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<u>Implicit Motive Types And Managerial Skills An</u> <u>Empirical Investigation</u>

Tina Harrison, Hooman Estelami

Implicit Motive Types And Managerial Skills An Empirical Investigation:

Moral Emotion, Moral Cognition, and (Im)Moral Behavior in the Workplace Peixu He, Hongdan Zhao, Cuiling Jiang, Chuangang Shen, 2023-09-27 Moral behavior is subject to socially accepted moral norms and also has a pervasive influence on organizational performance With the emergence of ethical issues found in organizations practitioners and scholars pay increasing attention to ethics management Therefore workplace moral behavior e g pro social behavior and organizational citizenship behavior OCB and immoral behavior e g interpersonal abusive behavior deviant counterproductive behavior and unethical pro organizational behavior have also received substantial research interests over the past decades To date the most common framework used to study moral behavior has been the cognitive approach with abundant evidence demonstrating that emotion and cognition are the two core elements in generating and influencing workplace im moral behavior However limited studies have been conducted to explore the emotional cognitive processes or integrative moral emotion cognition system relevant to workplace moral behavior Despite our knowledge of the antecedents and consequences of workplace im moral behaviors more research on the generating mechanism influencing mechanism transformation mechanism and governance strategies is needed For example it is unclear how exhibiting im moral behavior in the workplace would impact the actor s and the third party observer s emotions thoughts feelings and subsequent behavior Besides the question of whether ethical unethical leader behavior would trigger a trickle down effect is underdeveloped which refers to the fact that how the behavior or perception of the top leaders affects employees from top to bottom along the formal vertical power chain In addition we have little knowledge on when how and why the ethical employees the so called good soldiers would engage in workplace immoral behavior and vice versa ECKM2010-Proceedings of the 11th European **Conference on Knowledge Management** Eduardo Tomé, 2010 **Handbook of Research Methods in Diversity** Management, Equality and Inclusion at Work Lize A.E. Booysen, Regine Bendl, Judith K. Pringle, 2018-08-31 Equality diversity and inclusion EDI have become features of organizations as a result of both legal and societal advances as well as neoliberal economic reasoning and considerations Current research approaches frequently fall short of addressing the challenges faced in EDI research and this benchmark Handbook brings up to date coverage of research methods in EDI and Organizational Reliability Katarzyna Tworek, Agnieszka advances the development of research in the field Bieńkowska, Anna Zabłocka-Kluczka, 2020-05-26 This book explores the identified research gap and new field of study of organizational reliability It develops a definition and theoretical internal structure of the notion of organizational reliability as well as a theoretical background describing the structure of its three pillars and it showcases a set of organizational solutions dedicated for the enhancement of organizational reliability. The book explores the idea that there are new capabilities needed in every organization reliability capabilities aiming at enhancing and sustaining the reliability of entire organizations and reliability of management information technology and human resources The reliability capabilities are understood as the

abilities to anticipate and explore potential and occurring hazards prevent and resolve disruptions and learn from the problems in order to maintain a proper organizational performance in both normal and abnormal situations Based on these three pillars the book concerns the issue of various organizational solutions in order to indicate a set of them which supports obtaining and maintaining organizational reliability The book is recommended reading for researchers academics and students in the fields of management and entrepreneurs trying to boost the reliability of their organizations and Organizations Benjamin Schneider, D. Brent Smith, 2004-04-13 Personality has always been a predictor of performance This book of original chapters is designed to fulfill a need for a contemporary treatment of human personality in work organizations Bringing together top scholars in the field this book provides a comprehensive study of the role of personality in organizational life Utilizing a personality perspective scholars review the role of personality in groups job satisfaction leadership stress motivation organizational climate and culture and vocational interests In addition the book looks at more classical topics in personality at work including the measurement of personality personality performance linkages faking and person organization fit Complete in both conceptual material and reviews of the literature across the variety of domains in which personality plays a role at work this handbook borrows the idea that personality plays out in many ways in organizations and not just a correlate of task performance The editors believe that this book supports this belief that personality in its many conceptualizations is a useful lens through which to shed understanding on the broadest array of contemporary topics in industrial organizational psychology and organizational behavior Graduate students and researchers interested in the contributions of personality to almost any topic in which they may have interest will find it valuable

Knowledge and Action Heinz Mandl, Lutz von Rosenstiel, Dieter Frey, 2006 Understanding the relationship between knowledge and action is vital because without knowledge there is often no action and because knowledge can strongly influence actions However there is often considerable inconsistency between knowledge and action and the research available on this relationship is not widely known This intriguing volume provides help by summarizing the findings of the research group Knowledge and Action which was funded by the German Science Foundation and includes leading scholars from relevant areas such as social psychology cognitive psychology work and organizational psychology educational psychology and developmental psychology The chapters included in this book therefore examine the action relevant function of knowledge in different areas as well as investigating the effects that the acquisition of knowledge has on action in certain fields **Doing Business in Emerging Markets** Sudhir Rana, Avinash K. Shrivastava, 2021-09-27 This volume presents a comprehensive analysis of the business financial and economic aspects of emerging markets Using case studies from India Turkey Bangladesh and Africa it discusses themes such as megaprojects infrastructure and sustainability cross border mergers and acquisitions a new paradigm for educational markets exports competitiveness work engagement in service sector mobile banking and crowdfunding and venture capital flow into emerging economies to focus on the trade foreign

investment financial and social progress of these economies The chapters review the current state learnings changing scenarios business practices and financial and economic perspectives across emerging markets while examining progression challenges and the way forward With its rigorous approach and topical content this book will be useful to scholars and researchers of management studies business management financial management business economics international business finance and marketing development studies and economics It will also interest policymakers and practitioners in the field

The 19th International Conference on Industrial Engineering and Engineering Management Ershi Qi, Jiang Shen, Runliang Dou, 2013-06-03 The International Conference on Industrial Engineering and Engineering Management is sponsored by the Chinese Industrial Engineering Institution CMES which is the only national level academic society for Industrial Engineering The conference is held annually as the major event in this arena Being the largest and the most authoritative international academic conference held in China it provides an academic platform for experts and entrepreneurs in the areas of international industrial engineering and management to exchange their research findings Many experts in various fields from China and around the world gather together at the conference to review exchange summarize and promote their achievements in the fields of industrial engineering and engineering management For example some experts pay special attention to the current state of the application of related techniques in China as well as their future prospects such as green product design quality control and management supply chain and logistics management to address the need for amongst other things low carbon energy saving and emission reduction They also offer opinions on the outlook for the development of related techniques. The proceedings offers impressive methods and concrete applications for experts from colleges and universities research institutions and enterprises who are engaged in theoretical research into industrial engineering and engineering management and its applications As all the papers are of great value from both an academic and a practical point of view they also provide research data for international scholars who are investigating Chinese style Research Handbook of Global Leadership Lena Zander, 2020-04-24 The enterprises and engineering management Research Handbook of Global Leadership is an exciting new Handbook that brings together an international prominent group of scholars to take a fresh look at global leadership and query why and how global leaders can make a difference in our world both today and in the future Analytics and Intuition in the Process of Selecting Talent Jürgen Deters, 2022-11-07 Human decisions especially in management and personnel selection are based on making judgments about people analytically and intuitively Yet in business and scientific contexts judgments are expected to be based on a rational analysis rather than intuitions or emotions Intuition is often seen as something mystical that should not be trusted and thus eliminated from human decision making Our empirical and theoretical research shows that this is impossible when people are dealing with people Instead intuitions and emotions have significant power in the decision making process Neuroscience even shows that humans are incapable of switching off their emotions or intuitions when making decisions Therefore intuition and emotions

as evolutionary achievements of human beings should be looked at more closely to use the wisdom they offer This book provides an insight into the current state of research on rational analytical procedures in personnel selection and complements this with research on intuitions and emotions in personnel diagnostics By integrating scientifically verifiable rational analytical decision making procedures with the inner experiential knowledge of people this book bridges two complementary ways of recognizing and making good decisions It demonstrates how intuitions are developed and used in different fields of practice and cultures and how scientific research results from rational analytical and intuitive emotional selection procedures are successfully integrated by practitioners The SAGE Handbook of Industrial, Work & Organizational Psychology, 3v Deniz S Ones, Neil Anderson, Chockalingam Viswesvaran, Handan Kepir Sinangil, 2017-12-14 The second edition of this best selling Handbook presents a fully updated and expanded overview of research providing the latest perspectives on the analysis of theories techniques and methods used by industrial work and organizational psychologists Building on the strengths of the first edition key additions to this edition include in depth historical chapter overviews of professional contexts across the globe along with new chapters on strategic human resource management corporate social responsibility diversity stress emotions and mindfulness in the workplace environmental sustainability at work aging workforces among many others Providing a truly global approach and authoritative overview this three volume Handbook is an indispensable resource and essential reading for professionals researchers and students in the field Volume One Personnel Psychology and Employee Performance Volume Two Organizational Psychology Volume Three Managerial The Handbook of Cross-Cultural Management Research Peter B. Psychology and Organizational Approaches Smith, Mark F. Peterson, David C. Thomas, 2008-05-22 Renowned international experts Peter B Smith Mark F Peterson and David C Thomas editors of the The Handbook of Cross Cultural Management have drawn together scholars in the field of management from around the world to contribute vital information from their cross national studies to this innovative comprehensive tome Chapters explore links between people and organizations providing useful cultural perspectives on the most significant topics in the field of organizational behavior such as motivation human resource management and leadership and answering many of the field's most controversial methodological questions Key Features Presents innovative perspectives on the cultural context of organizations In addition to straightforward coverage of structures and processes this Handbook addresses locally distinctive indigenous views of organizational processes from around the world and considers the interplay of climate and wealth when analyzing how organizations operate Offers an integrated theoretical framework At the start of each substantive section the Editors provide context for the upcoming chapters by discussing how prevalent cultures in different parts of the world place emphasis on particular aspects of organizational processes and outcomes Boasts a global group of contributing scholars This Handbook features contributing authors from around the world who represent an outstanding mix of respected long standing scholars in cross cultural management as well as newer names already impacting

the literature Provides an authoritative agenda for the future development of the field All chapters conclude with a list of promising avenues for further research and a focus on issues that remain unresolved Intended Audience This Handbook is an ideal resource for researchers instructors professionals and graduate students in fields of business management and Knowledge and the City Francisco Javier Carrillo, Tan Yigitcanlar, Blanca García, Antti Lönngvist, 2014-08-01 This book underlines the growing importance of knowledge for the competitiveness of cities and their regions Examining the role of knowledge in its economic socio cultural spatial and institutional forms for urban and regional development identifying the preconditions for innovative use of urban and regional knowledge assets and resources and developing new methods to evaluate the performance and potential of knowledge based urban and regional development the book provides an in depth and comprehensive understanding of both theoretical and practical aspects of knowledge based development and its implications and prospects for cities and regions Recent Developments in Recruitment and Selection Kristina Potočnik, Neil Anderson, Marise Ph. Born, Martin Kleinmann, Ioannis Nikolaou, 2024-10-04 This book brings together top recruitment and selection scholars to discuss recent challenges in employee recruitment and selection underpinned by research evidence from different European countries Broadly speaking recruitment and selection are concerned with attracting qualified candidates to apply for available jobs and selecting the best ones from the pool of available candidates As such they are critical to any business Numerous toolkits and best practice guides exist to help recruiters navigate different stages of recruitment and selection However traditional recruitment and selection practices should be adjusted to respond to diverse challenges in the current and future world of work related with increased volatility uncertainty complexity and ambiguity Specific examples of these challenges are related with the accelerated use of technology and artificial intelligence as well as more flexible work practices such as hybrid and platform based work The chapters in this volume cover the use of technology and gamification applicant discrimination and stigmatization and applicant reactions to technology mediated selection methods among others This book is the ideal text for students scholars and researchers of HRM Business and Management and Organizational Psychology It will also interest practitioners and professionals in the field The chapters in this book were originally published as a special issue of European Journal of Work and Organizational Psychology The Routledge Companion to Financial Services Marketing Tina Harrison, Hooman Estelami, 2014-12-05 Interest in Financial Services Marketing has grown hugely over the last few decades particularly since the financial crisis which scarred the industry and its relationship with customers It reflects the importance of the financial services industry to the economies of every nation and the realisation that the consumption and marketing of financial services differs from that of tangible goods and indeed many other intangible services This book is therefore a timely and much needed comprehensive compendium that reflects the development and maturation of the research domain and pulls together in a single volume the current state of thinking and debate The events associated with the financial crisis have highlighted that there is a need for banks and other

financial institutions to understand how to rebuild trust and confidence improve relationships and derive value from the marketing process Edited by an international team of experts this book will provide the latest thinking on how to manage such challenges and will be vital reading for students and lecturers in financial services marketing policy makers and Knowledge at the Crossroads? Lyn Yates, Peter Woelert, Victoria Millar, Kate O'Connor, 2016-10-26 There is much discussion about what needs to change in education institutions in the 21st century but less attention given to how core disciplinary studies should be considered within that context This book is based on a major 4 year research study of history and physics in the changing environment of schools and universities in Australia Are these forms of knowledge still valuable for students Are they complementary to or at odds with the concerns about 21st century skills interdisciplinary and collaborative research teams employability and learner centred education How do those who work in these fields see changes in their disciplines and in their work environment And what are the similarities and differences between the experiences of teachers and academics in physics and those in history The book draws on interviews with 115 school teachers and university academics to provide new perspectives on two important issues Firstly how for the purposes of today s schools and universities can we adequately understand knowledge and knowledge building over time Secondly what has been productive and what has been counter productive in recent efforts to steer and manage the changes in Australia Organizational Behavior John B. Miner, 2002 The book begins with a treatment of the role of science and the nature of theory and research A discussion of the early origins and history of organizational behavior follows This is the most comprehensive coverage of how organizational behavior emerged and grew It presents and evaluates the first generation theorists whose work began during the first 20 years The subject matter covered is motivation leadership and organizational decision making The institutional culture of organizational behavior is discussed and a vision for the future of the field is stated Here the early history and the evidence from the theories are brought together in an effort to assess the identity of organizational behavior and where it might be headed Handbook of Teaching and Learning at Business Schools Thomsen, Thyra U., Lindgreen, Adam, Kjærgaard, Annemette, Rosier, Eleri, 2021-11-19 This timely Handbook investigates the many perspectives from which to reconsider teaching and learning within business schools during a time in which higher education is facing challenges to the way teaching might be delivered in the future Corporate Social Responsibility: Concepts, Methodologies, **Tools, and Applications** Management Association, Information Resources, 2018-07-06 The decisions a corporation makes affect more than just its stakeholders and can have wide social environmental and economic consequences This facilitates a business environment built around the practical regulations and transparency necessary to ensure ethical and responsible business practice Corporate Social Responsibility Concepts Methodologies Tools and Applications is a vital reference source on the ways in which corporate entities can implement responsible strategies and create synergistic value for both businesses and society Highlighting a range of topics such as company culture organizational diversity and human resource

management this multi volume book is ideally designed for business executives managers business professionals human resources managers academicians and researchers interested in the latest advances in organizational development

Leader Developmental Readiness: Pursuit of Leadership Excellence Rebecca J. Reichard, Sara E. Thompson, 2016-02-29 This volume takes an in depth look at leader development readiness and practice especially in early life stages where it is especially formative and has the potential magnitude of long term impact By understanding developmental readiness what it is how to assess it and how to develop it we can maximize program impact and it will help both individual leader self development efforts as well as organized formal programs in attaining the ultimate goal of increasing and accelerating leader development The Jossey Bass quarterly report series New Directions for Student Leadership explores leadership concepts and pedagogical topics of interest to high school and college leadership educators Issues are grounded in scholarship and feature practical applications and best practices in youth and adult leadership education

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