

## **Special Track EBEN AC 2014**

### **Organizational Ethics and Organizational Outcomes**

The importance of organizations' ethical behaviour to organizational effectiveness and long-term success is recognized in business ethics research. Moreover, various studies bring forth that corporate scandals, misconduct and a lack of attention to ethics cause failures and problems to organizations. Despite a large body of research that argues these success and failure theses, the interrelation between organizational ethics and its outcomes typically remains more as an implicit theory – even a rhetorical expression – than an empirical finding. So far empirical investigation of interrelations between organizational ethics and both positive and negative organizational outcomes, the role of organizational ethics in preventing negative organizational outcomes of traditionally considered as positive ones, e.g. organizational innovativeness or organizational trust remains an underdeveloped area. Moreover, the rise of explorations into sustainable innovations or new business models in management discourse also raise questions about potential impact of organizational ethical on these phenomena.

In this special track we want to discuss about the role of organizational ethics to organizational outcomes. Empirical research and evidence – quantitative and qualitative as well as mixed-method studies – are welcome. In particular, we aim to focus on the role of organizational factors to different organizational outcomes.

Since the interpretation of expectations to an ethical organization may vary in different societal contexts, we are also interested in studies in different socio-cultural contexts as well as comparative research between different cultures and societies.

We invite contributions with empirical approaches. We are interested in but not limited to discussing the following themes of organizational ethics and organizational outcomes:

- ethics and responsibility in leadership
- ethics in human resources management
- integrity management
- ethical organizational culture
- corporate virtues
- ethical organizational climate
- organizational trust
- human resource outcomes (e.g. occupational well-being, commitment, turnover)
- organizational level outcomes (e.g. innovativeness and innovations, new business models, productivity, service and quality, organizational trust)
- financial outcomes (e.g. profits and sales).

#### **Organizers**

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Submissions should be made directly to the organizers, not later than February 28th.