



Book Series

Contemporary Perspectives in Corporate Social Performance and Policy

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Agata Stachowicz-Stanusch, *Canadian University Dubai*

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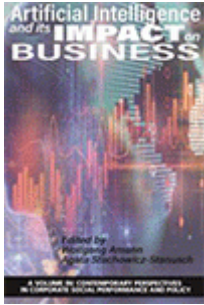
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Artificial Intelligence and its Impact on Business

Wolfgang Amann, HEC Paris in Qatar; Agata Stachowicz-Stanusch, Canadian University Dubai

2020. Paperback 9781648020735 \$45.99. Hardcover 9781648020742 \$85.99. eBook 9781648020759 \$65.

Artificial intelligence (AI) technologies are one of top investment priorities in these days. They are aimed at finding applications in fields of special value for humans, including education.

The fourth industrial revolution will replace not only human hands but also human brains, the time of machines requires new forms of work and new ways of business education, however we must be aware that if there is no control of human-chatbot interaction, there is a risk of losing sight of this interaction's goal. First, it is important to get people to truly understand AI systems, to intentionally participate in their use, as well as to build their trust, because "the measure of success for AI applications is the value they create for human lives" (Stanford University 2016, 33). Consequently, society needs to adapt to AI applications if it is to extend its benefits and mitigate the inevitable errors and failures. This is why it is highly recommended to create new AI-powered tools for education that are the result of cooperation between AI researchers and humanities' and social sciences' researchers, who can identify cognitive processes and human behaviors.

This book is authored by a range of international experts with a diversity of backgrounds and perspectives hopefully bringing us closer to the responses for the questions what we should teach (what the 'right' set of future skills is), how we should teach (the way in which schools should teach and assess them) and where we should teach (what implications does AI have for today's education infrastructure). We must remember as we have already noticed before "...education institutions would need to ensure that that they have an appropriate infrastructure, as well as the safety and credibility of AI-based systems. Ultimately, the law and policies need to adjust to the rapid pace of AI development, because the formal responsibility for appropriate learning outcomes will in future be divided between a teacher and a machine. Above all, we should ensure that AI respect human and civil rights (Stachowicz-Stanusch, Amann, 2018)".

CONTENTS: Acknowledgements. **PART I: INTRODUCTION.** Should We Be Afraid of Artificial Intelligence? Towards Understanding, Consciousness and Responsibility of Artificial Intelligence, *Agata Stachowicz-Stanusch and Wolfgang Amann*. **PART II: THE IMPACT OF ARTIFICIAL INTELLIGENCE ON THE BUSINESS WORLD: THE CHALLENGES.** How Will AI Change/Impact Management and Business World, *Li-Hwa Hung and Kuo-Shun Sun*. Should We Fear Artificial Intelligence? *Athanasios Chymis*. In the AI Era, Soft Skills are the New Hard Skills, *Niva Dolev and Yariv Itzkovich*. Artificial Intelligence in the Industry 4.0: Managerial Approach and Challenges for Leaders, *Aneta Aleksander*. **PART III: THE IMPACT OF ARTIFICIAL INTELLIGENCE ON BUSINESS WORLD: THE IMPLICATIONS.** Subjectivity of the Dyadic Relationship Human-Robot in the Light of Intentional Stance: Implications For Performing Knowledge-Based Work, *Agnieszka Wojtczuk-Turek*. An AI and Robotic World: Which Implications for Social Responsibility? *Duane Windsor*. Integrating Artificial Intelligence Concepts into Traditional University Business Management Programs, *Marjorie L. McInerney and Marc Sollosy*. Digital-Era Governance: Implications for Management Education and Training in Public Sector, *Filomena Buonocore, Paola Briganti, Davide de Gennaro and Luisa Varriale*. Organizational Innovation in Healthcare: The Role of Information Technology, *Stefania De Simone and Andrea Tomo*. About the Editors and Contributors.



Mastering Anti-Corruption The Practitioners' View

Agata Stachowicz-Stanusch, Silesian University of Technology, Poland; Wolfgang Amann, HEC Paris in Qatar

2019. Paperback 978-1-64113-599-3 \$45.99. Hardcover 978-1-64113-600-6 \$85.99. eBook 978-1-64113-601-3 \$65.

The book Mastering anti-corruption - The practitioners' view is aimed at presenting different ways and modes of mastering anti-corruption in selected countries. By showing examples and cases the authors of particular chapters would like to emphasize the necessity of implementing solutions that will help to prevent corruption at all or at least will diminish its negative effects on business and human beings.

The book is divided into four parts: "Introduction", "Anti-Corruption as a Topic in Practice - national and international perspective", "Anti-Corruption as a Topic in Practice - organizational perspective" and "Anti-Corruption as a Topic in Practice - ethical perspective". Authors of this book presented a wide range of issues and topics covering the problem of preventing and fighting the corruption around the world. Hopefully the cases will constitute a good practice for countries and nations facing the problem of corruption and will be an inspiration for further research as well as practical applications in this area.

CONTENTS: INTRODUCTION. Corruption and Integrity in Business and Academia. Perception and Experience, *Agata Stachowicz-Stanusch, Wolfgang Amann*. **PART II: ANTI-CORRUPTION AS A TOPIC IN PRACTICE - NATIONAL AND INTERNATIONAL PERSPECTIVE.** Compliance and Anticorruption in International Companies - Reflections on Challenges and Changes, *Matthias Kleinhempel*. From Government System to a Responsible Governance System: Italian Public Sector Corruption and Natural Disasters and the L'Aquila Earthquake, *Paolo Esposito, Manuela Brusoni, and Elio Borgonovi*. The National Anti-Corruption Initiatives in the Context of International Norms: Case Study of Emerging and Advanced Economies, *Peter Yeoh*. Public Integrity in Italy: Creating a Public Management Framework, *Paolo Esposito, Manuela Brusoni, and Elio Borgonovi*. **PART III: ANTI-CORRUPTION AS A TOPIC IN PRACTICE - ORGANIZATIONAL PERSPECTIVE.** Voluntary Turnover as Organizational Misbehavior - The Case of IT Employees in the IT Sector, *Limor Kessler Ladelsky*. Citizen Pressure: The Importance of Servant Leadership and Perceived Organizational Support to Safeguard Against Negative Workplace Behaviors and Organizational Corruption, *Sharon E. Norris*. Responsible Leadership and Anti-Corruption: A Study of Taiwan Sinyi Real Estate, *Li-Hwa Hung*. **PART IIII: ANTI-CORRUPTION AS A TOPIC IN PRACTICE - ETHICAL PERSPECTIVE.** Using Creating Shared Value Strategies as a Tool for Controlling Corruption, *Philip M. Nichols*. Is Corruption a Problem of Poverty, Ethics or Culture? *Nina Chala and Oksana Poplavska*. Speed - the Culprit of Unethical Behavior? *Corinne Jenni and Alfred Lewis*.



The Social Issue in Contemporary Society Relations Between Companies, Public Administrations and People

Agata Stachowicz-Stanusch, Silesian University of Technology, Poland; Lorenzo Mercurio, University of Naples Federico II - Italy

2019. Paperback 9781641135580 \$45.99. Hardcover 9781641135597 \$85.99. eBook 9781641135603 \$65.

It is widely observed that societies are changing, and new social issues are raising. The relationship between actors in the global environment and in the local as well, is changing because of financial crisis, new technological revolution, climate change, richness reallocation and concentration. We can see that value creation and management models in organizations are often uncoherent with the satisfaction of needs. The ability to create competitive advantages on a financial level seems to be increasingly developed. This can be sustained by the clear trend that leads companies to grow in size or create strong groups by shifting uncertainty over the weaker part of the market and unorganized systems and citizens. In this misalignment, empty spaces in the economic environment are opened. These spaces are those where the action of the public system can no longer be effective (or where it has never been) and where, more and more, the private interests are weak or absent. New wants are emerging in these areas and traditional models are no longer able to answer many of these needs.

The book "The Social Issue in Contemporary Society: relations between Companies, Public Administrations and People" originates from a huge number of questions with the social issue as "fil rouge". In this perspective, the book is divided in four parts: "Introduction", "New Models and Tools for Public Administration", "New Models for New Companies" and "New Models for New Societies".

A range of scholars that authored that book provide us with a different point of view about the problem that is underlined in the book title. We hope it will be a worthy inspiration for who dream a new idea of society.

CONTENTS: PART I: INTRODUCTION. The Social Issue in Contemporary Society: Relations Between Companies, Public Administrations and People, *Agata Stachowicz-Stanusch and Lorenzo Mercurio*. **PART II: NEW MODELS AND TOOLS FOR PUBLIC ADMINISTRATION.** Political Discontinuity and Perceived Uncertainty: A Behavioral Analysis of Public Top Managers in Italy, *Filomena Buonocore, Davide de Gennaro, Maurizio Decastri, and Alessandro Hinna*. Proactive Management for Effective E-Learning Education in Public Institutions: Personality, Learning Styles, and Organizational Context, *Paola Briganti, Luisa Varriale and Paolino Fierro*. Discovering the Grey Zone between Corruption and Whistleblowing: Histories from the Italian Public Administration, *Andrea Tomo, Ernesto De Nito, Gianluigi Mangia, Paolo Canonico, and Stefano Consiglio*. Embedding Distributed Systems into Organizations: How Blockchain Reinforces Transparency And Accountability in PA's New Governance Models, *Francesco Bolici, Annalisa Castelli, and Alessandro*

Hinna. **PART III: NEW MODELS FOR NEW COMPANIES.** New Governance Model: A New Management Model for a VUCA World, *Vittorio D'Amato and Francesca Macchi*. The for Benefit Company (fBComp): Business Model Able to Link the Social Firm Legitimacy with Investment Profit, *Maria Antonella Ferri and Gianpaolo Basile*. **PART IV: NEW MODELS FOR NEW SOCIETIES.** Cities Designing the Future, *Mauro Romanelli, Concetta Metallo, Rocco Agrifoglio, and Maria Ferrara*. Social Media for Knowledge Sharing in a Higher Education Institution in the Sub-Saharan African Context, *F. Di Virgilio and S. Asunka*. Social Innovation in Healthcare Service Provision: An Ongoing Analysis of the Italian Experience, *Paolo Canonico, Mariavittoria Cicellin, Stefano Consiglio, and Adriana Scuotto*.



Academic Social Responsibility Sine Qua Non for Corporate Social Performance

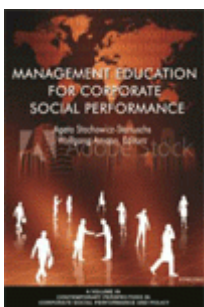
Agata Stachowicz-Stanusch, Silesian University of Technology, Poland; Wolfgang Amann, HEC Paris in Qatar

2018. Paperback 978-1-64113-230-5 \$45.99. Hardcover 978-1-64113-231-2 \$85.99. eBook 978-1-64113-232-9 \$65.

The book *Academic Social Responsibility - Sine Qua Non for Corporate Social Performance* is our endeavor to disseminate the awareness of the significance of responsible (especially management) education not only for academic stakeholders, but for the whole society. It is an interesting combination of theories, studies, recognitions, and experiences gained by authors from different countries, institutions, who function in various institutional and cultural conditions.

The book is divided into "Introduction" and three parts: "Towards the Socially Responsible University", "Socially Responsible Education for Enterprise Development", "Human Voice in Responsible Management Education". The authors present fresh concepts for socially responsible university, their impact on real business performance as well as discussions on specific issues when implementing academic social responsibility in practice.

CONTENTS: Socially Responsible Academia and Its Role in Contemporary Society, *Agata Stachowicz-Stanusch and Wolfgang Amann*. **PART I: TOWARDS THE SOCIALLY RESPONSIBLE UNIVERSITY.** Social and Ethical Responsibility Within a University, *Peter Bowden*. Implementing CSR in Higher Education: A Taxonomy of Approaches, *Harry Costin and Marco Tregua*. Embedding Corporate Social Responsibility Within Business School Programs, Policies, Procedures, and Practice, *Marianela Adriaenséns Rodríguez and Alfonso Ernesto Benito Fraile*. Socially Responsible Education: Some Cases From Central and Eastern Europe, *Agata Stachowicz-Stanusch*. **PART II: SOCIALLY RESPONSIBLE EDUCATION FOR ENTERPRISE DEVELOPMENT.** The Role of Management Education in Corporate Social Performance, *Li Hwa Hung*. Business School Responsible Leadership and Social Responsibility, *Ruben Guevara and Percy Marquina*. Social Entrepreneurship and the CSR Agenda, *Peter Yeoh*. **PART III: HUMAN VOICE IN RESPONSIBLE MANAGEMENT EDUCATION.** The Role of Higher Education Institutions in Developing a CSR Prone Social Identity: The UN Global Compact, *Robert A. Cleve, Gergely Czukor, and İdil Işık*. Management Graduates: Reductionist Specialists or Absorptive Generalists? *Mike Valente*. Organizational Virtuousness and Employee Outcomes: The Role of Psychological Safety and Pro-Social Motives, *Irene Tsachouridi and Irene Nikandrou*. Different Alternatives to Promote Student Social Responsibility at the University, *Bertha Elizabeth Cárdenas Hinojosa and María de Lourdes Francke Ramm*. About the Editors. About the Contributors.



Management Education for Corporate Social Performance

Agata Stachowicz-Stanusch, Silesian University of Technology, Poland; Wolfgang Amann, HEC Paris in Qatar

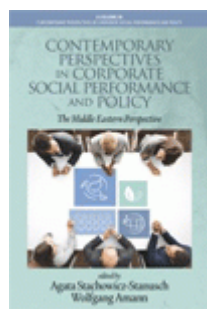
2018. Paperback 978-1-64113-076-9 \$45.99. Hardcover 978-1-64113-077-6 \$85.99. eBook 978-1-64113-078-3 \$65.

The book *Management Education for Corporate Social Performance* is our endeavor to answer the following question: How can the academic world develop and apply a proper concept of corporate social performance to ensure more impact? The authors from different cultures, countries and educational systems present a rich diversity of insights and solutions.

The book is divided into five parts: "Introduction", "worldwide kaleidoscope of management education for Corporate Social Performance", "the role of management education in Corporate Social Performance", and "using knowledge from practice

and theory for responsible management education". The book combines state-of-the-art international views, which can inspire academia as well as corporate practices.

CONTENTS: Introduction. Academic Freedom and the Social Responsibilities of Academics: A Pathway to Corporate Social Performance, *Agata Stachowicz-Stanusch and Wolfgang Amman*. **PART I: WORLDWIDE KALEIDOSCOPE OF MANAGEMENT EDUCATION IN CORPORATE SOCIAL PERFORMANCE.** Management Education for Corporate Social Responsibility in a Postcommunist Country: The Case of a Polish University Aldona Glińska-Noweś, *Agata Sudolska, and Agnieszka Furmańska-Maruszak*. Teaching Business Ethics at Business Schools in Transitional Cultures: An Example of Zagreb School of Economics and Management, *Kristijan Krkač and Borja Jalsenjak*. Multilatinas' CSR Activities and Practices: Implications for CSR Management Education, *Anabella del Rosario Dávila Martínez*. **PART II: THE ROLE OF MANAGEMENT EDUCATION IN CORPORATE SOCIAL PERFORMANCE.** The Development of Moral Character in Business Students, *Hamid H. Kazeroony and Craig D. Barton*. Management Education for Millennials: Blending the Need for Financial Literacy With Socially Responsible Investment, *Leslie E. Sekerka, Derek Stimel, and Doug Heske*. Change Within the Existing: Introducing a New Mandatory Track on Global Challenges in a BSc-Program, *Pär Mårtensson, Anna Nyberg, and Ciara Sutton*. Massive Open Online Courses (MOOCs) as an Education Tool for Corporate Social Responsibility, *Mirjana Pejić Bach, Mislav Ante Omazić, Ana Aleksić, and Jovana Zoroja*. The Complementarities of Risk Management and CSR in Corporate Responsibility: The Way Forward for Management Education, *Adela McMurray, Larry Li, and Malick Sy*. **PART III: USING KNOWLEDGE FROM PRACTICE AND THEORY FOR RESPONSIBLE MANAGEMENT EDUCATION.** Corporate Social Responsibility: The Case of Wells Fargo Bank, *Corinne Jenni and Alfred Lewis*. Corporate Purpose, Authentic Stakeholder Engagement, and a Balanced Business Scorecard for Corporate Social Responsibility: A Framework to Enhance Business Education, *William J. Mea, Ronald R. Sims, and Peet van Biljon*. Organizational Ethics in Health Care: Proactively Caring Employees, *Stefania De Simone, Andrea Tomo, and Alfonso Morvillo*. The Formation of Socially Responsible Business in Ukraine, *Nina Chala and Oksana Poplavskaya*. Ubuntu Inside and Out: Internal Corporate Social Responsibility and External Inclusion, *Jaye Goosby Smith*. About the Authors.



Contemporary Perspectives in Corporate Social Performance and Policy The Middle Eastern Perspective

Agata Stachowicz-Stanusch, Silesian University of Technology, Poland; Wolfgang Amann, HEC Paris in Qatar

2018. Paperback 9781641130608 \$45.99. Hardcover 9781641130615 \$85.99. eBook 9781641130622 \$65.

The book *Contemporary Perspectives in Corporate Social Performance and Policy - The Middle Eastern Perspective* is our endeavor to deepen the current discussion about business and institutional activity in Middle Eastern countries and disseminate the new perspective of the scientific inquiry in the responsibility of various organization operating in this part of the world.

The book is divided into four parts: "Introduction", "Reality and Challenges of Corporate Social Performance - The Middle Eastern Perspective", "Corporate Social Responsibility in Middle Eastern countries", "Corporate Social Performance -specific problems". There were included some theoretical and practical contributions into the topic of corporate social responsibility and corporate social performance based on experiences from different countries (such as Israel, Turkey, United Arab Emirates). We hope that this volume will help to understand better this specific region and its business activities.

CONTENTS: Acknowledgements. **PART I: INTRODUCTION.** Corporate Social Responsibility and Corporate Social Performance: The Middle Eastern Perspective, *Agata Stachowicz-Stanusch and Wolfgang Amman*. **PART II: REALITY AND CHALLENGES OF CORPORATE SOCIAL PERFORMANCE: THE MIDDLE EASTERN PERSPECTIVE.** Corporate Social Performance in the UAE: Reality and Challenges, *Abubakr M. T. Suliman and Sumina Elizabeth Thomas*. Corporate Governance, Corporate Social Responsibility, and Corporate Social Performance: The Role of Legal Institutions in Israel, *Hedva Vinarski Peretz*. Social Business as a Novel Mechanism for Leveraging Corporate Social Performance? Israeli Perspective, *Helena Desivilya Syna and Galit Yanay-Ventura*. Building CSO Partnerships for Social Change: A Social Space Approach, *Victor J. Friedman, Ibrahim Abu Elhajja, and Naomi H. Friedman-Sokuler*. **PART III: CORPORATE SOCIAL RESPONSIBILITY IN MIDDLE EASTERN COUNTRIES.** A Barriers Approach to Corporate Social Responsibility (CSR) Adoption in SMEs: The Case of Cyprus, *Athanasios Hadjimanolis*. Corporate Social Responsibility in Israel: The Promise and Practice of Corporate Social Responsibility in the Promised Land, *Avi Kay*. The Role of Professional Associations in Corporate Social Responsibility: The Case of Turkey, *Ayşe Hepkul and Nuray Tokgoz*. The Effects of Economic Changes on Industrial Relations in Israel: The Challenges of Corporate Social Responsibility (CSR) in Labor Relations, Employee Participation, and Equitable Compensation, *Limor Kessler Ladelsky*. Principles for Responsible Management Education in

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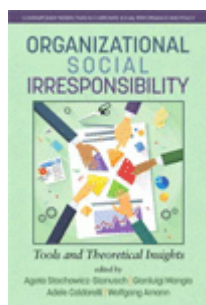
Fostering Sustainability by Management Education

Agata Stachowicz-Stanusch, Silesian University of Technology, Poland; Wolfgang Amann, HEC Paris in Qatar

2017. Paperback 978-1-64113-116-2 \$45.99. Hardcover 978-1-64113-117-9 \$85.99. eBook 978-1-64113-118-6 \$65.

This book presents our set of insights and solutions for more effectively integrating corporate social responsibility into management education. Internationally acclaimed authors critically review this multifaceted process in a variety of countries. The book is divided into several sections. After the introduction, three parts delve deep on the following aspects: “Values, Ethics and Spirituality in Management Education”, “Embedding CSR in Management Education”, and “University Social Responsibility”. This book combines theoretical considerations and state-of-the-art, practical advice. The purpose of this book is to ensure graduates pay enough attention to CSR, become more interested in it, trigger a desire for action and feel well equipped to implement tailored initiatives. Future business leaders and managers ought to become change agents who can more easily cope with the complexities CSR entails.

CONTENTS: Management Education for Corporate Social Responsibility: Fashion or Necessity, *Agata Stachowicz-Stanusch and Wolfgang Amann*. **PART I: VALUES, ETHICS AND SPIRITUALITY IN MANAGEMENT EDUCATION.** Can Character Strengths Be Taught in a School of Management? *Jaime Barrera Parra and Gustavo Alfonso González*. Couture Implementing Spirituality in Business and Management Education, *Amelia Naim Indrajaya*. A Proposal for Management Education Based on the Jesuit Educative Model for Higher Education and PRME Objectives, *Ricardo Aguado, Leire Alcañiz, and José Luis Retolaza*. Educating Leaders of Tomorrow: The Development of Moral Character in Students, *Susan S. Case and Edward Chavez*. **PART II: EMBEDDING CSR IN MANAGEMENT EDUCATION.** Embedding Corporate Social Responsibility in Tertiary Education Programs for Sustainable Development in Africa, *Enyonam Canice Kudonoo and Benony Kwaku Gordor*. Anticorruption in Management Training and the Business Game Method, *Christian Hauser and Ruth Nieffer*. Embedding Sustainability in the Gustavson School of Business: A Change in Culture, *Heather Ranson, Kim Ceulemans, and Monika I. Winn*. Stories, Action, and Ethics in Management Education, *Kenneth Mølberg Jørgensen*. **PART III: UNIVERSITY SOCIAL RESPONSIBILITY.** Flamenco as a Pedagogical Metaphor For Excellence in a Values-Based Organization, *Walter Baets*. Integrating Sustainability Mindset and Impact Competencies in Management Education: Directions, Models, and Strategies, *Marco Tavanti and Elizabeth B. Davis*. Humanizing Corporations and Socializing Their Responsibilities: The Challenge for Business Schools, *David Starr-Glass*. Integrity Capital Acquisition and Management Learning From the Polish Experience: Fighting Corruption in a New Globalized Era, *Peter Odrakiewicz and David Odrakiewicz*. Today’s Student, Tomorrow’s Leader: Using Case Studies to Prepare College Students to Make Real-World Ethical Decisions, *Kathryn H. Woods*. The Final section of the book presents the background of the editors and authors.



Organizational Social Irresponsibility Tools and Theoretical Insights

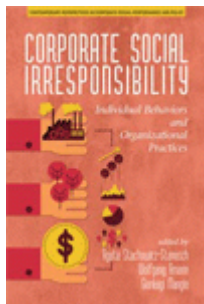
Agata Stachowicz-Stanusch, Silesian University of Technology, Poland; Gianluigi Mangia, University of Naples Federico II; Adele Caldarelli, University of Naples Federico II; Wolfgang Amann, HEC Paris in Qatar

2017. Paperback 9781681237589 \$45.99. Hardcover 9781681237596 \$85.99. eBook 9781681237602 \$65.

In the book *Organizational Social Irresponsibility: tools and theoretical insights* we focus both on theoretical and practical aspects of organizational social irresponsibility and hope to provide a contribution to the contemporary state of knowledge about its causes and results.

The book is divided into three parts: first titled “Organizational Social Irresponsibility: Practices and experiences”, second: “The thousand faces of dark side of business” and third: “Social, cultural and institutional dimensions”. The book is written by a range of authors from all over the world. They provide us with examples of some irregularity in social organizational activity. There were included some theoretical and practical contributions into the topic of organizational social irresponsibility, from different sectors (e.g. pharmaceutical or manufacturing industry as well as public administration) and various organizational processes (such as marketing, training, innovation and knowledge management). We hope it will be a worthy inspiration for struggling with dark sides of organizational existence.

CONTENTS: Acknowledgments. **PART I: ORGANIZATIONAL SOCIAL IRRESPONSIBILITY: PRACTICES AND EXPERIENCES.** Organizational Social Irresponsibility: Theoretical Frontiers and Practical, *Agata Stachowicz-Stanusch, Gianluigi Mangia, Adele Caldarelli, and Wolfgang Amann*. Why Illegal and Questionable Pharmaceutical Marketing Practices Hurt Stakeholders, *Michaeline Skiba*. Public Management Reforms and the Oxymoron of Training Proceduralization, *Denita Cepiku, Maurizio Decastri, Alessandro Hinna, and Sandro Mameli*. Not Everything That Glitters is Gold: The Dark Side of Leadership and Rewards, *Mariacristina Bonti, Vincenzo Cavaliere, and Sara Lombardi*. **PART II: THE THOUSAND FACES OF THE DARK SIDE OF BUSINESS.** The Dark Side of Being too Good in Organizational Settings, *Irene Nikandrou and Irene Tsachouridi*. The Dark Side of the Gift in Organizations: When Gift-Giving Becomes Bribery and Corruption, *Guglielmo Faldetta*. The Dark Side of Ethics in Finance: Empirical Evidences From the Italian Market, *Giovanni Landi and Andrea Tomo*. The Dark Side of the Entrepreneur: The Alignment of Dreams and Business Idea Through Education, *Rocco Agrifoglio, Paola Briganti, Concetta Metallo, and Lorenzo Mercurio*. Conducting Business Through Corrupt Means: Studying the Black Arts of Management, *Duane Windsor*. **PART III: SOCIAL, CULTURAL, AND INSTITUTIONAL DIMENSIONS.** Exploring the Nexus Between Organizational Crimes and the Dark Side of Behavior: Strategies for Prevention and Mitigation, *Radha R. Sharma and Anishya O. Madan*. Mechanisms of the Embedding of Extortion Racket Systems: The Case of Cosa Nostra, *Martin Neumann, Giovanni Frazzica, and Valentina Punzo*. The Dark Side of Creativity and Innovation in Organizations, *Agnieszka Wojtczuk-Turek*. Kerr Had It Right: What Is the Folly of the Reward? *Diane H. Parente, James F. Fairbank, and Randy C. Brown*. About the Editors. About the Contributors.



Corporate Social Irresponsibility Individual Behaviors and Organizational Practices

Agata Stachowicz-Stanusch, Silesian University of Technology, Poland; Wolfgang Amann, HEC Paris in Qatar; Gianluigi Mangia, University of Naples Federico II

2017. Paperback 9781681238067 \$45.99. Hardcover 9781681238074 \$85.99. eBook 9781681238081 \$65.

In a modern world in which one can observe managerial and investors' behaviors characterized by high risk, short term orientation, moral hazard and speculation, there is a need to form a new ethical paradigm to drive a more ethical oriented education and a substantial change to norms regulating markets and business behavior to sensitize investors and financial practitioners, so that humanity can evolve in a sustainable way. Therefore the main question we are striving to answer throughout the book “Organizational Social Irresponsibility: individual behaviors and organizational practices” is the following: Do individual behaviors influence organizational socially irresponsible practices?

Each separate chapter aims to find an answer to the above question. The book is divided into three parts: first: “The dark side of organizational behaviors”, second: “Individual skills and the workplace” and third: “Organizational politics, practices and tools. This book is authored by a range of authors from all over the world. They provide us with several theoretical and practical contributions into the topic of organizational social irresponsibility and individual behavior, facing different aspects (e.g. workplace wellness, decision-making, diversity management). We hope it will be useful for both business and academia and it will help to shape reflective, socially responsible managers of the future.

CONTENTS: PART I: THE DARK SIDE OF CORPORATE BEHAVIORS. Do Individual Behaviors Influence Corporate Socially Irresponsible Practices? *Agata Stachowicz-Stanusch, Gianluigi Mangia, Wolfgang Amann, and Andrea Tomo*. The Dark Side of Emotional Intelligence, *Vivek Khanna and Sushanta Kumar Mishra*. The Dark Side of Decision Making: Defensive Reasoning and Organizational Defensive Routines, *Sharon E. Norris*. The Unknown Effects of Over-Identification, *Angela Dettori and Ernestina Giudici*. What Lies Beneath: Introducing an Understanding of Subtle Energies in Work Dynamics, *Carolyn Dunow and Jaila C. Hansen*. **PART II: INDIVIDUAL SKILLS AND THE WORKPLACE.** Soft Skills Needed in Solving Management Control Problems, *Serdar Genç and Ünsal Siğri*. The Effects of Workplace Bullying on Employee Performance: A Cultural and Social Perspective, *Lisa T. Toler*. The Marginalization of Religion in the Workplace: Finding a Way Forward, *Timothy Ewest*. Fear and Hate in Modern Organizations: Leadership Tactics to Counter Their Effects, *Matthew R. Fairholm and Gilbert W. Fairholm*. **PART III: ORGANIZATIONAL POLITICS, PRACTICES, AND TOOLS.** Diversity Management and the Illusion Of Fairness, *Filomena Buonocore, Luisa Varriale,*

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Corporate Social Performance Reflecting on the Past and Investing in the Future

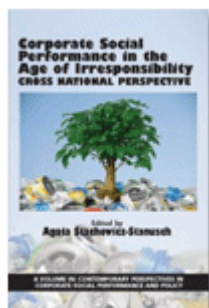
Agata Stachowicz-Stanusch, Silesian University of Technology, Poland

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Corporate Social Performance - reflecting on the past and investing in the future is aimed at filling the fundamental gap that exists in our understanding of the drivers Corporate Social Performance, its evolution and relationships with the existing concepts and theories and the paradoxes that come from those connections. Moreover the volume aims at shedding the light on most important pitfalls that may occur while CSP application in business practice. The last but not least reason for its publishing is to show Corporate Social Performance as a significant pathway to the better world, that, as I hope, will be the inspiration for the readers.

This book is authored by a range of international experts and scientists from all over the world with a diversity of professional and cultural backgrounds what hopefully will give the readers the opportunity to understand the CSP concept from different perspectives.

CONTENTS: PART I: INTRODUCTION. Corporate Social Performance- Paradoxes, Pitfalls and Pathways to the Better World, Agata Stachowicz-Stanusch. **PART II: CORPORATE SOCIAL PERFORMANCE - EVOLUTION OF THE THEORY.** Corporate Social Responsibility: The Evolution, Theories and Critics, Abubakr M. Suliman, Hadil T. Al-Khatib, and Sumina E. Thomas. Varieties of Global Responsibility: Culture and Institutional Diversity in CSR, Emmanouela Mandalaki, and Gazi Islam. Sustainability in Action at the Corporate, Industry and National Level, Zabihollah Rezaee, and Saeid Homayoun. The Whats, Whys, and Hows of Corporate Social Responsibility, Carolyn Wiley. **PART III: CORPORATE SOCIAL PERFORMANCE - RELATIONSHIPS WITH OTHER CONCEPTS.** Corporate Social Responsibility and Corporate Sustainability: How Are They Related? Angela Dettori, and Ernestina Giudici. The Relationship Between Corporate Social and Financial Performance, Augustin Suessmair, and Alexandra F. Fronzek. The Whats, Whys, and Hows of Corporate Social Responsibility: Social Needs, Social Goods and Values-based Management, Li-Hwa Hung. Increasing Corporate Social Responsibility and Breaking the Toxic Triangle Through the Exercise of Human Agency, Sharon E. Norris. **PART IV: CORPORATE SOCIAL PERFORMANCE - SPECIFIC PROBLEMS.** Strategic Corporate Social Performance Measurement: Harmonizing Short and Long-Term Social Impact, Shiv K. Tripathi, and Wolfgang Amann. Under-Representation of Women in Boardrooms: A Matter of Corporate Irresponsibility? Miriam Núñez-Torrado.



Corporate Social Performance In The Age Of Irresponsibility Cross National Perspective

Agata Stachowicz-Stanusch, Silesian University of Technology, Poland

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Corporate Social Performance In The Age Of Irresponsibility - Cross National Perspective is authored by a range of international experts with a diversity of backgrounds and perspectives and provides a collection of ideas, examples and solutions on CSP implementation in the time of irresponsibility. Although Corporate Social Performance (CSP) has become important part of the management agenda of many enterprises and many companies adding socially responsible statements to their websites and mission statements some firms behave irresponsibly while at the same time acting positively on some dimensions— “corporate social irresponsibility (CSI) and responsibility can exist at the same time in the same firm.” (Gonzalez-Perez, 2011).

This volume is aimed at presenting Corporate Social Performance concept from distinct cultural perspectives with the reference to responsible and irresponsible practices of various entities from different parts of the world.

CONTENTS: Acknowledgements. **PART I: INTRODUCTION.** Corporate Social Irresponsibility, *Agata Stachowicz-Stanusch*. **PART II: CORPORATE SOCIAL PERFORMANCE AS A GLOBAL CONCEPT.** Cultural Perspective on Sustainable Socioeconomic Development, *Mehdi Majidi*. Failures to Act Responsibly: The Role of Firm's Competitiveness in the Post-Scandal Phase, *Arabella Mocchiari Li Destri, Anna Minà, and Pasquale Massimo Picone*. Corporate Social Performance: An Endurance Pathway for Family Firms in Emerging Markets? (A Conceptual Model), *Rosa Nelly Trevinyo-Rodriguez*. **PART III: CORPORATE SOCIAL PERFORMANCE AS A CROSS NATIONAL PHENOMENON.** Corporate Social Responsibility, Income Distribution and the Environment: An Empirical Study for the European Union, *Oscar Alfranca Burriel*. Transparency and Compliance Policies of Multinational Companies in Latin America, *Nikos Passas and Matthias Kleinhempel*. Corporate Social Responsibility in Africa: Context, Paradoxes, Stakeholder Orientations, Contestations and Reflections, *Thomas Kimeli Cheruiyot and Patrick Onsando*. Perspectives on Evolution of Corporate Social Responsibility Practices in Chinese Organizations, *Ruth Alas*. CSR Perforce: Implementing CSR in the Indian Scenario, *Soma Kamal Tandon*. Development of CSR Index in Croatia: The History of Wishful Thinking-Come True? *Mislav Ante Omazić and Mirjana Matešić*. **PART IV: CORPORATE SOCIAL PERFORMANCE: CASES FROM PRACTICE.** CSR and Sustainability Practices of the Hotel Industry, *Anupriya Desore, Sapna A. Narula, and Ambika Zutshi*. Attitudes Towards Corporate Social Responsibility in Family Businesses in Italy, *Alessandra Murru and Lucia Rocchigiani*. Project Conga: An Unresolved Social License, *Pedro P. Franco*. Corporate Social Responsibility in Tourism: Past and Present Scholar's Contributions, *Claudia Melis and Ernestina Giudici*. About the Authors.



Corporate Social Performance Paradoxes, Pitfalls and Pathways To The Better World

Agata Stachowicz-Stanusch, Silesian University of Technology, Poland

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Corporate Social Performance: Paradoxes- Pitfalls and Pathways to the Better World is authored by a range of international experts with a diversity of backgrounds and perspectives and provides a collection of ideas, examples and solutions on CSP implementation and problems that occur in this area of consideration.

The last decade had abundant corporate, national and international ethical and financial scandals and crises. After this epoch of moral catastrophes stakeholders expect that corporations which are considered as the most powerful institutions today and which have enormous impact on our planet's ecosystems and social networks will take more active roles as citizens within society and in the fight against some of the most pressing problems in the world, such as poverty, environmental degradation, defending human rights, corruption, and pandemic diseases.

Although Corporate Social Performance (CSP) has been a prominent concept in management literature and in the business world in recent years "it remains a fact that many business leaders still only pay lip service to CSR, or are merely reacting to peer pressure by introducing it into their organizations." (Bevan et al. 2004:4). So do really companies do "well" by doing "good" or maybe" companies engage in CSR in order to offset corporate social irresponsibility"? (Kotchen and Moony, 2012 p.4). I hope that we would agree that companies and CSR only by working together guarantee their own survival and we- the society and the planet -will be much obliged (Thomé, 2009 p. 3).

CONTENTS: Part I: Introduction. Corporate Social Performance in the Age of Irresponsibility, *Agata Stachowicz-Stanusch*. Acknowledgments. **Part II: Paradoxes of Corporate Social Performance.** Does Being "Good" Pay Off Even During Periods of Crisis?: An Employee Perspective, *Irene Nikandrou and Irene Tsachouridi*. Corporate Social Performance Needs More Competition Not Less: An Idea for a Paradigm Shift in CSP, *Athanasios Chymis, Massimiliano Di Bitetto, and Paolo D'Anselmi*. Should Acquisitions Perform Well, Good or Both? A Stakeholder Perspective on Acquisition Performance, *Olimpia Meglio*. Identifying Reasons Why Some Firms Maximize Corporate Social Irresponsibility and Some Firms Minimize Corporate Social Responsibility, *Duane Windsor*. Corporate Social Responsibility: A Three-Layer Discussion, *Harry Costin*. **Part III: Pitfalls of Corporate Social Performance.** Corporations and Corporate Social Performance—Be Genuine, Simplify, or Leave It ..., *Kathrin Köster*. The Importance of Corporate Social Performance: A Review of the Construct's Evolution and Relation to Financial Performance, *Andrew E. Michael*. Corporate Social Responsibility (CSR) as a Derivative of Capitalistic Anxieties, *Adela J. McMurray, Susan Mravlek, and Claire A. Simmers*. Corporate Social Responsibility and Corporate Social Performance: Neither Binary nor Righteous, *Robert L. Heath and Damion Waymer*. CSR and Employer Branding in Work Organizations, *Abubakr M. Suliman and Hadil T. Al-Khatib*. **Part IV: Pathways of**

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