PART I   BARRIERS TO PRODUCTIVE WORK

1  When good people do nothing: a failure of courage
   Christopher R. Rate and Robert J. Sternberg

2  Personality disorders and derailment at work: the paradoxical
   positive influence of pathology in the workplace
   Adrian Furnham

3  Problems of employees with personality disorders:
   the exemplar of obsessive-compulsive personality
   disorder (OCPD)
   Michael Kyrios, Maja Nedeljkovic, Richard Moulding
   and Guy Doron

4  Tyrants and workplace bullying
   Janice Langan-Fox and Michael Sankey

5  The struggle of the self: identity dysfunctions in the
   contemporary workplace
   Glen E. Kreiner

6  Why bad leaders stay in good places
   Debra L. Shapiro and Mary Ann Von Glinow

7  Leadership and ethics: the darker side of management
   Marc J. Schabracq and Iva Embley Smit

8  Employee loss of trust in management: surviving in a new era
   Roger C. Mayer

9  Employee attachment and deviance in organizations
   Thomas E. Becker and Rebecca J. Bennett

10 Work hours and work addiction: work now, pay later
   Ronald J. Burke and Teal McAteer

11 Feedback phobia? Why employees do not want to give
    or receive performance feedback
    Jeanette N. Cleveland, Audrey S. Lim and Kevin R. Murphy

12 Everybody hurts, sometimes: the language of emotionality
    and the dysfunctional organization
    Anjana Anandakumar, Tyrone S. Pitsis and Stewart R. Clegg
PART II  MANAGING ORGANIZATIONAL MAYHEM

14 The role of organizational practices and routines in facilitating normalized corruption
Mahendra Joshi, Vikas Anand and Kevin Henderson

15 The dysfunction of territoriality in organizations
Graham Brown and Sandra L. Robinson

16 Towards a relational model of workplace aggression
M. Sandy Hershcovis and Julian Barling

17 Understanding and deterring employee theft with organizational justice
Edward C. Tomlinson and Jerald Greenberg

18 When teams fail in organizations: what creates teamwork breakdowns?
Dana E. Sims and Eduardo Salas

19 Collective wisdom as an oxymoron: team-based structures as impediments to learning
Michael D. Johnson and John R. Hollenbeck

20 The bright and dark sides of personality: implications for personnel selection in individual and team contexts
Timothy A. Judge and Jeffery A. LePine

21 Motives and traits as a driver of adaptive and maladaptive managerial styles
Sharon L. Grant

22 Avoiding entrepreneurial frustration: building a management team
Robert D. Hisrich and Julie Lutz

23 Organizational change and its dysfunctional effect on managers in large organizations
Les Worrall, Cary L. Cooper and Kim Mather

24 Helping creativity and innovation thrive in organizations: functional and dysfunctional perspectives
Neil Anderson and Rosina M. Gasteiger

25 ‘Dysfunctional’ subcultures in organizations: threat or a key to enhancing change?
Roy J. Lewicki, David Greenberger and Erin Coyne

Index