

Joel Lefkowitz

ETHICS AND VALUES IN INDUSTRIAL-ORGANIZATIONAL PSYCHOLOGY



Ethics And Values In Industrial Organizational Psychology Applied Psychology Series

Joel Lefkowitz



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Ethics and Values in Industrial-Organizational Psychology Joel Lefkowitz, 2003-10-17 Ethics and Values in Industrial Organizational Psychology is one of the first books to integrate work from the fields of moral philosophy moral psychology IO Psychology and political and social economy as well as business It sets out to provide a framework for moral action and presents practical models for ethical decision making It can serve as a textbook for ethics courses at the graduate and doctoral level in organizational psychology organizational behavior marketing and human resource management It will be a resource to anyone interested in ethics and standards in psychology and business *Ethics and Values in Industrial-Organizational Psychology* Joel Lefkowitz, 2017-03-03 Ethics and Values in Industrial Organizational Psychology was one of the first books to integrate work from moral philosophy moral psychology IO psychology and political and social economy as well as business It incorporates these perspectives into a framework for taking moral action and presents a practical model for ethical decision making The second edition has added a chapter on Virtue Theory including its application in IO Organizational behavior OB and business expands Moral Psychology to two chapters with more attention to moral emotions effects of the dark side of personality and the intuitionist model of moral judgment expands the sections on social and economic justice and expands the treatment of the Responsible Conduct of Research with a new chapter on Research Integrity Examples from IO research and practice as well as current business events are offered throughout It is ideal for ethics and IO courses at the graduate level Values and Ethics of Industrial-Organizational Psychology Joel Lefkowitz, 2023-03-07 This foundational text was one of the first books to integrate work from moral philosophy developmental moral psychology applied psychology political and social economy and political science as well as business scholarship Twenty years on this third edition utilizes ideas from the first two to provide readers with a practical model for ethical decision making and includes examples from IO research and practice as well as current business events The book incorporates diverse perspectives into a framework for taking moral action based on learning points from each chapter Examples and references have been updated throughout and sections on moral psychology economic justice the replicability crisis and open science have been expanded and the radical behavioral challenge to ethical decision making is critiqued In fifteen clearly structured and theory based chapters the author also presents a variety of ethical incidents reported by practicing IO psychologists This is the ideal resource for Ethics and IO courses at the graduate and doctoral level Academics in Organizational Behavior and Human Resource Management will also benefit from this book as well as anyone interested in Ethics in Psychology and Business *Handbook of Employee Selection* James L. Farr, Nancy T. Tippins, 2013-09-13 The Handbook of Employee Selection summarizes the state of science and practice in the field of employee selection Chapters in this book cover issues associated with measurement such as validity and reliability as well as practical concerns around the development of appropriate selection procedures and implementation of selection programs

Several chapters discuss the measurement of various constructs commonly used as predictors and other chapters confront criterion measures that are used in test validation Ethical and legal concerns are dealt with in another set of chapters and highlight the concerns of the employer as well as the test taker and the psychologist responsible for the testing program Final sections of the book include chapters that focus on testing for certain types of jobs e g blue collar jobs supervisory jobs and describe important milestones in the development of selection programs

Work in the 21st Century Frank J. Landy, Jeffrey M. Conte, 2016-01-11 Work in the 21st Century 5th Edition by Frank J Landy and Jeffrey M Conte ties together themes such as diversity mental and physical ability personality interpersonal skills emotional intelligence and evidence based I O psychology in a way that explores the rich and intriguing nature of the modern workplace The 5th edition places an emphasis on the technological and multicultural dynamics of today s workplace This edition retains the 14 chapter format and the 4 color design which brings I O psychology to life especially with the use of newsworthy color photographs This text is an unbound three hole punched version

Humanitarian Work Psychology S. C Carr, M. MacLachlan, A. Furnham, 2012-04-11 Contextualizing Humanitarian work in history justice methods and professional ethics this book articulates process skills for transformational partnerships between diverse organizations motivating education organisational learning and selecting the disaster workforce

Developing Organizational Simulations George C. Thornton III, Rose A. Mueller-Hanson, Deborah E. Rupp, 2017-03-27 This second edition of Developing Organizational Simulations provides a concise source of information on effective and practical methods for constructing simulation exercises for the assessment of psychological characteristics relevant to effectiveness in work organizations Incorporating new additions such as the multiple ways technology can be used in the design delivery scoring and evaluating of simulation exercises as well as the delivery of feedback based on the results this book is user friendly with practical how to guidance including many graphics boxes and examples This book is ideal for practitioners consultants HR specialists students and researchers in need of guidance developing organizational simulations for personnel selection promotion diagnosis training or research It is also suited for courses workshops and training programs in testing and measurement personnel selection training and development and research methodology

The Oxford Handbook of Justice in the Workplace Russell Cropanzano, Maureen L. Ambrose, 2015-06-18 Justice is everyone s concern It plays a critical role in organizational success and promotes the quality of employees working lives For these reasons understanding the nature of justice has become a prominent goal among scholars of organizational behavior As research in organizational justice has proliferated a need has emerged for scholars to integrate literature across disciplines Offering the most thorough discussion of organizational justice currently available The Oxford Handbook of Justice in the Workplace provides a comprehensive review of empirical and conceptual research addressing this vital topic Reflecting this dynamic and expanding area of research chapters provide cutting edge reviews of selection performance management conflict resolution diversity management organizational climate

and other topics integral for promoting organizational success. Additionally, the book explores major conceptual issues such as interpersonal interaction, emotion, the structure of justice, the motivation for fairness, and cross-cultural considerations in fairness perceptions. The reader will find thorough discussions of legal issues, philosophical concerns, and human decision making, all of which make this the standard reference book for both established scholars and emerging researchers.

Humanitarian Work Psychology and the Global Development Agenda Ishbel McWha-Hermann, Douglas C. Maynard, Mary O'Neil Berry, 2015-08-11. The first casebook available in this emerging field of study. International range of contributors and case studies. Includes contributions from the key figures in the field.

Applied Psychology in Talent Management Wayne F. Cascio, Herman Aguinis, 2024-05-17. In the Ninth Edition of *Applied Psychology in Talent Management*, world-renowned authors Wayne F. Cascio and Herman Aguinis provide the most comprehensive, future-oriented overview of psychological theories and how they impact people's decisions in today's workplace. Taking a rigorous, evidence-based approach, the new edition includes more than 750 new citations from top-tier journal articles. Integrated coverage of technology, strategy, globalization, and social responsibility throughout the text provides students with a holistic view of the field and equips them with the tools necessary to create productive, enjoyable work environments.

Introduction to Industrial/Organizational Psychology Ronald E. Riggio, 2017-09-19. *Introduction to Industrial/Organizational Psychology* provides an accessible approach to psychological theory and its applications to the world of work. Using both classic theories and research along with the latest developments and innovations, this student-centered text shows practical applications of theoretical concepts using examples from work situations that students may be familiar with, such as service industries, internet companies, and startups, in addition to traditional office and factory work settings. Each chapter includes key terms and review questions, and the text features special sections highlighting applications of I/O psychology theories, psychological approaches to everyday work situations, and current areas of research and practice. The seventh edition is thoroughly updated to include the latest research on each key topic. It also includes expanded coverage of international issues, job engagement, and emerging topics in the field, such as workplace bullying, virtual teams, and organizations' agile organization structures and web-based training and assessment. The book will be of interest to undergraduate students in introductory I/O psychology or psychology of work behavior courses. For additional resources, please consult the Companion Website at www.routledge.com/cw/riggio, where instructors will find an expanded instructor's manual, test bank, and lecture slides, and students will find chapter summaries and learning objectives. Ronald E. Riggio is the Henry R. Kravis Professor of Leadership and Organizational Psychology at Claremont McKenna College. He has published nearly two dozen authored or edited books and more than 150 articles and book chapters.

Work in the 21st Century Jeffrey M. Conte, Frank J. Landy, 2019-01-17. Now in its sixth edition, *Work in the 21st Century: An Introduction to Industrial and Organizational Psychology* by Jeffrey M. Conte and Frank J. Landy is the most current and engaging text for the industrial and organizational I/O psychology course. The text

ties together themes and topics such as diversity cognitive and physical abilities personality emotional intelligence technology multicultural dynamics and evidence based I O psychology in a way that explores the rich and intriguing nature of the modern workplace The sixth edition retains the 14 chapter format and the E Text maintains a colorful design that brings I O psychology to life especially with the use of newsworthy color photographs

Handbook of Unethical Work Behavior: Robert A Giacalone, Mark D Promislo, 2014-12-18 This handbook 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 It is the first ever single source resource on this important topic

Employee Surveys and Sensing William H. Macey, Alexis A. Fink, 2020-03-30 Professional practice in the design and execution of employee survey programs has evolved tremendously over the past decade Advances in technology and enthusiastic new interest in talent analytics have combined to create an exciting space with a good deal of innovation along methodological lines matched by renewed interest in the strategic role of surveys and sensing for improving organizational effectiveness Providing solid grounding in the basic issues of content development interpreting results and driving action this book also addresses cutting edge topics in the area of survey analytics including applications of computational linguistics and artificial intelligence Significant emphasis is given to ethical issues which are particularly salient given the zeitgeist for ensuring the protection of data and the privacy of survey respondents The book is appropriate for use in advanced graduate level courses in survey research and will be a valuable shelf resource for survey practitioners whether trained formally in I O psychology or other areas of organizational science

The Wiley-Blackwell Handbook of the Psychology of Coaching and Mentoring Jonathan Passmore, David Peterson, Teresa Freire, 2016-08-08 A state of the art reference drawing on key contemporary research to provide an in depth international and competencies based approach to the psychology of coaching and mentoring Puts cutting edge evidence at the fingertips of organizational psychology practitioners who need it most but who do not always have the time or resources to keep up with scholarly research Thematic chapters cover theoretical models efficacy ethics training the influence of emerging fields such as neuroscience and mindfulness virtual coaching and mentoring and more Contributors include Anthony Grant David Clutterbuck Susan David Robert Garvey Stephen Palmer Reinhard Stelter Robert Lee David Lane Tatiana Bachkirova and Carol Kauffman With a Foreword by Sir John Whitmore

Introduction to Industrial and Organizational Psychology Ron Riggio, 2015-07-17 Demonstrates the connection between psychological theory and application in the field of Industrial Organizational Psychology Introduction to Industrial Organizational Psychology is a student centered real world driven program designed and written with the student in mind giving examples and illustrations relevant to their world of work The sixth edition continues to be accessible to students while maintaining a comprehensive coverage of the classical and new topics With more student oriented features instructors will find this the most thoroughly referenced I O psychology and student accessible text

on the market Learning Goals Upon completing this book readers will be able to Connect psychological theory in the field of industrial organizational psychology and apply the concepts to their everyday world of work Be familiar with classic theories and research along with the latest developments and innovations in the field Understand the overview of the world of work

Culture and Management in the Americas Alfredo Behrens, 2009-04-02 Latin Americans are culturally different from North Americans in ways that so far have been inaccurately portrayed in the management literature In *Culture and Management in the Americas* Alfredo Behrens argues that these differences merit a substantial overhaul of management theory and practice to make the best of the significantly untapped Latin American potential for creativity innovation and teamwork This applies in organizations with North American ownership and management whether they are based in the U S or Latin America Behrens a management consultant and academic who has studied taught and practiced in South and North America and Europe explains why the use of traditional North American research methods to capture cultural traits in the multi cultural workforce is inappropriate This practice produces a false picture of the cultural attributes and capabilities of Latin American managers and key staff And this in turn leads to serious shortcomings in the development of appropriate motivation and leadership strategies and of appraisal and control instruments Rather than relying on standardized surveys for measuring cultural attributes to underpin and develop such strategies and tools the author suggests that managers look to the arts particularly literature and cinema for a richer and more useful alternative He illustrates his points by reference to literary icons such as Argentina's Martin Fierro Brazil's Macunaima and America's Captain Ahab He uses a variety of case studies to demonstrate what we can learn from these iconographic characters and what we can expect of each other when we apply these lessons whether we are leading following or working in self directed teams This readable and enjoyable book will be an invaluable engaging and practical tool for anyone charged with managing at any level in workforce that combines both North American and Latin American cultures Green Organizations Ann Hergatt Huffman, Stephanie R.

Klein, 2013-06-19 This book is a landmark in showing how industrial organizational psychology and related fields contribute to environmental sustainability in organizations Industrial organizational psychology embraces a scientist practitioner model evidence based best practice to solve real world issues The contributors to this book are experts in science and practice demonstrating the ways in which human organization interactions can drive change to produce environmentally beneficial outcomes Overall the authors address cogent issues and provide specific examples of how industrial organizational psychology can guide interventions that support and maintain environmentally sound practices in organizations *Green Organizations* can be used as a general reference for researchers in courses on sustainable business corporate social responsibility ethical management practices and social entrepreneurship The book will provide an excellent overview for anyone interested in sustainability in organizations and will serve as a valuable guide to industrial organizational psychology and management professionals *The Praeger Handbook of Social Justice and Psychology* Chad V. Johnson, Harris L.

Friedman,2014-07-23 By introducing and explaining the intersection of two exciting and important areas of study this landmark work unleashes their potential to address some of the most complex and globally relevant challenges of our time In this unique handbook experts team up to explain the many innovative ways psychology is being applied to promote social justice The wide ranging three volume work addresses such significant issues as social justice ideology and critical psychology war and trauma poverty and classism environmental justice and well being and suffering It showcases approaches for integrating social justice into psychology and it examines psychology s application of social justice within special populations such as sexual minorities youth women disabled persons prisoners older adults people of color and many others Chapter authors represent a diversity of perspectives making the handbook an ideal resource for those who want information on a specific concern as well as for those looking for an introduction to the subject as a whole Combining the practical with the theoretical the work provides culturally sensitive tools that can effectively combat injustices locally and globally The Oxford Handbook of International Psychological Ethics Mark M. Leach,Michael J. Stevens,Geoff Lindsay,Andrea Ferrero,Yesim Korkut,2012-07-25 The need for quality standards and rules of conduct concerning all aspects of the activities of psychology has long been acknowledged In particular over the last few years there has been a growing awareness of the need for and the advantage of internationally recognized ethical standards particularly concerning research and practice and the well being of individuals and societies With this need in mind this volume provides the most comprehensive assembly of facts and visions across the entire field of psychological ethics that one could imagine The Oxford Handbook of International Psychological Ethics is the state of the art source for information on psychological ethics worldwide and offers an inclusive international review of contemporary and emerging ethical issues within the profession and science of psychology There is no comparable book on the market notwithstanding the importance and timeliness of the topics to be covered These include a concise history of ethical standards of psychology cutting edge developments and challenges in international psychological ethics such as the search for universal ethical standards ethical issues when working cross nationally with immigrants and refugees and ethical responses to security risks ethical developments and issues within specific geographical regions research utilizing the new media With its broad scope and perspective informed by a synthesis of international scholarship and practice this handbook will inform readers from around the world of existing and emerging issues and trends that confront psychological ethics

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