



Call for Papers

Management and Organization Review
Special Issue on ‘Behavioral Ethics, Organizational Justice, and Social Responsibility across Contexts’

Guest Editors:

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Submission Deadline: October 1, 2011

The management literature is witnessing an intersection of research on organizational justice, behavioral ethics, and corporate social responsibility (CSR). Organizational justice deals with how fairly employees feel they are treated by the various stakeholders with whom they interact. This includes perception formation, the cognitive and emotional processing of events, attitudinal and behavioral reactions to perceived mistreatment, and the formation of justice climates within workgroups and organizations. Behavioral ethics considers those interactions between individual behavior and social contexts that involve morality-based social prescriptions and moral norms. CSR refers to firm activities that serve the social good and are beyond both the interest of the firm and what the law requires. Whereas these topics differ in terms of perspective and level of analysis (i.e., justice often deals with the self, behavioral ethics often deals with the context for justice and the behavior of potential transgressors, and CSR involves the actions of firms), what brings these topics together is a focus on fairness, individual rights, and morality-based (as opposed to profit-based) decisions. Research that integrates these themes has involved collaborations between micro and macro OB, psychology, sociology, political science, law, behavioral economics, business ethics, and philosophy. As such, we see topics such as morality, social norms, decision-making, social influence, motivation, whistle-blowing, deviance, governance, and business ethics being studied in new ways and through new lenses.

In parallel to these research advances are changes in business practices worldwide. The movement of ethics and corporate social responsibility to the forefront of global business practice signals fundamental changes in the way businesses interact with their stakeholders (e.g., employees, customers, local communities, and the larger society). Despite the global nature of this trend, many of these business practices have been driven by theories and research stemming from a Western context. Because responses to justice, behavioral ethics, and social responsibility cannot be meaningfully understood without reference to the social,

cultural, and institutional contexts, this special issue seeks to showcase current and integrative research that highlights varying cultural perspectives within the justice, ethics, and CSR domains as well as the role of context on these issues.

Potential Research Topics

Both conceptual and empirical papers are welcome. Particularly welcome are papers that provide contextually informed extensions to Western theories. We also invite papers that take a Chinese perspective. Papers do not necessarily have to bridge the various topics mentioned in this call, however, the special issue will seek to present a balance of perspectives, levels of analysis, and methods across the papers featured. Particular topics might include (but are in no way limited to):

- a) Justice and emotion
- b) How organizational justice is managed across cultures
- c) Moral motivation, moral awareness, and/or moral disengagement
- d) Ethical decision frameworks
- e) Neurobiological approaches to behavioral ethics
- f) Individual differences in ethical behavior
- g) Consequences of ethical and unethical behavior across diverse contexts
- h) Justice climate
- i) Global business ethics
- j) How relationship-oriented societies address issues of fairness and behavioral ethics compared to other societies.
- k) China's adoption of the 2006 Harmonious Society Policy and the resultant changes in the balance between economic and social performance of firms in that region
- l) The roles of indigenous CSR practices on societal values and vice versa

Questions about the special issue should be directed to any of the guest editors: Deborah E. Rupp (derupp@uiuc.edu), Patrick M. Wright (patrick.wright@cornell.edu), Samuel Aryee (s.aryee@aston.ac.uk), or Yadong Luo (yluo@bus.miami.edu). You are encouraged to submit your tentative topics to the guest editors for feedback in the early stage when conducting your studies or preparing your manuscripts. Papers for the special issue should be submitted electronically through *MOR*'s ScholarOne Manuscripts site at <http://mc.manuscriptcentral.com/mor> and identified as submissions to the 'Behavioral Ethics, Organizational Justice, and Social Responsibility' special issue. All submissions should follow the '*MOR* Submission Guidelines', which are available on the *MOR* webpage (<http://www.iacmr.org>). Papers will be double-blind peer reviewed and acceptance decisions will be based on the peer reviews and the standards described in the *MOR* mission statement.

Guest Editors

Deborah E. Rupp is an associate professor of Labor/Employment Relations, Psychology, and Law at the University of Illinois at Urbana-Champaign. She conducts research on organizational justice, behavioral ethics, corporate social responsibility, and the emotion regulation of individuals at work. She is also known for her work on the assessment center method, its use for training and development, and the role of technology in facilitating remote and cross-cultural behavioral assessment. She is currently an associate editor at the *Journal of Management* and serves on the editorial boards of *Journal of Applied Psychology*, *Personnel Psychology*, and *Journal of Organizational Behavior*.

Patrick M. Wright is the William J. Conaty GE Professor of Strategic Human Resources in the School of Industrial and Labor Relations at Cornell University. His research interests include Strategic Human Resource Management, how firms create competitive advantage through people, the impact of HR practices on firm performance, the HR function's role in creating competitive advantage. He currently serves on the editorial boards of *Personnel Psychology*, *Human Resource Management Review*, *Human Resource Management Journal*, *Journal of Managerial Issues*, *Journal of Applied Psychology*, *Journal of Management*, *Journal of Management Studies*, and *International Journal of Strategic Change Management*.

Samuel Aryee is professor and director of Research Degrees Programme at Aston Business School, Aston University. His research interests include organizational justice, employee-organization relationship, power and politics, and counterproductive workplace behavior. He serves as Associate Editor for *Human Relations* and also serves on the editorial boards of *Academy of Management Journal*, *Journal of Applied Psychology*, *Journal of Organizational Behavior*, *Journal of Management Studies*, and *Management and Organization Review*.

Yadong Luo is the Emery M. Findley Distinguished Chair and Professor of Management at the University of Miami, where he served as Chairman of the Management Department. He has authored over a dozen books, over a hundred refereed journal articles. His recent research focuses on international management, global strategy, and business in emerging economies. He is currently an editor of *Journal of World Business*, consulting editor of *Journal of International Business Studies*, and senior editor of *Management and Organization Review*.