

WINNER OF THE SOCIAL ISSUES IN MANAGEMENT DIVISION BEST BOOK AWARD

“Donald Palmer has developed a provocative argument about the inevitability of organizational wrongdoing. What we have here is a critical, inclusive, sociological analysis that takes the perspective of embedded wrongdoers. . . . [The book] could easily be a basic text for organizational studies courses of any kind. Why? Basic positions are presented and compared. Ethics are not compartmentalized. Applications are not oversimplified. Readers understand more clearly why organizational participants may develop a cynical outlook.”

Karl Weick, *Administrative Science Quarterly*

Instances of wrongdoing in and by organizations have featured heavily in news headlines in recent years. Why do organizational participants—employees, managers, senior officials—engage in illegal, unethical, and socially irresponsible behavior?

The dominant view of wrongdoing as an abnormal phenomenon assumes that the perpetrator is an unscrupulous, rational actor, working in isolation, and making discrete decisions to engage in wrongdoing. However, Palmer develops an alternative approach in this book, examining wrongdoing as a normal occurrence, produced by well-intentioned, boundedly rational actors whose behavior is shaped by the immediate social context over a period of time.

The book provides a comprehensive critical review of the theory and research on organizational wrongdoing. By using rich case study material, it illuminates different perspectives, potential explanations, and policy suggestions for the reduction of organizational wrongdoing.

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