authors explain how changes in the overall governance structure have to be used to adapt leadership practices in a more output oriented or even entrepreneurial fashion Overall the underlying idea is to provide some further basics for a public sector type of a design oriented management science

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