

THE HONG KONG POLYTECHNIC UNIVERSITY DEPARTMENT OF MANAGEMENT AND MARKETING

Departmental Research Seminar



Morality at Work: Understanding the Persistence of Unethical Behavior in Organizations By

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Date : 20 Feb 2019 (WED)
Time : 10:30 am – 12:00 nn
Venue : M802

Abstract

Evidence across industries seems to suggest that unethical behavior is pervasive and persistent in organizations. Whereas research on ethics in general focuses on the antecedents of ethical and unethical behavior, much less is known about how people experience morally relevant situations and how they react to or confront them. Using laboratory and field data, I present findings (from multiple papers) that examine individuals' experience of everyday morally relevant situations.

Dr Maryam Kouchaki is an Associate Professor of Management and Organizations at Kellogg School of Management. She is an organizational psychologist who seeks to understand everyday moral encounters, particularly at work. Her research is organized around two conceptual themes that involve 1) understanding the dynamic nature of moral decision-making and 2) understanding how individuals psychologically experience everyday moral encounters. She examines these with a particular emphasis on the consequences of these encounters for individuals and groups. Across a series of articles, she has uncovered novel and often counterintuitive forces that continually create widespread unethicality. Notably, she offers evidence that everyday moral encounters cannot be fully understood without a thorough consideration of the individuals' psychological experience of them. Her work has appeared in scholarly publications such as *Proceedings of National Academy of Sciences*, *Academy of Management Journal*, *Journal of Personality and Social Psychology*, *Organizational Behavior and Human Decision Processes*, and *Psychological Science*, and has been featured in media outlets such as the *Harvard Business Review*, *New York Times*, *Business Week*, *Wall Street Journal*, *the Huffington Post*, and BBC world radio.

All interested are welcome.



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