

The Organizational Frontiers Series

# Discrimination at WORK

*The Psychological and Organizational Bases*

Edited by  
**Robert L. Dipboye • Adrienne Colella**

A Publication of the Society for  
Industrial and Organizational Psychology



**Discrimination At Work The Psychological And  
Organizational Bases Siop Organizational Frontiers  
Series**

**David A. Hofmann, Michael Frese**



## **Discrimination At Work The Psychological And Organizational Bases Siop Organizational Frontiers Series:**

**Discrimination at Work** Robert L. Dipboye, Adrienne Colella, 2013-06-17 This edited volume in the SIOP Organizational Frontiers series brings together top scholars in Industrial and Organizational Psychology with social psychologists to explore the research and theory relating to the various areas of workplace discrimination **Reinventing HRM** Ronald J.

Burke, Cary L. Cooper, 2006-08-21 The human resources HR field is in a time of format and self reflection This significant text directly addresses the reasons why human resource management has not received its due It asks What can be done about this Why is it critical to continued organizational performance and innovation What are its benefits The authors review the most current thinking on HR initiatives associated with organizational performance and investigate how the field will need to mobilize in new ways to meet the demand of this period of time With contributions from key thinkers this is one of the most important books on HRM available Reinventing Human Resource Management Ronald J. Burke, Cary L. Cooper, 2005 The

authors of this text review the most current thinking on HR initiatives associated with current organisational performance and investigate how the field will need to mobilise in new ways to meet the demands of the future **Error in**

**Organizations** David A. Hofmann, Michael Frese, 2011-07-21 This volume is dedicated to creating a single source that both summarizes what we know regarding errors in organizations and provide a focused effort toward identifying future directions for research The goal is to provide a forum for researchers who have conducted a considerable amount of research in the error domain to discuss how to extend this research and provide researchers who have not considered the implications of errors for their domain of organizational research an outlet to do so **Age in the Workplace** Donald Truxillo, Franco

Fraccaroli, 2016-01-08 The workforce across industrialized nations has become both older and more age diverse and this trend is expected to continue in the coming decades These changes will have important implications for motivating and managing both individual employees and teams and because people are retiring later it is important to address ways to sustain the wellbeing and productivity of workers With a specifically international focus this volume addresses these critical issues from the individual and psychological perspectives Based primarily in empirical research it covers a wide range of topics related to the aging workforce including the motivation of older workers to work and to retire what organizations can do to attract and retain the talent of older workers how to improve relations and productivity among age diverse teams how to design jobs to support older and younger talent and how to better understand why older workers may choose to return to work This volume includes contributions from the top psychological researchers in the field of the aging workforce This book was originally published as a special issue of the European Journal of Work and Organizational Psychology The Oxford

Handbook of Leader-member Exchange Talya N. Bauer, Berrin Erdogan, 2015 Leader member exchange is the foremost dyadic leadership theory According to this approach high quality trust and respect based relationships between leaders and employees are the cornerstone of leadership The Oxford Handbook of Leader Member Exchange takes stock of the literature

to examine its roots what is currently known research gaps and future opportunities      **Forthcoming Books** Rose Army,2004      Employment Discrimination Litigation Frank J. Landy,2005-01-24 In one comprehensive resource this groundbreaking book assembles the facts insights lessons learned and trends that are most relevant in the field of employment discrimination litigation Written by a distinguished panel of lawyers scientists judges scholars and human resource managers Employment Discrimination Litigation draws together the most current information from various disciplines law psychology statistics economics sociology and human resources to help professional psychologists navigate their way through the tangle of employment law This practical resource includes perspectives from the point of view of both plaintiff and defendant for cases involving questions of race gender disability and age In addition it offers an overview of the process by which complaints are filed the statutes under which they are filed and the authority represented by various case law Employment Discrimination Litigation will illuminate myriad issues such as Daubert motions class certification issues the setting of cut scores that will withstand challenge common statistical analyses of adverse impact and merit based issues Employment Discrimination Litigation also Presents a temporal description of a typical employment discrimination case from start to finish Outlines the major guidelines that are often invoked in employment litigation the A P A Standards Uniform Guidelines and SIOP Principles Reviews litigation related to the Fair Labor Standards Act References written judicial opinions that relate the activities and devices most often employed by industrial and organizational psychologists The book also summarizes and integrates the key points of employment discrimination litigation to present a vision for the future

Employment Discrimination Litigation Frank J. Landy,2005-02-28 This practical resource includes perspectives from the point of view of both plaintiff and defendant for cases involving questions of race gender disability and age In addition it offers an overview of the process by which complaints are filed the statutes under which they are filed and the authority represented by various case law Employment Discrimination Litigation will illuminate myriad issues such as Daubert motions class certification issues the setting of cut scores that will withstand challenge common statistical analyses of adverse impact and merit based issues Employment Discrimination Litigation also Presents a temporal description of a typical employment discrimination case from start to finish Outlines the major guidelines that are often invoked in employment litigation the A P A Standards Uniform Guidelines and SIOP Principles Reviews litigation related to the Fair Labor Standards Act References written judicial opinions that relate the activities and devices most often employed by industrial and organizational psychologists      **Individual Diversity and Psychology in Organizations** Marilyn J. Davidson,Sandra L.

Fielden,2004-02-06 Workplace initiatives to manage diversity seek to fully develop the potential of each employee and turn their unique skills into a business advantage Such fostering of difference enhances team creativity innovation and problem solving and is therefore an essential strategy for today s employers Individual Diversity and Psychology in Organizations is an indispensable handbook for all those involved in managing diversity Its academic and practice oriented perspective is unique

as it presents practical strategies and case studies alongside academic reviews giving the reader a balanced overview of each topic The team of expert authors examine international issues in diversity such as Strategies for managing organizational effectiveness Legal and psychological implications Diversity training and its effectiveness Disability racial equality age and gender diversity Affirmative action Recognizing stereotypes and bias Business ethics The Future of diversity This much needed handbook will be welcomed by researchers academics and students in organizational psychology management and business It will also be of great use to professionals in human resources equal opportunities management and management consultancy

**The Psychology and Management of Workplace Diversity** Margaret S. Stockdale, Faye J. Crosby, 2004 Immigration and globalization combined with new civil rights laws and changes in public opinion have resulted in vastly increased workplace diversity in the last half century This work represents a timely addition to current offerings on this growing sub discipline

The Oxford Handbook of Workplace Discrimination Adrienne Colella, Eden King, 2018 The Oxford Handbook of Workplace Discrimination synthesizes decades of evidence and inspires a brand new era of science practice collaboration in understanding and reducing discrimination at work

**Diversity Resistance in Organizations** Kecia M. Thomas, 2020-03-26 This new volume revisits diversity resistance ten years later examining the fluidity of diversity resistance in workplaces Top notch contributors provide insight about the motivations to resist diversity and inclusion as well as offer strategies for preventing and derailing diversity resistance and enhancing inclusion in organizations The current edition broadens the conversation about diversity resistance by demonstrating methods of counter resistance and how diversity resistance manifests in everyday lives as well as how it presents itself and limits the careers and lives of various stigmatized groups Chapters also consider why despite the often expressed value for diversity and inclusion diversity resistance continues to persist Contributors demonstrate the persistence of diversity resistance across time context and for a variety of targets For example this volume addresses topics as well as marginalized groups not previously discussed in the first edition such as intersectionality workers living with mental illness gender identity trans workers and the systemic resistance experienced by gay couples This volume will be of interest to scholars and practitioners as well as minoritized workers It will function as a framework for understanding the continuum of exclusion harassment and discrimination that occurs within organizational settings and the impact upon individual and organizational performance Practitioners will find examples and cases for how diversity resistance manifests but more importantly strategies and recommendations for derailing diversity resistance and enhancing inclusion

*Divergent Paths* Robert L. Nelson, 2015 Legal conceptions of employment discrimination have become increasingly narrow over the past two decades as the law has adopted a "perpetrator" model of discrimination that emphasizes purposeful intent This tendency runs counter to social scientific research that documents the pervasiveness of unintentional bias and the persistence of organizational processes that generate workplace discrimination This narrow legal conception coupled with a system of employment discrimination litigation that emphasizes

individual claims and individual remedies fails to support the organizational approaches that are most promising for redressing workplace discrimination We review the literature on employment discrimination law discrimination litigation continuing patterns of racial and gender inequality the organizational bases of discrimination and the impact of equal employment law on organizations We conclude by discussing the reasons for and implications of this divergence between law and social science     Discrimination Laundering Tristin K. Green,2017 This book uncovers legal shifts founded on misunderstandings about discrimination and describes how law and organizations can do better     Praeger Handbook on Understanding and Preventing Workplace Discrimination Michele A. Paludi,Eros R. DeSouza,Carmen A. Paludi Jr.,2010-11-02 This comprehensive two volume handbook compiles the current case law management practices and social science research on workplace discrimination including federal and state protected categories Despite guidelines for investigating complaints of discrimination and establishing preventative measures statistics indicate that employers may not be properly implementing antidiscrimination laws in their organizations The Praeger Handbook on Understanding and Preventing Workplace Discrimination was written to provide companies with the necessary toolkits to prevent all types of discrimination in the workplace and to deal with them if and when they occur This two volume handbook offers employers a comprehensive approach to understanding preventing and dealing with hostile work environments through an integrated model that encompasses legal responsibilities management theories and practice and social science research Volume one provides an overview of workplace discrimination through an examination of federally protected categories such as age disability equal compensation national origin pregnancy race color religion sex and sexual harassment Volume two offers strategies related to reasonable care in terms of preventing workplace discrimination through policies procedures and training programs

**Evaluation for Workplace Discrimination and Harassment** Jane Goodman-Delahunty,William E. Foote,2010-12-13 This book addresses the evaluation of damage for discrimination or harassment claims and explores the history and importance of this process the legal standards and the procedure for applying this evaluation in court Specific ethical issues that may arise when conducting these assessments are discussed along with suggestions to address and resolve them A helpful review of empirical research related to the frequency and types of workplace discrimination and its potential effects on employees is also included     Diversity at Work Arthur P. Brief,2008-04-24 What effects do racism sexism and other forms of discrimination have on the functioning of organizations Is there a way of managing organizations such that we can benefit both the members of traditionally disadvantaged groups and the organizations in which they work Discrimination on the basis of race or gender whether implicit or explicit is still commonplace in many organizations Organizational scholars have long been aware that diversity leads to dysfunctional individual group and organizational outcomes What is not well understood is precisely when and why such negative outcomes occur In *Diversity at Work* leading scholars in psychology sociology and management address these issues by presenting innovative theoretical ways of thinking about diversity in

organizations With each contribution challenging existing approaches to the study of organizational diversity the book sets a demanding agenda for those seeking to create equality in the workplace     Managing Workplace Diversity, Equity, and Inclusion Rosemary Hays-Thomas,2022-09-16 Managing Workplace Diversity Equity and Inclusion bridges the gap between social science theory and research and the practical concerns of those working in diversity equity and inclusion by presenting an applied psychological perspective Using foundational ideas in the field of diversity equity and inclusion as well as concepts in the social sciences this book provides a set of cognitive tools for dealing with situations related to workplace diversity and applies both classic theories and new ideas to topics such as United States employment law teamwork gender race and ethnicity sexual orientation and other areas Each chapter includes engaging scenarios and real world applications to stimulate learning and help students conceptualize and contextualize diversity in the workplace Intended for upper level undergraduates as well as graduate students this textbook brings together foundational theories with research based and practical real world applications to build a strong understanding of managing diversity equity and inclusion in the workplace This text also has its own companion website which has been designed to give students and instructors a comprehensive look into Workplace Diversity Equity and Inclusion offering case studies practical applications tests and essay questions

*Workplace Discrimination* Lauren Virginia Blackwell,2008

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### **Introduction**

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