# Business Ethics Quarterly



Vol. 34, No. 2 April 2024



#### **Business Ethics Quarterly**

Business Ethics Quarterly (BEQ) is a peer-reviewed scholarly journal that publishes theoretical and empirical research relevant to the ethics of business. Since 1991 this multidisciplinary journal has published articles and reviews on a broad range of topics, including the internal ethics of business organizations, the role of business organizations in larger social, political and cultural frameworks, and the ethical quality of market-based societies and market-based relationships. It recognizes that contributions to the better understanding of business ethics can come from any quarter and therefore publishes scholarship rooted in the humanities, social sciences, and professional fields.

## The multidisciplinary scholarly journal of the Society for Business Ethics

The Society for Business Ethics (sbeonline.org) is an international organization providing a forum for those interested in research, teaching, or the practical application of ethical principles and concepts to the management of businesses. Membership is open to scholars and professionals specializing in business ethics as well as anyone else seeking the benefits of membership. The society welcomes members from all disciplines.

Society for Business Ethics membership includes online access to all issues of the journal, except where prohibited, and members have the option of taking print copies as well.

Individuals can become members at https://www.cambridge.org/core/membership/sbe.

Business Ethics Quarterly is published by Cambridge Journals on behalf of the Society for Business Ethics. The journal is included in the Cambridge Journals Online service and can be found at https://www.cambridge.org/beq.

ISSN: 1052-150X E-ISSN: 2153-3326

Printed by Sheridan, a CJK Group Company

# Business Ethics Quarterly

#### **Editors**

Frank den Hond Hanken School of Economics, Finland; Vrije Universiteit Amsterdam, The Netherlands

> Mollie Painter Nottingham Trent University, UK; University of Pretoria, South Africa

#### **Associate Editors**

Daniel Arenas Universitat Ramon Llull, Spain

Denis G. Arnold University of North Carolina at Charlotte, USA

Ken D. Butterfield Washington State University, USA

> Cedric Dawkins York University, Canada

Niki A. den Nieuwenboer University of Kansas, USA

Jeffrey Moriarty Bentley University, USA

Scott Reynolds University of Washington, USA

Andreas Georg Scherer University of Zürich, Switzerland

#### **Book Review Editor**

Miguel Alzola Fordham University, USA

#### **Art Review Editor**

Daniel Hjorth Lund University, Sweden; Copenhagen Business School, Denmark

#### **Managing Editor**

Joanna Osiewicz-Lorenzutti

#### **Editorial Board**

Bradley R. Agle

Brigham Young University, USA

Laura Albareda

LUT University, Finland

Anne Antoni

Grenoble Ecole de Management, France

Anke Arnaud

Embry-Riddle University, USA

Robert Audi

University of Notre Dame, USA

Michael L. Barnett

Rutgers University, USA

**Bruce Barry** 

Vanderbilt University, USA

**Brian Berkey** 

University of Pennsylvania, USA

Shawn Berman

University of New Mexico, USA

Caleb Bernacchio

California State University, USA

Sandrine Blanc

INSEEC Business School, Belgium

Stephen Brammer

University of Bath, UK

Michael Brown

The Pennsylvania State University,

Wendy Chapple

Vienna University of Economics and Business, Austria

Joanne B. Ciulla

Rutgers University, USA

Richard T. De George

University of Kansas, USA

Thomas Donaldson

University of Pennsylvania, USA

Wim W. Dubbink

Universiteit van Tilburg, The Netherlands

Claudia Eger

Copenhagen Business School, Denmark

**Heather Elms** 

American University, USA

Marianna Fotaki

University of Warwick, UK

James Gaa

University of Alberta, Canada

Dirk Ulrich Gilbert

University of Hamburg, Germany

Jennifer Goodman

Audencia Business School, France

Jerry Goodstein

Washington State University, USA

Jeffrey S. Harrison

University of Richmond, USA

**David Hess** 

University of Michigan, USA

**Robert Hughes** 

Rutgers University, USA

**Bryan Husted** 

Tecnológico de Monterrey, Mexico

Michael Kates

Saint Joseph's University, USA

Tae Wan Kim

Carnegie Mellon University, USA

Jennifer Kish-Gephart

University of Massachusetts Amherst, USA

Maribeth Kuenzi

Southern Methodist University, USA

Emilio Marti

Erasmus University Rotterdam, The Netherlands

**Kelly Martin** 

Colorado State University, USA

Jukka Mäkinen

Estonian Business School, Estonia

Sébastien Mena

Hertie School, Germany

Geoff Moore

University of Durham, UK

Alan Morrison

University of Oxford, UK

Universitat Ramon Llull, Spain

Peter Muchlinski

University of London, UK

Cristina Neesham

Newcastle University, UK

Lisa H. Newton Farifield University, USA

Richard P. Nielsen

Boston College, UK

Wayne Norman

Duke University, USA

Déborah Philippe

University of Lausanne, Switzerland

Sareh Pouryousefi

Ryerson University, Canada

Joshua Preiss

Minnesota State University Mankato, USA

Andreas Rasche

Copenhagen Business School, Denmark

Lori Verstegen Ryan

San Diego State University, USA

Michael Santoro

Santa Clara University, USA

Tobey K. Scharding

Rutgers University, USA

Marshall Schminke

University of Central Florida, USA

Douglas Schuler

Rice University, USA

Amy J. Sepinwall

University of Pennsylvania, USA

Abraham A. Singer

Loyola University Chicago, USA

Aleio Sison

Universidad de Navarra, Spain

Jeffery Smith

Seattle University, USA

N. Craig Smith

INSEAD, France

Jeremy Snyder

Simon Fraser University, Canada

Laura J. Spence

Royal Holloway University of London, UK

Jason Stansbury

Calvin University, USA

Alan Strudler

University of Pennsylvania, USA

James Stacey Taylor

The College of New Jersey, USA

Ann E. Tenbrunsel

University of Notre Dame, USA

Linda Klebe Treviño

The Pennsylvania State University, USA

Steen Vallentin Copenhagen Business School,

Denmark

Manuel Velasquez

Santa Clara University, USA

Danielle Warren Rutgers University, USA

Gary R. Weaver

University of Delaware, USA

Ben Wempe Erasmus University Rotterdam, The Netherlands

Glen Whelan

Université du Québec à Montréal, Canada

Andrew C. Wicks

University of Virginia, USA

Former editors: Patricia H. Werhane (1991–2000); George Brenkert (2000–2005); Gary R. Weaver (2005–2011); Dennis G. Arnold (2011–2016); Bruce Barry (2016–2021)

### Business Ethics Quarterly

April 2024

Vol. 34, No. 2

**BEQ** 

**Articles** Hiring, Algorithms, and Choice: Why Interviews Still Matter VIKRAM R. BHARGAVA AND POORIA ASSADI......201 Vocabularies of Motive for Corporate Social Responsibility: The Emergence of the Business Case in Germany, 1970-2014 Nora Lohmeyer and Gregory Jackson......231 Moral Disjunction and Role Coadunation in Business and the Professions RITA MOTA AND ALAN D. MORRISON......271 Corporate Moral Credit Grant J. Rozeboom......303 When Are Norms Prescriptive? Understanding and Clarifying the Role of Norms in Behavioral Ethics Research TOBEY K. SCHARDING AND DANIELLE E. WARREN......331 **Book Review** The Nature and Practice of Trust, by Marc Cohen HELET BOTHA......365 **Art Review** From Trauma to Entertainment: An Examination of Netflix's Dahmer—Monster: The Jeffrey Dahmer Story Series SORIN M. S. KRAMMER......369