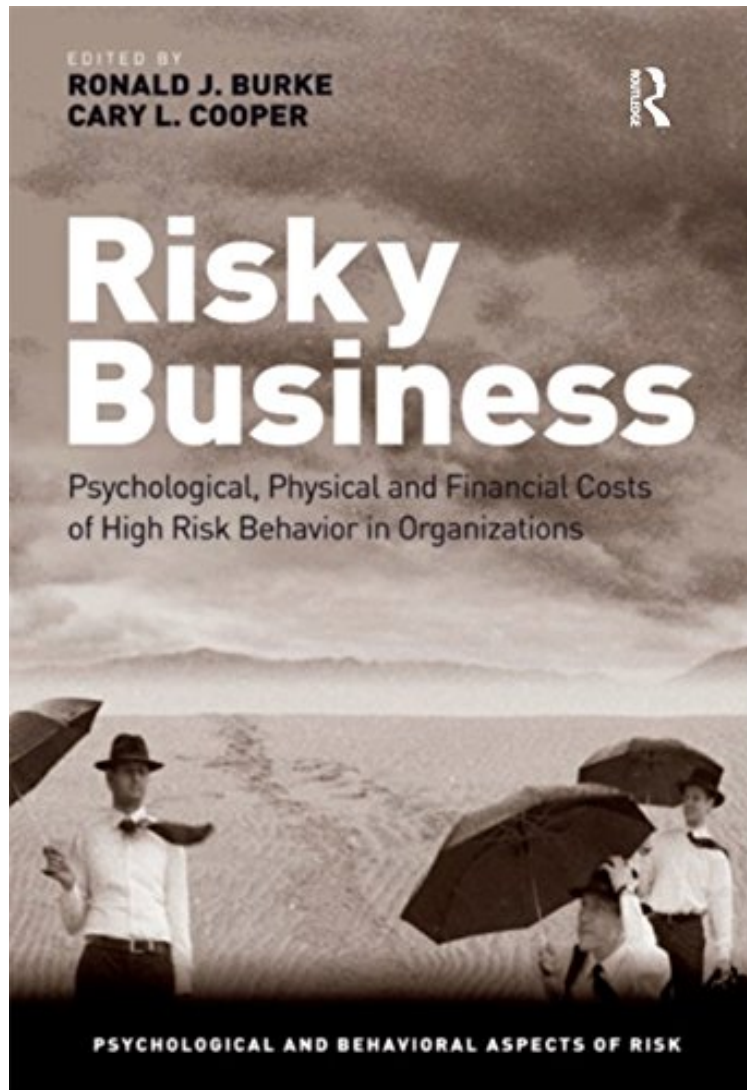


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Risky Business: Psychological, Physical and Financial Costs of High Risk Behavior in Organizations (Psychological and Behavioural Aspects of Risk)

Cary L. Cooper

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Risk Behavior in Organizations (Psychological and Behavioural Aspects of Risk):

What are the financial and psychological costs of risky behavior in business to the individuals concerned and their organizations? *Risky Business* provides a perspective on addictive behaviors such as gambling, drug taking and even addiction to work; criminal behaviors such as theft and corruption; and behaviors such as aggression and violence. The authors then look at their implications to employee and organizational health within the context of the workplace environment; an environment that is often synonymous with psychological demands, stress, long hours, overwork and shortages of staff or other essential resources. An essential guide for occupational psychologists, human resource specialists, risk managers and for researchers in this field.

'...*Risky Business* delves into these murky, twisted, can-of-worms difficult topics, by investigating the psychological, behavioural, and social dimensions of high-risk behaviours by individuals and groups in organizations. Every year we read in the newspapers about 'cases' - where employee behaviour causes immeasurable damage to organizations...*Risky Business* - aptly-named, tells you how and why this type of event happens: how to spot the symptoms of employee disenchantment, unrest, unhappiness, dysfunction, and so on, and how to ensure that it doesn't happen to you, and your organization! Buy it, read it, and learn! You won't want to put it down!' --- Professor Janice Langan-Fox, Swinburne University of Technology, Australia. '*Risky Business* does a huge service by drawing attention to behaviors that can threaten an organization's future. For academics, the book provides a comprehensive review and analyses of the nature and consequences of a variety of high-risk behaviors in organizations. For practitioners, the book emphasizes solutions and tools to manage behavioral risks and avoid toxic environments.' --Bella L. Galperin, John H. Sykes College of Business, USA. 'Burke and Cooper have put together a very impressive book. The theme is very relevant and will attract many readers. They have invited some top experts to help them in the collection and the result is impressive...the overall final product is innovative, interesting and may I add even needed.' --Prof. Simon L. Dolan, Editor-in-Chief: *Cross Cultural Management: An International Journal*. About the Author Ronald J. Burke earned his PhD from the University of Michigan and is Professor Emeritus of Organizational Behavior. One of Canada's most prolific researchers, Professor Burke's work has focused on the relationship between the work environment and individual and organizational health. He was the Founding Editor of the *Canadian Journal of Administrative Sciences* and has served on the editorial boards of more than a dozen journals. He has served as Director of the PhD Programme at Schulich, and as Associate Dean for Research. He has participated in research conferences in North and South America, the UK, Europe, Asia and Australia. He has published over 500 journal articles and edited or co-edited 27 books with a variety of publishers. He has participated in over 300 management development programs as well as serving as a consultant on organizational effectiveness issues for private and public sector organizations. His views on management and organizations have also appeared in various media. Cary L. Cooper, CBE, is Distinguished Professor of Organizational Psychology and Health, Lancaster University Management School at Lancaster University, England. He is the author of over 100 books and 400 scholarly articles, and is a frequent contributor to national newspapers, TV and radio. He is currently Founding Editor of the *Journal of Organizational Behavior* and Editor in Chief of the medical journal *Stress Health*. He is past President of the British Academy of Management, is a Companion of the Chartered Management Institute and one of the first UK based Fellows of the (American) Academy of Management. Professor Cooper is also the President of the Institute of Welfare Officers, President of ISMA, President of the British Association of Counselling and Psychotherapy, President of RELATE and Chair of the Academy of Social Sciences. In 2001, Cary was awarded a CBE by the Queen in the Queen's Birthday Honours List for his contribution to organizational health.