Ethics And Values In Industrial Organizational Psychology Applied Psychology Series

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Moral Resilience - Cynda Hylton Rushton 2018-10-02
Suffering is an unavoidable reality in health care. Not only are patients and families suffering but also the clinicians who care for them. Commonly the suffering experienced by clinicians is moral in nature, in part a reflection of the increasing complexity of health care, their roles within it, and the expanding range of available interventions. Moral suffering is the anguish that occurs when the burdens of treatment appear to outweigh the benefits; scarce human and material resources must be allocated; informed consent is incomplete or inadequate; or there are disagreements about goals of treatment among patients, families or clinicians. Each is a source of moral adversity that challenges clinicians' integrity: the inner harmony that arises when their essential values and commitments are aligned with their choices and actions. If moral suffering is unrelieved it can lead to disengagement, burnout, and undermine the quality of clinical care. The most studied response to moral adversity is moral distress. The sources and sequelae of moral distress, one type of moral suffering, have been documented among clinicians across specialties. It is vital to shift the focus to solutions and to expanded individual and system strategies that mitigate the detrimental effects of moral suffering. Moral resilience, the capacity of an individual to restore or sustain integrity in response to moral adversity, offers a path forward. It encompasses capacities aimed at developing self-regulation and self-awareness, buoyancy, moral efficacy, self-stewardship and ultimately personal and relational integrity. Clinicians and healthcare organizations must work together to transform moral suffering by cultivating the individual capacities for moral resilience and designing a new architecture to support ethical practice. Used worldwide for scalable and sustainable change, the Conscious Full Spectrum approach, offers a method to solve problems to support integrity, shift patterns that undermine moral resilience and ethical practice, and source the inner potential of clinicians and leaders to produce meaningful and sustainable results that benefit all.

Specialty Competencies in Clinical Child and Adolescent Psychology - Alfred J. Finch, Jr. 2012-02-03
The specialty of clinical child and adolescent psychology has a history that dates back to the turn of the century when the first psychological clinic for children was reportedly established. As it is currently applied, this broad and wide-ranging specialty took organizational shape from the 1960s through the 1990s, and today child and adolescent psychology shares many characteristics and plays a collaborative role other specialties within professional psychology. These include clinical psychology, cognitive and behavioral psychology, school psychology, and clinical health psychology. In this volume, Dr. Finch and his co-authors provide a comprehensive demonstration of the competencies involved in this specialty, extending far beyond the scope of the age of its identified patient population. Offering an evidence-based best practices model of intervention informed by an integration of multiple professional competencies from a range of other specialty areas, this book is an invaluable resource for all those interested in pursuing the clinical child and adolescent specialty practice. Series in Specialty Competencies in Professional Psychology Series Editors Arthur M. Nezu and Christine Maguth Nezu As the field of psychology continues to grow and new specialty areas emerge and achieve recognition, it has become increasingly important to define the standards of professional specialty practice. Developed and conceived in response to this need for practical guidelines, this series presents methods, strategies, and techniques for conducting day-to-day practice in any given psychology specialty. The topical volumes address best practices across the functional and foundational competencies that characterize the various psychology specialties, including clinical psychology, cognitive and behavioral psychology, school psychology, geropsychology, forensic psychology, clinical neuropsychology, couples and family psychology, and more. Functional competencies include common practice activities like assessment and intervention, while foundational competencies represent core knowledge areas such as ethical and legal issues, cultural diversity, and professional identification. In addition to describing these competencies, each volume provides a definition, description, and development timeline of a particular specialty, including its essential and characteristic pattern of activities, as well as its distinctive and unique features. Written by recognized experts in their respective fields, volumes are comprehensive, up-to-date, and accessible. These volumes offer invaluable guidance to not only practicing mental health professionals, but those training for specialty practice as well.

Organizational Moral Learning - Ryan S. Bisel 2017-07-31
Winner of two National Communication Association awards: Communication Ethics Division's 2018 Single-Author Book of the Year Award Organizational Communication Division's 2018 Outstanding Book of the Year Award Extensive work in psychology and neuroscience reveals that individuals are born with moral intuitions, and this volume capitalizes on that recent insight to provide a new perspective on how to lead organizational ethics. Organizational Moral Learning presents communication-based recommendations for managers and leaders to encourage authentic moral dialogue at work so that these discussions can be used to update work practices vigilantly as organizations strive for ethical excellence. Organizational ethics are crucial to individual, organizational, national, and even global well-being, and this work leads a revolution in thinking about how to manage organizational ethics. Written accessibly for students and practitioners alike, this book provides a leading-edge look at organizational ethics based on science and research applicable to a worldwide audience.

APA Handbook of Industrial and Organizational Psychology - Sheldon Zedeck 2011

The Cambridge Handbook of Technology and Employee Behavior - Richard N. Landers 2019-02-14
Experts from across all industrial-organizational (IO) psychology describe how increasingly rapid technological change has affected the field. In each chapter, authors describe how this has altered the meaning of IO research within a particular subdomain and what steps must be taken to avoid IO research from becoming obsolete. This Handbook presents a forward-looking review of IO psychology's understanding of both workplace technology and how technology is used in IO research methods. Using interdisciplinary perspectives to further this understanding and serving as a focal text from which this research will grow, it tackles three main questions facing the field. First, how has technology affected IO psychological theory and practice to date? Second, given the current trends in both research and practice, could IO psychological theories be rendered obsolete? Third, what are the highest priorities for both research and practice to ensure IO psychology remains appropriately engaged with technology moving forward?

Corporate Social Responsibility and Organizational Psychology: Quid pro Quo - Ante Glavas 2017-07-05
Researchers, corporate leaders, and other stakeholders have shown increasing interest in Corporate Social Responsibility (CSR)—a company's discretionary actions and policies that appear to advance societal well-

being beyond its immediate financial interests and legal requirements. Spanning decades of research activity, the scholarly literature on CSR has been dominated by meso- and macro-level perspectives, such as studies within corporate strategy that examine relationships between firm-level indicators of social/environmental performance and corporate financial performance. In recent years, however, there has been an explosion of micro-oriented CSR research conducted at the individual-level of analysis, especially with respect to studies on how and why job seekers and employees perceive and react to CSR practices. This micro-level focus is reflected in 12 articles published in this edited volume as a research topic collection in Frontiers in Psychology (Organizational Psychology Specialty Section) titled "Corporate social responsibility and organizational psychology: Quid pro quo."

Organizational Psychology in Cross Cultural Perspective - Colin P. Silverthorne 2005-01-01
The last two decades have seen an explosive increase in the ethnic diversity of the workforce, growth in international business, and the emergence of many more multinational companies. The potential for problems as companies operate across borders and managers manage in countries which have different values, norms and cultural behaviors is great. By looking at organizational psychology in a cross-cultural context, we can gain an understanding of the challenges facing organizations and business today. This text breaks new ground in introducing organizational psychology from a cross cultural perspective. It provides a foundational overview of the current major theories in organizational psychology, and illuminates the impact of cultural differences on organizational dynamics. It also makes available specific research concerning our current understandings of how these dynamics play out in particular regions and countries, such as autocratic versus democratic leadership styles in Africa and Europe or conflict management in Asia. The volume offers a welcome introduction to the topic to those in industrial/organizational psychology, international relations and management, and international business/MBA programs focusing on international issues.

Handbook of Value - Tobias Brosch 2016
This handbook combines the forces of the many disciplines involved in value research and covers issues such as definitions of value and the role of value in emotion. It contributes to an interdisciplinary dialogue by providing a common reference point to serve as a resource for disciplinary excellence and interdisciplinary cross-fertilisation.

Values and Ethics of Industrial-Organizational Psychology - Joel Lefkowitz 2023
"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. The third edition utilizes ideas from the first two to provide readers with a practical model for ethical decision making and includes examples from I-O research and practice, as well as current business events"--

Ethics in Psychology - Gerald P. Koocher 1998
"Written in a highly readable and accessible style, this new edition retains the key features that have contributed to its popularity, including hundreds of case studies that provide illustrative guidance on a wide variety of topics, including fee setting, advertising for clients, research ethics, sexual attraction, how to confront observed unethical conduct in others, and confidentiality. Ethics in Psychology and the Mental Health Professions will be important reading for practitioners and students in training."--BOOK JACKET.

Ethical Leadership - Mendonca, Manuel 2006-12-01
This text explores the nature of ethical leadership in terms of that which is viewed as morally good, & that which is viewed as technically or professionally competent. Drawing on the authors' experience in teaching & researching leadership, it provides a model from which practical strategies can be derived for good & effective leadership.

Mastering Industrial-Organizational Psychology - Elizabeth L. Shoenfelt 2020
"An Introduction to Industrial-Organizational Psychology provides a brief introduction to Industrial-Organizational (I-O) psychology; a definition of the field; an explanation of the knowledge, skills, and abilities needed by master's level I-O practitioners; and a description of I-O master's professional practice areas. I-O graduate training is introduced, highlighting differences between master's training and doctoral training. The exponential growth of I-O master's programs over the past several decades and the growing demand in the job market for I-O practitioners is noted. The authors conclude with a discussion of issues relevant to the master's degree in I-O psychology"--

Moral Value and Human Diversity - Robert Audi 2008
Robert Audi looks at four previous major attempts to codify ethical behaviour: the virtue ethics of Aristotle, the rule-based ethics of Kant; J.S. Mill's utilitarianism; and the movement known as 'common-sense' ethics associated with W.D. Ross.

From Morality to Mental Health - Mike W. Martin 2006-04-20
Surveying the ways in which morality and mental health are related, this book touches on practical concerns, such as love and work, crime and violence, and addictions. It aims to shows how morality and mental health are intertwined in our pursuit of a meaningful life.

Ethics Training for Managers - Logan L. Watts 2020-12-14
Can employees be trained to make more ethical decisions? If so, how? Providing evidence-based and practical answers to these critical questions is the purpose of this book. To answer these questions, the authors—four organizational psychologists who specialize in the study of ethical decision making—translate insights based on decades of scientific research. Whether you are a student, educator, HR manager, compliance professional, or simply someone interested in the topic of ethics education, this book offers a road map for designing ethics training programs that work.

The Morals and Politics of Psychology - Isaac Prilleltensky 1994-07-28
This book explores the moral, social, and political implications of dominant psychological theories and practices. The analysis entails the therapeutic uses of psychoanalysis, cognitive, behavioral, and humanistic psychology, as well as the practice of clinical, school, and industrial/organizational psychology. It is argued that applied psychology strengthens the societal status quo, thereby contributing to the perpetuation of social injustice. Most discussions of morality in psychology deal with the ethical repercussions of practices on individual clients. This book is unique in that it deals with the social ethics of psychology; that is, with the social morality of the discipline. It is also unique in that it offers a comprehensive critique of the most popular psychological means of solving human problems. The author does not stop at the level of critique but provides a vision for including the values of self-determination, distributive justice, collaboration, and democratic participation in psychology. He shows how some of these values have already been adopted by feminist and community psychologists. Given the prominence of psychology in contemporary society, The Morals and Politics of Psychology should be of interest to mental health professionals and their clients, as well as to people concerned with morality and social justice.

Managing Business Ethics - Linda K. Trevino 2016-09-13
Revised edition of the authors' Managing business ethics, [2014]

Ethical Concepts and Problems - K. E. Løgstrup 2020-06-11
This is first English edition of Ethical Concepts and Problems (1971) by Danish philosopher and theologian K. E. Løgstrup (1905-81). Originally published as a contribution to a textbook of ethics for students of theology, it propounds a philosophical ethics in continuity with Martin Luther's conception of the natural law. We find here the core idea from The Ethical Demand, that in our dealings with others we are faced with the demand that we take care of them, now conceptualized as the central tenet of an ontological ethics based on human interdependence as a fundamental condition of life. Later in his career, Løgstrup developed a conception of what he called 'the sovereign expressions of life'-spontaneous other-regarding impulses or ways of conduct such as trust, sincerity, and compassion-and these are here described and determined in their relation to the ethical demand and moral norms. Furthermore, this key text discusses a number of central ethical concepts such as duty, responsibility, will, and choice. Løgstrup also explores the relationship between love of the neighbour and politics, before finally concluding with an extensive discussion of political questions such as cultural policy, democracy, and the right of resistance. Ethical Concepts and Problems therefore offers an instructive survey of important parts of Løgstrup's ethical and political thinking, from theological issues like Luther's doctrine of the bondage of the will, to the ideas of philosophers such as Descartes, Kant, Nietzsche, and Kierkegaard. In this edition Løgstrup's original text is accurately rendered into readable English and paired with an introduction which explains the main themes and wider context of the work.

Behavioral Business Ethics - David De Cremer 2012-03-12
This book takes a look at how and why individuals display unethical behavior. It emphasizes the actual behavior of individuals rather than the specific business practices. It draws from work on psychology which is the scientific study of human behavior and thought processes. As Max Bazerman said, "efforts to improve ethical decision making are better aimed at understanding our psychological tendencies."

Responsible Conduct of Research - Adil E. Shamoo 2009-02-12
Recent scandals and controversies, such as data fabrication in federally funded science, data manipulation and distortion in private industry, and human embryonic stem cell research, illustrate the importance of ethics in science. Responsible Conduct of Research, now in a completely updated second edition, provides an introduction to the social, ethical, and legal issues facing scientists today.

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.

Business Ethics for Better Behavior - Jason Brennan 2021-06-21
A clear and concise roadmap for ethical business behavior using commonsense moral principles Business Ethics for Better Behavior concisely answers the three most pressing ethical questions business professionals face: What makes business practices right or wrong?; Why do normal, decent businesspeople of good will sometimes do the wrong thing?; and How can we use the answer to these questions to get ourselves, our coworkers, our bosses, and our employees to behave better? Bad behavior in business rarely results from bad will. Most people mean well much of the time. But most of us are vulnerable. We all fall into moral traps, usually without even noticing. Business Ethics for Better Behavior teaches business professionals, students, and other readers how to become aware of those traps, how to avoid them, and how to dig their way out if they fall in. It integrates the best work in psychology, economics, management theory, and normative philosophy into a simple action plan for ensuring the best ethical performance at all levels of business practice. This is a book anyone in business, from an entry-level employee to CEO, can use.

The Oxford Handbook of International Psychological Ethics - Mark M. Leach 2012-08-23
The Oxford Handbook of International Psychological Ethics is the much-needed comprehensive source of information on psychological ethics from an international perspective. This volume presents cutting-edge research and findings related to recent, current, and future international developments and issues related to psychological ethics.

Ethics and Values in Industrial-Organizational Psychology, Second Edition - 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, I-O 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 I-O, 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 I-O research and practice, as well as current business events, are offered throughout. It is ideal for ethics and I-O courses at the graduate level.

Humanitarian Work Psychology - S. C Carr 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.

Ethics and Values in Industrial-organizational Psychology - Joel Lefkowitz 2017
Ethics and Values in Industrial-Organizational Psychology was one of the first books to integrate work from moral philosophy, moral psychology, I-O 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 I-O, 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 I-O research and practice, as well as current business events, are offered throughout. It is ideal for ethics and I-O courses at the graduate level.

Master Therapists - THOMAS. SKOVHOLT 2017-02-07
In this 10th Anniversary text, Thomas M. Skovholt and Len Jennings paint an elaborate portrait of expert or "master" therapists. The book contains extensive qualitative research from three doctoral dissertations and an additional research study conducted over a seven-year period on the sameten master therapists. This intensive research project on master therapists, those considered the "best of the best" by their colleagues, is the most extensive research on high-level functioning of mental health professionals ever done. Therapists and counselors can use the insights gained from thisbook as potential guidelines for use in their own professional development. Furthermore, training programs may adopt it in an effort to develop desirable characteristics in their trainees.Featuring a brand new Preface and Epilogue, this 10th Anniversary Edition of Master Therapists revisits a landmark text in the field of counseling and therapy.

Using Industrial Organizational Psychology for the Greater Good - Julie Olson-Buchanan 2013
Contributions from worldwide experts showcase the power the IO community has to foster, promote and encourage pro social efforts. Also included will be commentary from an eminent group of IO psychologists who give invaluable insights into the history and the future of IO psychology .

The Ethical Practice of Psychology in Organizations - Rodney L. Lowman 2006
Illustrated by case examples based on real-life situations, this volume covers personnel selection, organizational diagnosis and intervention, consulting relationships, research and academic issues, professional training and certification, billing and marketing, and the ethics of professional behavior.

Adverse Impact Analysis - Scott B. Morris 2016-12-01
Compliance with federal equal employment opportunity regulations, including civil rights laws and affirmative action requirements, requires collection and analysis of data on disparities in employment outcomes, often referred to as adverse impact. While most human resources (HR) practitioners are familiar with basic adverse impact analysis, the courts and regulatory agencies are increasingly relying on more sophisticated methods to assess disparities. Employment data are often complicated, and can include a broad array of employment actions (e.g., selection, pay, promotion, termination), as well as data that span multiple protected groups, settings, and points in time. In the era of "big data," the HR analyst often has access to larger and more complex data sets relevant to employment disparities. Consequently, an informed HR practitioner needs a richer understanding of the issues and methods for conducting disparity analyses. This book brings together the diverse literature on disparity analysis, spanning work from statistics, industrial/organizational psychology, human resource management, labor economics, and law, to provide a comprehensive and integrated summary of current best practices in the field. Throughout, the description of methods is grounded in the legal context and current trends in employment litigation and the practices of federal regulatory agencies. The book provides guidance on all phases of disparity analysis, including: How to structure diverse and complex employment data for disparity analysis How to conduct both basic and advanced statistical analyses on employment outcomes related to employee selection, promotion, compensation, termination, and other employment outcomes How to interpret results in terms of both practical and statistical significance Common practical challenges and pitfalls in disparity analysis and strategies to deal with these issues

Handbook of Employee Selection - James L. Farr 2017-03-27
This second edition of the Handbook of Employee Selection has been revised and updated throughout to

reflect current thinking on the state of science and practice in employee selection. In this volume, a diverse group of recognized scholars inside and outside the United States balance theory, research, and practice, often taking a global perspective. Divided into eight parts, chapters 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. Additional sections include chapters that focus on ethical and legal concerns and testing for certain types of jobs (e.g., blue collar jobs). The second edition features a new section on technology and employee selection. The Handbook of Employee Selection, Second Edition provides an indispensable reference for scholars, researchers, graduate students, and professionals in industrial and organizational psychology, human resource management, and related fields.

Industrial/Organizational Psychology - Paul Levy 2009-07-03
The third edition of this acclaimed text introduces students to the psychological factors active in the workplace, including the psychology of the workforce, employee health and well-being, organizational behavior, motivation, human resources, and various dynamics of work interaction.

The Emerald Review of Industrial and Organizational Psychology - Robert L. Dipboye 2018-09-07
This book provides a comprehensive review of the theory, research, and applications in Industrial and Organizational (I/O) Psychology. Analyzing three primary objectives of I/O psychology: improving the effectiveness of employees and organizations, enhancing employee well-being, and gaining an understanding of human behavior in organizations.

How Should One Live? - Roger Crisp 1996-03-07
The last four decades have seen a remarkable revival of interest in the virtues, which lay at the heart of ancient and medieval moral philosophy. This collection is the first general survey of this revival, containing specially commissioned articles on topics central to virtue ethics and virtue theory, written by a distinguished international team of philosophers. It represents the state of the art in this subject, and will set the agenda for future work. Topics covered in How Should One Live? include: practical virtue ethics; ancient views of the virtues; impartiality and partiality; Kant and the virtues; utilitarianism and the virtues; the virtues and human nature; natural and artificial virtues; virtue and the good life; the vices; virtue and the emotions; virtue and politics; feminism, moral education, and the virtues; and virtue and community.

Specialty Competencies in Clinical Psychology - Robert A. DiTomasso 2013-08-15
Written by recognized experts in their respective fields, the books of the Series in Specialty Competencies in Professional Psychology are comprehensive, up-to-date, and accessible. These volumes offer invaluable guidance to not only practicing mental health professionals, but those training for specialty practice as well.

APA Handbook of Ethics in Psychology - 2012

Leading With Values - Neil Malhotra 2022-02-17
Uses psychological and philosophical frameworks to teach readers how to make strategic, principled decisions as they lead with values.

What Can Philosophy Contribute To Ethics? - James Griffin 2015-10-29
Ethics appears early in the life of a culture. It is not the creation of philosophers. Many philosophers today think that their job is to take the ethics of their society in hand, analyse it into parts, purge the bad ideas, and organize the good into a systematic moral theory. The philosophers' ethics that results is likely to be very different from the culture's raw ethics and, they think, being better, should replace it. But few of us, even among philosophers, settle real-life moral questions by consulting the Categorical Imperative or the Principle of Utility, largely because, if we do, we often do not trust the outcome or cannot even reliably enough decide what it is. By contrast, James Griffin explores the question what philosophers can reasonably expect to contribute to normative ethics or to the ethics of a culture. Griffin argues that moral philosophers must tailor their work to what ordinary humans' motivational capabilities, and he offers a new account of moral deliberation.

Encyclopedia of Industrial and Organizational Psychology - Steven G. Rogelberg 2007
Publisher description

Work in the 21st Century - Landy 2013-03-04