

ANTISOCIAL BEHAVIOR IN ORGANIZATIONS



ROBERT A. GIACALONE
JERALD GREENBERG

Antisocial Behavior In Organizations

**Janice Langan-Fox, Cary L.
Cooper, Richard J. Klimoski**



Antisocial Behavior In Organizations:

Antisocial Behavior in Organizations Robert A. Giacalone, Jerald Greenberg, 1997 This intriguing new volume provides an understanding of the various forms of antisocial behavior in the workplace and how they can be identified and managed if not prevented altogether *Antisocial Behavior in Organizations* includes analysis of the role of frustration in antisocial behavior and discusses issues such as employee revenge aggression lying theft and sabotage Whistle blowing litigation and claiming are also explored as types of behavior that may be considered antisocial even though their stated goal is perhaps prosocial The book concludes by making connections between antisocial behavior and organizational climate addressing the need for modification in the workplace to reduce antisocial behavior Academics students and practitioners in the fields of management industrial organizational psychology sociology social psychology legal studies and criminal justice will appreciate this collection of original essays written by well respected experts

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Organizational Influence Processes Robert W. Allen, Lyman W. Porter, H.L. Angle, 2016-09-16 With more than two thirds fresh material this new updated edition of *Organizational Influence Processes* provides an overview of the most important scholarly work on topics related to the exercise of influence by individuals and groups within organizations In selecting articles for inclusion the editors were guided by the conviction that the most useful and interesting way to view organizational influence is to take a directional approach that is to consider the process from the perspective of downward lateral and upward influence They have organized the readings around this framework preceded by an introductory group of articles dealing more generally with the nature of influence processes and power The book includes both classic readings and the latest cutting edge research from some of the most respected experts writing in the field It will be equally useful for any upper level undergraduate or graduate course concerned with organizational behavior group behavior leadership or power and politics

Organizational Psychology Steve M. Jex, Thomas W. Britt, 2008-06-02 Thorough and up to date coverage of both the science and practice of organizational psychology This Second Edition reflects the latest developments and research in the field using a scientist practitioner model that expertly integrates multicultural and international issues as it addresses the most current knowledge and topics in the practice of organizational psychology Beginning with a foundation of research methodology this text examines the behavior of individuals in organizational settings and shows readers how psychological models can be used to improve employee morale productivity and quality of service Written in an accessible style that brings

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Organizational Psychology Second Edition thoroughly addresses the major motivational theories in organizational psychology and the mechanisms that organizations use to influence employees behavior

Managing Organizational Deviance Roland E. Kidwell, Christopher L. Martin, 2005 The success of an organization may be dependent on limiting the potential for deviant behavior and if necessary reacting to deviant behavior in a positive way *Managing Organizational Deviance* goes beyond questions of control to also consider ethical dimensions of conduct As a result it teaches students who will go on to inhabit organizations to become familiar with the ethical implications of deviant and dysfunctional behavior in addition to managing this behavior in an effective way

Research in Organizational Behavior B.M. Staw, R.I. Sutton, 2000-10-15 Volume 22 of *Research in Organizational Behavior* continues the tradition of innovation and theoretical development with eight diverse papers Most of these papers present theory and propositions that make linkages between different levels of analysis

Voice and Silence in Organizations Jerald Greenberg, Marissa S. Edwards, 2009-01-07 Are employees encouraged to speak up or to pipe down Do they share ideas openly or do they remain silent in ways that are hurtful to individuals and harmful to the functioning of their organizations This collection of 12 essays addresses these and related issues from a variety of scholarly perspectives

The Oxford Handbook of Personnel Psychology Susan Cartwright, Cary L. Cooper, 2008 The field of Personnel Psychology is broadly concerned with the study of individual differences and their consequences for the organization As human resource costs continue for most organizations to be the single largest operating cost 50 80% of annual expenditure achieving optimal performance from individual employees is of paramount importance to the sustained development and financial performance of any organization The Oxford Handbook of Personnel Psychology brings together contributions from leading international scholars within the field to present state of the art reviews on topical and emergent issues constructs and research in personnel psychology The book is divided into six sections DT Individual Difference and Work Performance DT Personnel Selection DT Methodological Issues DT Training and Development DT Policies and Practices DT Future Challenges While the Handbook is primarily a review of current academic thinking and research in the area the contributors keep a strong focus on the lessons for HR practitioners and what lessons they can take from the cutting edge work presented

Dysfunctional Behavior in Organizations Ricky W. Griffin, Anne O'Leary-Kelly, Judith M. Collins, 1998-08-25 These two volumes form the 23rd part in a series of monographs whose main topic of concern is that of organizational behaviour and industrial relations This part deals with dysfunctional behaviour in organizations

Organizational Behavior Linda K. Stroh, Gregory B. Northcraft, Margaret A. Neale, (Co-author) Mar Kern, (Co-author) Chr Langlands, 2003-04-02 This second edition is a revision of a successful reader in organizational behavior edited by Jerald Greenberg This volume describes the latest advances in the field of organizational behavior Each chapter is a description of what was what is and what will be as envisioned by leading researchers and experts Topics covered include affect stress self fulfilling prophecies diversity justice reputations deviant behavior conflict construct validity and cross cultural behavior The book concludes with a commentary chapter by Ed Locke a distinguished senior scholar who offers directions and guidance on the field s future This book will appeal to professors and scholars in industrial organizational psychology organizational behavior human resource management and social psychology It is an invaluable compendium reporting on the state of the science in a rapidly developing field

Dysfunctional Behavior in Organizations: Violent and deviant behavior Ricky W. Griffin, Anne O'Leary-Kelly, Judith M. Collins, 1998 This is the 23rd volume in a series of monographs whose main topic of concern is that of organizational behaviour and industrial relations This volume deals with dysfunctional behaviour in organizations

Organizational Culture and Behavior: Concepts, Methodologies, Tools, and Applications Management Association, Information Resources, 2017-02-10 The questionable practices and policies of many businesses are coming under scrutiny by consumers and the media As such it important to research new methods and systems for creating optimal business cultures Organizational Culture and Behavior Concepts Methodologies Tools and Applications is a comprehensive resource on the latest advances and developments for creating a system of shared values and beliefs in business environments Featuring extensive coverage across a range of relevant perspectives and topics such as organizational climate collaboration orientation and aggressiveness orientation this book is ideally designed for business owners managers entrepreneurs professionals researchers and students actively involved in the modern business realm

Social Psychology and Organizations David De Cremer, Rolf van Dick, J. Keith Murnighan, 2011-01-07 This book is one of the first to provide an overview of recent developments in social psychological theory as it applies to organizational issues It brings together outstanding scholars whose research touches the interfaces of social psychology IO psychology and organizational behavior Social psychology deals with social interactions between individuals and groups As individuals populate run and confuse organizations analyzing individual behavior and interpersonal interactions is critical for understanding organizational effectiveness and success as well as individual satisfaction and well being The chapters in this volume address the critical topics for current and future organizational life such as prosocial and antisocial behavior ethics trust creativity diversity stress conflict power and leadership and many more

Mistreatment in Organizations Pamela L. Perrewé, Jonathon R. B. Halbesleben, Christopher C. Rosen, 2015-06-02 Volume 13 of Research in Occupational Stress and Well Being is focused on mistreatment in organizations Mistreatment can be damaging to the individual as well as to the organization This volume includes critical topics on customer mistreatment aggression in the workplace incivility and

workplace ostracism Work Motivation in Organizational Behavior Craig C. Pinder, 2014-07-17 This second edition of the best selling textbook on Work Motivation in Organizational Behavior provides an update of the critical analysis of the scientific literature on this topic and provides a highly integrated treatment of leading theories including their historical roots and progression over the years A heavy emphasis is placed on the notion that behavior in the workplace is determined by a mix of factors many of which are not treated in texts on work motivation such as frustration and violence power love and sex Examples from current and recent media events are numerous and intended to illustrate concepts and issues related to work motivation emotion attitudes and behavior **Impact of Organizational Trauma on Workplace Behavior and Performance**

Háša, Stanislav, Brunet-Thornton, Richard, 2017-01-06 There are many different types and causes of trauma in the workplace which can impact employee behavior and performance Thus it is imperative for managers to discover new ways to combat these issues and work toward a more harmonious working environment for all Impact of Organizational Trauma on Workplace Behavior and Performance is a comprehensive examination of the multiple types of workplace traumas and the solutions which will heal these challenges to increase overall organizational culture and success Highlighting extensive coverage of relevant topics such as downsizing change management trauma exposure and organizational leadership this publication is ideal for practitioners professionals managers and researchers seeking innovative perspectives on organizational traumas in the workforce **Research Companion to the Dysfunctional Workplace**

Janice Langan-Fox, Cary L. Cooper, Richard J. Klimoski, 2007 A work exposing and exploring the phenomena of the dysfunctional workplace is long overdue This fascinating book does just that uncovering the subversiveness counter productive behaviour and unspoken issues that managers struggle with on a daily basis This Companion not only explores organizational dysfunction as it concerns individuals it also examines broader issues of dysfunction and its effects with regards teams managers and organizational systems Lively discussion encompasses the symptoms of distress illness absenteeism and inefficiency that point towards behavioural disorders and system wide malfunction From personality disorders to wars over territory the book chronicles and reveals the true nature of often hidden workplace problems including bullying unethical behaviour loss of trust organizational deviance cowardice workaholism negative humour and emotions personality disorders mismanagement and malfunctioning performance and selection systems So what can be done Practical solutions to these dysfunctional phenomena are presented by international experts from a range of disciplinary backgrounds including management psychology and economics This fascinating highly original book will be of enormous interest to students researchers academics and practitioners across all sectors of business and management human resource management in particular **Analyzing Workplace Deviance in Modern Organizations**

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but also risks the loss of quality talented personnel Analyzing Workplace Deviance in Modern Organizations is an essential reference source containing innovative research on best practices for adopting and implementing employee deviance remedial strategies While highlighting topics including conflict resolution cultural issues and deviant behavior this book is ideally designed for executives managers directors business professionals industry practitioners human resources managers policymakers researchers academicians and students working in management organizational behavior human resources and employee relations fields *Organizational Behaviour and Work* Fiona Wilson,2010-01-21 This edition provides a critical approach to the study of work and organizational behaviour questioning what organizational behaviour is and how it has been researched and discussed *Organizational Behaviour and Work* Fiona M. Wilson,2018 A critical yet accessible introduction to organisational behaviour and work this book will help you understand the complexities of organisational life and evaluate modern business practices Classic organisational behaviour topics such as team working motivation and change are complemented by core critical approaches such as power and control organisational misbehaviour and health and well being through a clear three part structure Students are encouraged to look beyond a descriptive approach and truly engage with the content Examples and Stop and Think boxes placed throughout chapters as well as end of chapter case studies with accompanying questions provide the opportunity for this engagement and show how each chapter s theoretical coverage applies in real life business situations

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