



EURAM 2009 Round Table Organizational Misbehaviour: Theoretical, Practical, and Methodological Issues

Organisers

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Misbehaviours in the workplace are not new and there is ample evidence that the phenomenon is highly pervasive. Organizational misbehaviour (OMB) appears to range the full spectrum from relatively minor to very serious. Such acts of misbehaviour comes with a hefty price tag attached to it, and therefore must be better understood.

The key issues of this round table are threefold: First, why do members of organizations, who are otherwise productive and committed, willing to also engage in acts that constitute deviance from an acceptable mode of employee behaviour? Among scholars of management ethics there is an ongoing debate as to whether the decision to misbehave is more a function of 'bad apples' or of 'bad barrels'. That is, are misbehaviours a function of the personal characteristics of individuals (the 'bad apples' perspective) or organizational and societal variables (the 'bad barrels' perspective)? Second, and considering the multiple motives associated with OMB, how can managers and employers handle and minimize OMB? For example, can ethical culture or more formal disciplinary mechanisms effectively decrease the number of violations of ethical norms? And third, which methodological techniques can be used to empirically study OMB? Most researchers use self-report questionnaires, but these may be subjected to various biases. What other methods and statistics can be applied for the study of this topic?

The purpose of this track is to encourage scholars and practitioners share data and insights about various aspects of organizational life and careers that are less talked about, such as: unethical (e.g., abusive) management, career politics, social undermining, acts of vandalism and sabotage, substance abuse, misconduct perpetrated against fellow employees, etc. These topics will be discussed taking into account theoretical, practical, and methodological issues.