

1. Record Nr.	UNINA9910254952803321
Autore	Keinert-Kisin Christina
Titolo	Corporate Social Responsibility and Discrimination : Gender Bias in Personnel Selection / / by Christina Keinert-Kisin
Pubbl/distr/stampa	Cham : , : Springer International Publishing : , : Imprint : Springer, , 2016
ISBN	3-319-29158-0
Edizione	[1st ed. 2016.]
Descrizione fisica	1 online resource (248 p.)
Collana	CSR, Sustainability, Ethics & Governance, , 2196-7075
Disciplina	658.408
Soggetti	Business ethics Personnel management Sociology Sex (Psychology) Gender expression Leadership Business Ethics Human Resource Management Gender Studies Business Strategy/Leadership
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Description based upon print version of record.
Nota di bibliografia	Includes bibliographical references.
Nota di contenuto	Introduction -- Persistence of Gender Discrimination in the Workplace -- Corporate Social Responsibility: A Theoretical Overview -- Topical Approach: Gender Discrimination as a CSR Problem -- Persistence of Discrimination as CSR Failure -- Empirical Study: Discrimination in Personnel Selection -- Lessons to Learn for Organizational Practice. .
Sommario/riassunto	This book presents and deconstructs the existing explanations for the differential career development of qualified men and women. It reframes the problem of discrimination in the workplace as a matter of organizational ethics, social responsibility and compliance with existing equal opportunity laws. Sensitive points are identified where social biases, decision-makers' individual economic interests and shortcomings of organizational incentive policies may lead to discrimination against qualified women. The ideas put forward are

empirically tested in an original laboratory experiment that examines personnel selection in the male-dominated field of science and technology. It contrasts the selection of applicants with gendered and gender-blind applications available to subjects under controlled conditions. 30% of participants were high-level decision-makers, which is unprecedented in this field of research. The results, highly relevant for organizational practice, are explained and discussed in detail.
