Record Nr. UNINA9910823656203321 Titolo Nepotism in organizations / / edited by Robert G. Jones New York, : Routledge, c2012 Pubbl/distr/stampa New York:,: Routledge,, 2012 **ISBN** 9781136651427 113665142X 9780203805886 0203805887 Edizione [1st edition] Descrizione fisica 1 online resource (319 p.) SIOP Organizational frontiers series Collana Altri autori (Persone) JonesRobert G., Dr. 338.6 Disciplina Family corporations Soggetti Nepotism 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 and index. Nota di contenuto Cover; Nepotism in Organizations; Copyright; Contents; Series Foreword; Preface; Acknowledgments; About the Editor; About the Contributors; Chapter 1: Defining a Psychology of Nepotism; Chapter 2: Nepotism and Employment Law; Chapter 3: The Nepotistic Organization: What Is This Place and How Do the People Make It?; Chapter 4: Nepotism and Career Choice, Job Search, and Job Choice: Chapter 5: Nepotism and Organizational Homogeneity: How the ASA Process Is Accelerated by Nonmerit-Based Decision Making; Chapter 6: Nepotism and the Commitment of Relevant Parties Chapter 7: Nepotism Practices and the Work-Family InterfaceChapter 8: Nepotism and Leadership; Chapter 9: The Cultural Boundary of Managing Nepotism; Chapter 10: A Model of Organizational Nepotism; Chapter 11: Toward a New Understanding of Nepotistic Organizational Behavior: Index There is a huge elephant in the room: organizational decisions are Sommario/riassunto often based on family relationships, rather than on the 'rational' approach advocated by many professionals. Textbooks on Human

Resources, Management, Organizational Behavior, Economics, Public Administration, and a host of related areas seem to have entirely

missed this important aspect of organizational decision making. This book seeks to change all of this. By clearly identifying and defining nepotism in organizations, this book pulls back the curtain on the primary basis for many of the important things that really happen i