

# **Handbook of Unethical Work Behavior**

**Implications for Individual Well-Being**



Edited by  
**Robert A. Giacalone and Mark D. Promislo**

# Handbook Of Unethical Work Behavior Implications For Individual Well Being

**F Rizvi**



## **Handbook Of Unethical Work Behavior Implications For Individual Well Being:**

**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 Unethical Work Behavior Robert A. Giacalone, Mark D. Promislo, 2013 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

**The Oxford Handbook of Individual Differences in Organizational Contexts**, 2024-01-16 Individual differences represent one of the oldest research areas within psychology and serve as the nature component critical for understanding human behaviour This domain's constructs have long been applied in organizational spheres including organizational behaviour organizational psychology managerial psychology personnel psychology leadership and management As a result there exists a vast body of literature exploring the role of individual differences in organizational settings The Oxford Handbook of Individual Differences in Organizational Contexts reviews the individual differences paying attention both to psychological differences e g personality traits dark personality traits intelligence types self monitoring chronic regulatory focus and biological physiological differences e g sex age facial morphology genetic differences neurological differences In doing so it serves two purposes First it aims to help decrease fragmentation in the field and facilitate discussions among different streams of research within this literature Secondly it aims to render this literature more accessible to academics and students wishing to deepen their understanding of individual differences Comprising twenty six chapters authored by fifty seven esteemed academics this book facilitates readers in comprehending the key findings questions and future research areas of individual differences research in organizational contexts This book can be of interest also to practitioners that need a deep understanding of individual differences such as HR managers and recruiters

Handbook of Socioeconomic Determinants of Occupational Health Töres Theorell, 2020-08-12 This anthology provides readers of scientific literature on socioeconomic factors and working conditions with the newest knowledge in this field Since our world is subjected to constant change in accelerating speed scientific

reviews and updates are needed Fortunately research methodology in epidemiology physiology psychology and sociology is also developing rapidly and therefore the scientific community can provide politicians and policy makers with increasingly sophisticated and exact descriptions of societal factors in relation to work The anthology starts in the macro level sphere with international perspectives and reviews related to working conditions in relation to political change the fall of the Soviet Union gender age precarious employment national economy and retirement Two chapters relate to national policies and activities in international organizations The second part of the book relates to the meso level sphere with reviews on social patterns in distributions of psychosocial and physical risks at work in general as well as reviews on noise shift work under overemployment occupational physical activity job intensity which may be a particularly important problem in low income countries digitization in modern work climate change childhood determinants of occupational health in adult years and theoretical models currently used in occupational epidemiology demand control effort reward organizational justice psychosocial safety climate conflicts bullying harassment This part of the book ends with two chapters on interventions one chapter on the use of cultural interventions and one on interventions and their evaluation in general and two chapters on financial aspects of poor good work environments and evaluations of interventions In the third part of the book the micro level is addressed Here mechanisms translating working conditions into physiology are discussed This starts in general theory relating basic theories regarding energy storage and release to psychosocial theory extension of demand control theory It also includes regeneration physiology autonomic nervous system function immunology and adverse behaviour Sections in the Handbook Macro level determinants of occupational health Akizumi Tsutsumi Meso level determinants of occupational health Morten Wahrendorf and Jian Li Micro level determinants of occupational health Bradley J Wright

*Health and safety issues of employees in family firms* Muhammad Waseem Bari, Ramayah T, Francesca Di Virgilio, Emilia Alaverdov, 2023-03-07 *The Palgrave Handbook of Change and Resilience at Work* Joan Marques, 2025-07-29 This handbook focuses on two critical aspects in today's professional environments change and resilience Change has manifested itself as a constant in today's world often caused by factors beyond our control Resilience emanates from our efforts to convert changes from challenges into opportunities The book addresses three main themes 1 adapting to a changing work landscape which explores the historical societal technological and global factors influencing work environments 2 leadership in times of flux investigating leadership roles and strategies during organizational change including communication tactics ethical considerations and 3 the transformative impact of leadership and building resilience in the face of uncertainty encompassing leadership and self leadership humor collaboration and adapting ancient traditions to modern challenges Due to its fascinating range of topics this handbook will be of interest to a broad range of readers including researchers practitioners and coaches interested in understanding organizational operations and employees adaptations to societal changes **The Routledge Companion to Mental Health at Work** Arla Day, Cary L. Cooper, 2023-10-12 The issue of

mental health at work has become a hot topic in both the popular media and academic writings. Although job stress and mental ill health are associated with negative outcomes for individuals, teams, and organizations, there has been some suggestion that changing the work environment and creating healthy workplaces can improve worker health. Much of the current work in the general field of health is fractured, coming from a variety of disciplines and perspectives without an organizing framework to help guide research and practice in the area. Having this individualized, compartmentalized perspective constrains our ability to fully understand the scope of the issue, the key factors in supporting or detracting from one's mental health, and interventions focusing on mental health at work. Given the importance of understanding mental health at work and the current lack of coverage on workplace mental health, there is a need for a book to provide a holistic overview of the issue, targeting the environmental, individual, and group influences of mental health and well-being, as well as the impact on individuals and workplaces. This handbook provides a conceptual framework for examining these issues. Each chapter offers an in-depth examination of the key facets of mental health at work, focusing both on the seminal and current literature on the topic and practical suggestions for best practices for organizations. With contributions from leading experts, authors address the state-of-the-art research and integrate current events that are shaping the way we work and our well-being at work. This edited collection will be of interest to researchers, academics, policymakers, and advanced students in the fields of human resource management, organizational psychology, and management.

**Global Encyclopedia of Public Administration, Public Policy, and Governance** Ali Farazmand, 2023-04-05

This global encyclopedic work serves as a comprehensive collection of global scholarship regarding the vast fields of public administration, public policy, governance, and management. Written and edited by leading international scholars and practitioners, this exhaustive resource covers all areas of the above fields and their numerous subfields of study. In keeping with the multidisciplinary spirit of these fields and subfields, the entries make use of various theoretical, empirical, analytical, practical, and methodological bases of knowledge. Expanded and updated, the second edition includes over a thousand of new entries representing the most current research in public administration, public policy, governance, nonprofit and nongovernmental organizations, and management, covering such important sub-areas as:

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10. ethics and accountability
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16. comparative public administration and governance
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18. performance management
19. geographical areas of the world with country-focused entries like Japan, China, Latin America, Europe, Asia, Africa, the Middle East, Russia, and Eastern Europe, North America, and 20.

a lot more Relevant to professionals experts scholars general readers researchers policy makers and manager and students worldwide this work will serve as the most viable global reference source for those looking for an introduction and advance knowledge to the field     **Handbook of Organizational Politics** Eran Vigoda-Gadot, Amos Drory, 2016-03-25 The

Handbook of Organizational Politics offers a broad perspective on the intriguing phenomena of power influence and politics in the modern workplace their meaning for individuals groups and other organizational stakeholders and their effect on organizational outcomes and performances Comprising entirely of new chapters and insights this second edition revisits the theory on organizational politics OP and examines its progress and changes in emphasis in recent years This timely and informative book provides a comprehensive set of state of the art studies on workplace politics based on experiences from around the world The contributors highlight topics such as political skills political will politics and leadership compensations politics and performance and politics and the learning climate Students and scholars will benefit from the up to date collection of studies in the field of OP This Handbook will also be of interest to practitioners and managers from public and private sectors looking for better explanations of internal processes in business     **Shining Light on the Dark Side of**

**Personality** Peter Karl Jonason, 2022-07-11 Learn which dark side of personality assessment to use and when Introduces different assessment tools Highlights the nuances between tests Presents the relevant psychometric properties Explores findings about human nature More about the book We encounter people who possess undesirable dark sides of personality at low levels in our day to day lives whether it is the boss who acts like a jerk a cheating partner or a friend who rubs everyone up the wrong way This volume explores the latest research on the assessment of the dark personality traits including the dark triad of narcissism Machiavellianism and psychopathy and more The internationally renowned group of contributors provide a comprehensive evidence based overview of the personality traits currently being explored Each chapter reviews two main topics First a particular measure used to study such traits is discussed This section is geared to help the reader to understand how researchers in this area capture data on these traits and to best decide which instrument they want to use and when Second each chapter then details what the psychometric data on the test reveals about human nature including topics such as sex differences workplace behaviors sexuality and value systems In this way the contributors highlight how the convergence of research from various measures can provide a broad mosaic of information about people colloquially called psychopaths narcissists spiteful Machiavellian and sadists This book is essential reading for anyone interested in test development and practitioners interested in the dark side personality traits     **Fifty Shades of Grey: Exploring the Dark**

**Sides of Leadership and Followership** Susanne Braun, Ronit Kark, Barbara Wisse, 2019-01-21 The scientific field of leadership and followership is fast evolving and has seen several interesting developments over recent years The early heroic views of leadership are slowly turning into more nuanced perspectives including the understanding that leadership and followership are mutually dependent on each other Likewise there is a growing awareness that the focus on the positive side

of leadership and followership can be fruitfully complemented by a focus on the darker sides of these constructs. According to the latest research, plenty of grey areas exist where further insights into leadership and followership are needed. We seek to emphasize the different shades of dark leadership by taking leaders, followers, and their interaction in specific contexts into account. Accordingly, many of the findings presented in this Research Topic align with a deviation away from the idea of the omnipotent leader. Not only leaders' dark traits such as narcissism and psychopathy but also followers' Machiavellianism emerged as hindering factors for positive organizational functioning. Other results presented in this Research Topic will be fruitful to explain what drives leaders towards dark side behaviors, the consequences of dark side leader behaviors, e.g., different types of destructive leadership and how followers respond to them, e.g., follower attributions of perceived abusive supervision. Contributions to this Research Topic are also pushing the boundaries of current theorizing, shedding further light on the shades of grey when it comes to the possibly unintended negative consequences of leadership and followership. In sum, the dark sides of leadership and followership are a natural part of an organizational reality that many employees face day in and day out. The aim of this Research Topic is to encourage an integrative view of leadership and followership and their dark sides for a better understanding of complex organizational systems and implications for better practice.

Critical Studies in Social Sciences and Humanities Mehmet Sarioğlu, Sercan Hamza Bağlama, 2020-12-24. Social Sciences and Humanities might seem to deal with different subject matters in different fields; however, they basically attempt to engage with key ideas and arguments which would help broaden our horizons and profoundly shape our lives. It is therefore of immense significance to increase the level of support that these two academic fields receive and to contribute them academically. This book, in this specific context, attempts to provide critical insights into new trends in a wide range of academic disciplines including literature, education, political sciences, philosophy, psychology, and cultural studies. It also aims to create a platform in order to facilitate, motivate, and encourage cooperation around the shared values of scientific and academic rationality and freedom in the digital age.

**Camouflaged Aggression in Organizations** Alexander Abdennur, 2020-09-21. In *Camouflaged Aggression in Organizations*, Alexander Abdennur unveils his theory of two modes of aggression in organizations: confrontational and camouflaged. Focusing on camouflaged aggression, he describes patterns of behaviour and shows how these intersect with personality and sociocultural factors. He defines the effects of non-confrontational aggression in terms of organizational and mental health. In discussing prevention and control of this harmful behaviour, Abdennur recommends a cognitive approach to manage workplace hostility in businesses, the public sector, and not-for-profit organizations. Professionals, professors, and students of psychology, organizational behaviour, and criminology will find this a necessary and insightful resource.

Ostracism, Exclusion, and Rejection Kipling D. Williams, Steve A. Nida, 2016-12. Synthesizing a vast and diverse literature across the humanities and social sciences, this volume examines the impact of ostracism, exclusion, and rejection on individuals, relationships, groups, and societies. Its clear and comprehensive approach makes it suitable for use as

a text on upper level courses in and beyond social psychology      **Organizational Ethics** Craig E. Johnson, 2024-12-30  
Organizational Ethics A Practical Approach Sixth Edition provides readers with opportunities to apply ethical principles and practices in a variety of settings through self assessments analyses projects and discussion Bestselling author Craig E Johnson shows how we can develop our ethical competence just as we develop our abilities to manage or oversee operations

Ethics Training in Action Leslie E. Sekerka, 2013-10-01 Making sure that performance in business enterprise is achieved ethically is no small task Leaders managers and employees at every level of the organization need to utilize systems and processes that support ethical strength establishing a workplace where responsibility accountability and doing the right thing are genuinely valued and practiced Management can help support ethical performance in workers daily task actions by underscoring the importance of rules and regulations while also moving to ensure that employees understand and care about doing what s right Given that most firms only emphasize compliance in ethics training there is vast room for additional development Training people to be less bad is not good enough With the infusion of mandatory requirements for ethics training programs in some firms and self imposed initiatives in others we see a range of deliverables To advance ethics in practice a closer look at ethics training in the workplace is warranted This volume attempts to better understand ethics in organizational settings by taking a focused look at the science of ethics training and best practices areas for concern specific techniques application outcomes how to cultivate an ethical work environment and considering where opportunities for additional inquiry reside Managers and practitioners reading this book will garner specific trends and useful techniques that can inform guide and improve their efforts to build ethical awareness and effective ethical decisionmaking within their organizations Academic scholars will find this book useful providing insight as to where additional research and empirical work is needed      *The Ethical Professor* Lorraine Eden, Kathy Lund Dean, Paul M Vaaler, 2018-05-15 The purpose of The Ethical Professor is to provide a road map to some of the ethical dilemmas that doctoral students and newer faculty members are likely to face as they enter a career in academia the Academy Academic career paths appear to be quite standard transparent and achievable with dedicated and hard work Argued in this book however is that the road map to a successful academic career is not so easy There are ethical pitfalls along the way starting with entry into academia as a new PhD student These ethical dilemmas remain equally opaque as faculty progress in their careers The ethical pitfalls that plague each of the steps along the academic career path are often not visible to doctoral students and young faculty members nor are they well prepared to spot them Ethical issues are seldom discussed and little training is provided on how to spot and handle these potential road blocks to a successful career in the academy Based on extant research and collective years of academic experience The Ethical Professor seeks to shorten the learning curve around common ethical pitfalls and issues by defining them sharing research and experiences about them and offering a discussion framework for continued learning and reflection This innovative new volume will be key reading for doctoral students and junior faculty members in social science



departments in colleges and universities as well as managers undertaking an MBA Due to the increasing complexity of managing academic institutions more seasoned professors administrators and college deans and presidents will also benefit from the research presented here

*Making Moral Judgments* Donelson Forsyth, 2019-10-17 This fascinating new book examines diversity in moral judgements drawing on recent work in social personality and evolutionary psychology reviewing the factors that influence the moral judgments people make Why do reasonable people so often disagree when drawing distinctions between what is morally right and wrong Even when individuals agree in their moral pronouncements they may employ different standards different comparative processes or entirely disparate criteria in their judgments Examining the sources of this variety the author expertly explores morality using ethics position theory alongside other theoretical perspectives in moral psychology and shows how it can relate to contemporary social issues from abortion to premarital sex to human rights Also featuring a chapter on applied contexts using the theory of ethics positions to gain insights into the moral choices and actions of individuals groups and organizations in educational research political medical and business settings the book offers answers that apply across individuals communities and cultures Investigating the relationship between people's personal moral philosophies and their ethical thoughts emotions and actions this is fascinating reading for students and academics from psychology and philosophy and anyone interested in morality and ethics

*Pseudology* Marcel Danesi, 2024-09-11 In an age where fake news conspiracy theories and outright lies by political and cultural leaders are commonplace we may be becoming accustomed to lying or worse even immune to it Pseudology unravels the reasons for this by describing a science of lying that looks at various aspects of this trait from how it affects the brain to how it distorts perception Interest in lying goes back to antiquity and writing and debate has only increased in the present day but what is missing is a treatment that synthesizes the work from linguists political scientists anthropologists psychologists neuroscientists and sociologists tying them to the philosophical and literary views of lying throughout history Such a treatment can be called pseudology an interdisciplinary science for classifying collating and assessing ideas about lying This book is a comprehensive treatment of pseudology emphasising the importance of studying lying in our current climate Pseudology addresses questions such as What is a lie Why do we lie Why are we so susceptible to lying How does lying activate false beliefs and generate hatred of others How has lying shaped the course of history at least to some extent How has lying been adopted as a basic thematic element in literature and the arts Synthesising research from a broad range of disciplines and from the perspective of a leading cognitive linguist this text weaves ideas and theories about lying cohesively into an overall interdisciplinary science This landmark book is vital for students and scholars of language as well as anyone interested in politics sociology or psychology

*The Routledge Companion to Trust* Rosalind H. Searle, Ann-Marie I. Nienaber, Sim B. Sitkin, 2018-03-13 In recent years trust has enjoyed increasing interest from a wide range of parties including organizations policymakers and the media Perennially linked to turbulence and scandals the damaging and

rebuilding of trust is a contemporary concern affecting all areas of society. Comprising six thematic sections, *The Routledge Companion to Trust* provides a comprehensive survey of trust research. With contributions from international experts, this volume examines the major topics and emerging areas within the field, including essays on the foundations, levels, and theories of trust. It also examines trust repair and explores trust in settings such as healthcare, finance, food supply chains, and the internet. *The Routledge Companion to Trust* is an extensive reference work which will be a vital resource to researchers and practitioners across the fields of management and organizational studies, behavioural economics, psychology, cultural anthropology, political science, and sociology.

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