



**Work Values and Social Responsibilities in a  
Changing World:  
From Being Good to Doing Good**

***Edited by:***

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## Preface

Values have played a central role in the field of management. The significance of values in understanding behavior is eloquently described by Rokeach (1973):

Values are determinants of virtually all kinds of behavior that could be called social behavior or social action, attitudes and ideology, evaluations, moral judgments and justifications of self and others, and attempts to influence others.

Based on the values literature, it is evident that values are a vital part of our lives because “they determine, regulate, and modify relations between individuals, organizations, institutions, and societies” (Agle & Caldwell, 1999). According to Dose (1977: 227-228), values are “evaluative standards relating to work or the work environment by which individuals discern what is ‘right’ or assess the importance of preferences.” Even though most executives and employees strive to be good in life—to obey the law and be ethical, numerous examples of dysfunctional organizational behaviors have been reported on the front page of newspapers. Some examples include: five former insurance executives from AIG and General Re Corporation were convicted on federal on charges (February 26, 2008); A 31-year trader was reported as being responsible for trading fraud which cost Societe Generale, a French bank, US\$ 7 billion in losses (February 8, 2008); Rick Renzim a U.S. congressman was indicted on 35 counts of extortion, conspiracy, money laundering and related charges (February 22, 2008). Research suggests that people will not necessarily act on their values because they do not view their actions to be part of their jobs (Samuelson & Gentile, 2005).

The theme of the 11th Biennial conference of the International Society of Work and Organizational Values (ISSWOV) is “Work Values and Social Responsibilities in a Changing World: From Being Good to Doing Good”. The conference in Singapore from June 22-25, 2008, challenged us to move beyond being good to doing good. The papers which were presented at the conference and included in this volume examines new and innovative ways of understanding work and organizational values that contribute to proactive approaches to leadership and management that create value for society. Due to the growing concern about corporate social responsibility, it’s becoming increasingly important to examine the values related to economic, legal, ethical, and philanthropic responsibilities.

This book includes short papers which were accepted to the conference. The chapters in this book are arranged in 11 sections: (1) Social Responsibility and Ethical Decision Making; (2) General Values; (3) Work and Organizational Values; (4) Beliefs and Attitudes; (5) Methodological Issues; (6) Human Resource Management; (7) Occupational Safety and Health;

(8) Spirituality and Humanism in the Workplace; (9) Strategy, Learning, and Knowledge Sharing; (10) Cross-Cultural Research; and, (11) Education.

Included in this book is the winner of the inaugural “Rami Sagie New Scholar Award.” The award, in memory of Dr. Abraham (Rami) Sagie (1947-2003), promotes and recognizes excellence in research in the study of work and organizational values among individuals who have recently completed their doctoral training, as well as provides greater visibility to new scholars among their academic and professional peers.

Based on the papers in this book, it is evident that great advances are being made in the work and organizational values literature. Agle and Caldwell (1999) recommend that values research should build on prior research. We hope that this book is used to stimulate future research so that we can further understand the complete relationships between individuals, organizations, institutions, and societies.

Bella L. Galperin  
Editor

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## About ISSWOV

The ISSWOV organization aims to advance the study of work and organizational values and related aspects of the organization; to encourage the exchange of ideas and interaction among scholars engaged in the study of work and organizational values; to collect, generate, preserve, decipher, and disseminate data and information relating to work and organizational values, and to encourage and initiate publications concerning research on work and organizational values.

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