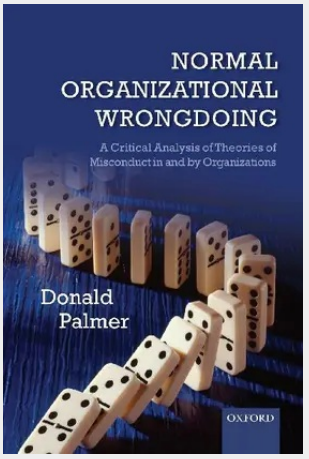
Palmer

NORMAL ORGANIZATIONAL WRONGDOING P



Instances of wrongdoing in and by organizations have featured heavily in news headlines in recent years. Why do organizational participants--employees, managers, senior officials--engage in illegal, unethical, and socially irresponsible behavior? The dominant view of wrongdoing as an abnormal phenomenon assumes that the perpetrator is a rational, proactive actor, working in isolation. However, Palmer develops an alternative approach in this book, examining wrongdoing as a normal occurrence, produced by boundedly rational actors whose behaviour is shaped by the immediate social context over a period of time. The book provides a comprehensive critical review of the theory and research on organizational wrongdoing. By using rich case study material, it illuminates different perspectives, potential explanations, and policy suggestions for the reduction of organizational wrongdoing.

The book provides an analysis of organizational wrongdoing explaining why individuals and groups behave unethically or illegally, using a range of different theories and case studies

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