

The Ethical Practice of Psychology in Organizations

SECOND EDITION

EDITED BY
Rodney L. Lowman

The Ethical Practice Of Psychology In Organizations

Rodney L. Lowman



The Ethical Practice Of Psychology In Organizations:

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Ethics and Values in Industrial-Organizational Psychology Joel Lefkowitz, 2017-03-03 Ethics and Values in Industrial Organizational Psychology was one of the first books to integrate work from moral philosophy moral psychology I O psychology and political and social economy as well as business It incorporates these perspectives into a framework for taking moral action and presents a practical model for ethical decision making The second edition has added a chapter on Virtue Theory including its application in I O Organizational behavior OB and business expands Moral Psychology to two chapters with more attention to moral emotions effects of the dark side of personality and the intuitionist model of moral judgment expands the sections on social and economic justice and expands the treatment of the Responsible Conduct of Research with a new chapter on Research Integrity Examples from I O research and practice as well as current business events are offered throughout It is ideal for ethics and I O courses at the graduate level *Work and Quality of Life* Nora P. Reilly, M. Joseph Sirgy, C. Allen Gorman, 2012-05-31 Employees have personal responsibilities as well as responsibilities to their employers They also have rights In order to maintain their well being employees need opportunities to resolve conflicting obligations Employees are often torn between the ethical obligations to fulfill both their work and non work roles to respect and be respected by their employers and coworkers to be responsible to the organization while the organization is reciprocally responsible to them to be afforded some degree of autonomy at work while attending to collaborative goals to work within a climate of mutual employee management trust and to voice opinions about work policies processes and conditions without fear of retribution Humanistic organizations can recognize conflicts created by the work

environment and provide opportunities to resolve or minimize them This handbook empirically documents the dilemmas that result from responsibility based conflicts The book is organized by sources of dilemmas that fall into three major categories individual organizational internal policies and procedures and cultural social forces external to the organization including an introduction and a final integration of the many ways in which organizations can contribute to positive employee health and well being This book is aimed at both academicians and practitioners who are interested in how interventions that stem from industrial and organizational psychology may address ethical dilemmas commonly faced by employees *The SAGE Handbook of Industrial, Work & Organizational Psychology*, 3v Deniz S Ones, Neil Anderson, Chockalingam Viswesvaran, Handan Kepir Sinangil, 2017-12-14 The second edition of this best selling Handbook presents a fully updated and expanded overview of research providing the latest perspectives on the analysis of theories techniques and methods used by industrial work and organizational psychologists Building on the strengths of the first edition key additions to this edition include in depth historical chapter overviews of professional contexts across the globe along with new chapters on strategic human resource management corporate social responsibility diversity stress emotions and mindfulness in the workplace environmental sustainability at work aging workforces among many others Providing a truly global approach and authoritative overview this three volume Handbook is an indispensable resource and essential reading for professionals researchers and students in the field Volume One Personnel Psychology and Employee Performance Volume Two Organizational Psychology Volume Three Managerial Psychology and Organizational Approaches [Ethical Issues in Behavioral Research](#) Allan J. Kimmel, 2009-02-04 With concerns rising over the ethical dimensions of behavioral research and the developments in ethical codification and the research review process Ethical Issues in Behavioral Research looks at the research community's response to the ethical challenges that arise in the application of research approaches Focuses on ethical and legal aspects of participant research on the internet Presents a practical framework for ethical decision making Discusses the revised ethical principles and code of conduct of the American Psychological Association A new chapter detailing ethical issues in marketing and opinion research including a contrast of market and academic research and a summary of the author's research comparing ethical trends in psychology and marketing fields Offers in depth coverage of recent ethical developments outside of the United States including an update of the survey of the international codes of ethics and recommendations for avoiding ethical pitfalls encountered in cross national research Includes a list of useful internet links devoted to ethical issues in research Includes a Foreword by Herbert C Kelman *Decoding the Ethics Code* Celia B. Fisher, 2021-12-17 Revised to reflect the latest edition of the American Psychological Association's APA Ethical Principles of Psychologists and Code of Conduct Celia B Fisher's acclaimed Decoding the Ethics Code Fifth Edition explains and puts into practical perspective the format choice of wording aspirational principles and enforceability of the code Providing in depth discussions of the foundation and application of each ethical standard to the broad spectrum of scientific

teaching and professional roles of psychologists this unique guide helps practitioners effectively use ethical principles and standards to morally conduct their work avoid ethical violations and most importantly preserve and protect the fundamental rights and welfare of those whom they serve This edition covers crucial and timely topics with new sections on the impact of the COVID 19 pandemic and strategies for applying the social justice and liberation psychology moral frameworks to ethical decision making addressing personal biases and the prejudices of those with whom psychologists work and healing and self care for Black Indigenous and People of Color psychologists students and trainees *The SAGE Encyclopedia of Industrial and Organizational Psychology* Steven G. Rogelberg,2016-09-27 The well received first edition of the Encyclopedia of Industrial and Organizational Psychology 2007 2 vols established itself in the academic library market as a landmark reference that presents a thorough overview of this cross disciplinary field for students researchers and professionals in the areas of psychology business management and human resources Nearly ten years later SAGE presents a thorough revision that both updates current entries and expands the overall coverage adding approximately 200 new articles expanding from two volumes to four Examining key themes and topics from within this dynamic and expanding field of psychology this work offers a truly cross cultural and global perspective **Historical Perspectives in Industrial and Organizational**

Psychology Laura L. Koppes,2014-02-04 This unique book is the first to contain a comprehensive history of industrial and organizational psychology covering numerous topics in the discipline The history presented offers various perspectives including the contributions of individuals organizations and contextual or situational forces as well as an international viewpoint The authors all highly regarded experts in their respective topics use a range of approaches to examine history demonstrating to readers that there are multiple ways to understand history This volume will be of interest to industrial and organizational psychologists business and management academics and professionals historians of psychology business science and science and technology undergraduate and graduate students *The Ethical Practice of Forensic Psychology* Gianni Pirelli,Robert A. Beattey,Patricia A. Zapf,2017 The Ethical Practice of Forensic Psychology highlights the ethical standards and guidelines set forth by the American Psychological Association s APA Ethical Principles of Psychologists and Code of Conduct EPPCC and the Specialty Guidelines for Forensic Psychology SGFP This Casebook provides readers with a practical review of these ethical standards and professional guidelines in the context of forensic case vignettes with corresponding commentary by leaders in the field **The Social Psychology of Organizations** Joanna Wilde,2016-03-31

Healthy and successful organizations require the people who work within them to be happy resilient and creative Just as a human body is undermined if it suffers from sickness so an organization can only function fully if the people who work within it feel engagement and well being and any toxic influences which shape or burden their working lives are resolved This important new title provides a much needed overview not only of what it means for an organization to be weakened by pervasive psychological influences within the working environment but also how this dysfunction can be addressed through

psychological interventions The book is split into three core sections Toxicity and Dysfunction in the workplace outlining structural behavioural emotional and cognitive sources of toxicity that undermine organizations Principles of the healthy workplace outlining core concepts of belonging contribution and meaning from which organizations in turn benefit Creating the healthy workplace outlining a range of approaches to addressing organizational toxicity including design thinking positive psychology and evidence based approaches Written by a practicing organizational psychologist and including case studies to illustrate how toxicity at the micro level can impact upon wider organizational goals the book draws on a wide range of literature to provide an accessible focussed understanding of how the individual psychological experiences of working people can have wider consequences for an organization and how interventions within that process can address these issues It is ideal reading for students and researchers of occupational or organizational psychology organizational behaviour business and management and HRM *Casebook on Ethics and Standards for the Practice of Psychology in Organizations* Rodney L. Lowman,1985

Handbook of Employee Selection James L. Farr,Nancy T. Tippins,2017-03-27 This second edition of the Handbook of Employee Selection has been revised and updated throughout to reflect current thinking on the state of science and practice in employee selection In this volume a diverse group of recognized scholars inside and outside the United States balance theory research and practice often taking a global perspective Divided into eight parts chapters cover issues associated with measurement such as validity and reliability as well as practical concerns around the development of appropriate selection procedures and implementation of selection programs Several chapters discuss the measurement of various constructs commonly used as predictors and other chapters confront criterion measures that are used in test validation Additional sections include chapters that focus on ethical and legal concerns and testing for certain types of jobs e g blue collar jobs The second edition features a new section on technology and employee selection The Handbook of Employee Selection Second Edition provides an indispensable reference for scholars researchers graduate students and professionals in industrial and organizational psychology human resource management and related fields

Human Rights and Ethics: Concepts, Methodologies, Tools, and Applications Management Association, Information Resources,2014-09-30 In today s increasingly interconnected and global society the protection of basic liberties is an important consideration in public policy and international relations Profitable social interactions can begin only when a foundation of trust has been laid between two parties Human Rights and Ethics Concepts Methodologies Tools and Applications considers some of the most important issues in the ethics of human interaction whether in business politics or science and technology Covering issues such as cybercrime bioethics medical care and corporate leadership this four volume reference work will serve as a crucial resource for leaders innovators educators and other personnel living and working in the modern world Becoming an Industrial-Organizational Psychologist Dennis Doverspike,Catalina Flores,2019-02-01 So you want to be an Industrial Organizational I O Psychologist You may have heard that it is one of the fields of the future fast

growing and a highly sought after profession But what is Industrial Organizational Psychology What does an Industrial Organizational Psychologist do Answering these questions and many more Becoming an Industrial Organizational Psychologist is the perfect introduction providing an expert overview of careers in Industrial Organizational Psychology the study of human behavior in the workplace Part 1 of the book discusses what I O Psychology is and what I O Psychologists do including the history of the field research areas and job types and titles Part 2 discusses the undergraduate years including how to make oneself competitive for graduate school and going through the process of identifying graduate programs applying and deciding on the right program Part 3 focuses on the graduate years including advice on success in a graduate program and in internships as well as additional issues like licensure and transitioning from other careers Finally Part 4 discusses how to find a job and begin a career in the various sectors of I O Psychology academic consulting industry and government

The Ethical Practice of Consulting Psychology Rodney L. Lowman, Stewart Edwin Cooper, 2018 Based on the APA Ethics Code this volume reviews the unique ethical issues that psychologists encounter when working as consultants in business and other organizational settings at three levels of practice individual group and organizational

Ethical Practices in Clinical Psychology Prof. Dr. Bilal Semih Bozdemir, *Ethical Practices in Clinical Psychology* Introduction to Clinical Psychology Key Ethical Principles in the Field Informed Consent in Therapeutic Relationships Confidentiality and Privacy Protections Avoiding Conflicts of Interest Maintaining Professional Boundaries Duty to Protect Identifying and Addressing Potential Harm Providing Culturally Competent Care Ethical Considerations in Psychological Assessment Ensuring Test Security and Validity Providing Feedback and Interpretation of Assessment Results Ethical Dilemmas in Diagnosis and Treatment Planning Respecting Client Autonomy and Self Determination Avoiding Discrimination and Biases Ethical Use of Technology in Clinical Practice Telepsychology and Online Therapy Maintaining Appropriate Documentation Ethical Considerations in Research Practices Informed Consent for Research Participants Protecting Vulnerable Populations in Research Data Collection Storage and Confidentiality Ethical Publication and Dissemination of Findings Addressing Errors Impairment and Misconduct Reporting Unethical Behavior and Violations Continuing Education and Professional Development Ethical Responses to Challenging Situations Maintaining Appropriate Supervision and Consultation Ethical Considerations in Terminating Therapeutic Relationships Addressing Boundaries and Multiple Relationships Navigating Ethical Dilemmas and Decision Making Professional Codes of Ethics and Guidelines Applying Ethical Principles in Case Scenarios Ethical Considerations in Interdisciplinary Collaboration Addressing Ethical Concerns in Diverse Populations Ethical Considerations in Forensic Psychology Ethical Issues in Geriatric and End of Life Care Ethical Concerns in the Use of Psychotropic Medications Ethical Implications of Neuroscience and Neuroimaging Ethical Considerations in the Use of Emerging Technologies Ethical Challenges in the Treatment of Substance Use Disorders Ethical Issues in the Treatment of Eating Disorders Ethical Considerations in the Treatment of Trauma and PTSD Addressing Ethical Concerns in Supervision

and Training Ethical Responsibilities to the Profession and Society Conclusion and Key Takeaways **Ethical Data Mining Applications for Socio-Economic Development** Rahman, Hakikur,Ramos, Isabel,2013-05-31 This book provides an overview of data mining techniques under an ethical lens investigating developments in research best practices and examining experimental cases to identify potential ethical dilemmas in the information and communications technology sector Provided by publisher Next Generation Technology-Enhanced Assessment John C. Scott,Dave Bartram,Douglas H. Reynolds,2017-12-28 The use of technology for workplace and occupational testing blossomed in the early years of this century This book offers a demonstration that the first generation of these technologies have now been implemented long enough to observe the patterns and issues that emerge when these approaches evolve through technical advancement and successive application A new set of issues and opportunities has emerged and the next generation of these applications is now coming of age This book reflects on the last few decades of this evolutionary process from a vantage point of global experience across a wide range of workplace applications including employment selection development and occupational certification The themes and issues that arise as this broad treatment unfolds provide an essential foundation for students researchers and professionals who are involved with the assessment of human capability and potential in organizational and workplace contexts **Employee Surveys and Sensing** William H. Macey,Alexis A. Fink,2020 This well rounded presentation of the opportunities and challenges in conducting employee surveys or gathering sensing data brings together experts in employee surveys employee engagement organizational culture and climate and research methodology Coverage includes traditional survey approaches updated for changes in technology and employer concerns for continuous listening as well as treatment of ambient sensing approaches and current thinking regarding applications of artificial intelligence The book will be relevant to the professional community as well HR practitioners looking for critical background information on issues related to employee listening

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