Index

Aaron, H.J. 187, 194
Abramovitz, M. 80
Adam, J. 99, 107, 108, 109
addiction
conclusions 173–4, 266–7
introduction 153
nature of
definition 155–6
imbalance 156–8
physiology 158–9
rationality
economic man and 159–61
human man and 161–2
socio-economic model 162
consumption capital 165–6, 174
current life situation 166–7
implications of 171–3
metapreferences 169
overview 169–71, 266–7
perception of addictive good
167–8
personal capital 162–5
reality of addictive good 168–9
social capital 165
society and community 166
unrestrained preferences 169
theory of rational 153–5
Adler, A. 157
Adler, M.J. 161, 210
Adler, P.S. 18, 19
advertising 185, 188–9
Africa 90
Ainslie, G. 179, 183, 187
Akerlof, G.A. 160
Alberini, A. 234
alcoholism 164
Allardt, E. 137
Altman, M. 55
altruism 190
Andriessen, D. 21, 65
anorexia nervosa 185
Apostolides, M. 157, 164, 172
Appelbaum, E. 60, 61
Argyle, M. 137
Argyris, C. 56–7
Aristotle 139–40, 161, 201
Armenia 111
Arrow, K.J. 3
Ashforth, B.E. 58
Aslund, A. 110, 119, 120, 124
audit
national socio-economic 149–50
auto industry 52–3
Barney, J.B. 64
Baron, J.N. 12
Barro, R.J. 89, 90
Barlett, C.A. 66, 74
basic needs approach (BNA) 135
Bateman, T.S. 55
Becker, B.E. 59, 60
Becker, G.S. 14, 22, 34, 65, 83, 153–4, 177, 178
Beed, C. 208–9
behavioral economics 55, 56–7
Benacek, V. 116
Berg, A. 109, 115
Biraima, M.H. 116
Blair, M.M. 19
Bourdieu, P. 17, 23
Bowles, S. 45, 92
Brenton, P. 111
Brown, A.N. 111
Bruton, H.J. 145
Bryman, A. 70
Buddhism 142, 143, 172, 181, 208, 247
Burros, M. 191
Campbell, A. 137–8, 140, 149
capital, definition of 13
capitalist and socialist systems
hard and soft elements 100–101, 116–17
271
Index

social capital, contribution of 40–43, 90–91
human capital (in individuals) and 34–6
ideal measurement of IC 34
intangible capital as source of 33
organizational capital 39–40
personal capital and see personal capital
social capital and 36–9
economic man (EM) 245–6, 250–52, 257
rationality and 159–61
Eenennaam, F. van 68
Eikelenboom, B.L. 19, 66, 67, 71, 73
Elliott, J.E. 253
Elster, J. 179, 187
emotional intelligence (EI)
addictive behavior, model of 163–4
capitalist systems 104
competencies 20, 84–6, 91
conclusion 265
economic performance and 86–9
moral capital 22
pre-organizational capital qualities 93
productivity 35
rationality, true 211–12
retail buyers 35
self-help activities 89
socialist systems 104
strategic planners 35, 88
environmental policy
commitment approach (CA) 231–3, 236–7
benefits 237
comparing other self-regulatory approaches and 233–6
difficulties 241
EP Agency’s responsibilities 237–9
Porter Thesis and 240–41
US EPA 239–40
conclusion 241–2
High Performance Organizations (HPOs) 229, 240–41
environment 229–30, 231, 237, 242
introduction 224
neoclassical firm 225, 226, 227
rational polluters and policy 231
socio-economic (SE) firm 226–8
ideal 228–9
Epictetus 176
Ericson, R.E. 107–8
evolutionary economics 123
Ezeala-Harrison, F. 95
Filer, R. 44
Fischer, S. 107, 111, 114
Florida, R. 229–30, 238, 240–41
Foldvary, F.E. 256
Foulon, J. 236
Frankfurt, H.G. 178
Frankl, V.E. 158
Freud, S. 183, 187
Fukuyama, F. 17, 34, 37, 165
Gaidar, Yegor 109, 119
Gamble, J.L. 194
Gant, J. 19, 59–60
GDP (gross domestic product) 134, 136
Gelb, A. 119
genetic inheritance 139
Genuine Progress Indicator (GPI) 135–6
geography 90
George, D. 188, 213, 214
Germany 37
East 109, 110, 122
Ghoshal, S. 66, 75
Gintis, H. 179
Gittell, J.H. 19
GNP (gross national product) 134, 138–9
Goldman, M. 111, 124
Goldsmith, A.H. 20, 82, 83
Goleman, D. 20, 22, 35, 79, 82, 83, 84, 86–7, 88, 93, 94, 95, 104, 163, 164, 257, 265
Gomulka, S. 108
Gora, M. 99
government policies 23, 43, 91, 219–23
environment see environmental policy
merit goods 190, 205
personal and social capital 94–5
preferences 190–92, 212–13
Govindarajan, V. 68, 71
Granovetter, M. 38, 226
Griffin, J. 140–41, 145
gross domestic product (GDP) 134, 136
gross national product (GNP) 134, 138–9
Groves, M.O. 44–5
Hair Jr, J.F. 72
Hall, R.E. 23, 43, 91
Hampden-Turner, C. 219
Harsanyi, J.C. 180, 206, 207
Hauserman, D.M. 134, 182, 193, 200, 201, 206, 207
Havel, Vaclav 109
Head, J.G. 206
Heap, S.H. 199
Heckman, J.J. 20–21, 35, 45, 221
Helliwell, J.F. 41
heroin 164
Herrnstein, R.J. 155, 159
Heybey, B. 115
High Performance Organizations (HPOs) 229, 240–41
environment 229–30, 231, 237, 242
high performance work systems (HPWS)
behavioral economics 55
organizational behavior and 56–7
characteristic features 50–51
conclusions 61, 264–5
introduction 49–50
mainstream
human resource management 55
organizational economics 54
motivation 58
organizational behavior 55–6
behavioral economics and 56–7
organizational capital 19, 39, 58–60
performance superiority 51–4, 229
slow diffusion of 60–61
Hinduism 142, 143
Hirschman, A. 181
Hirschman, E.C. 156, 157, 158, 160, 166, 167
Hobson, J.A. 140
Hoch, S.J. 160
Hodgson, G.M. 252
Hoen, H.W. 121
Hoffman, E. 140, 157, 180
Hollis, M. 200, 207
Hoopes, D.G. 64, 65
Horne, J. 107, 121, 123
human capital, definition of 14–15
noncognitive 20–21
Human Development Index (HDI) 135
human nature
conclusion 258
economic man (EM) 245–6, 250–52, 257
rationality and 159–61
heterodox economic schools 255–6, 257
humanistic economic man (HEM) 254, 257
institutional economic man (IEM) 252
social economic man (SEM) 253
socio-economic man (S-EM) 254–5
human man and rationality 161–2
introduction 245
map of 143–4, 246–9
personal capital 256–8
social capital 257–8
human well-being see well-being
humanistic economic man (HEM) 254, 257
Hume, David 198
Hungary 111, 120
Hunter, J.E. 81
Huselid, M.A. 52, 56
Ichniowski, C. 53, 59
ideal socio-economy 147, 268–9
industrial policy 219–20
infrastructure, social see government policies
Inglehart, R. 137
institutional economic man (IEM) 252
institutions and government policies 23, 43, 91, 219–23
environment see environmental policy
merit goods 190, 205
personal and social capital 94–5
preferences 190–92, 212–13
intangible capital, definition of 15, 23–5
intellectual capital, definition of 21–2
involvement-oriented approach see
high performance work systems (HPWS)
Ireland 137
Islam 209
Janson, F.W. 66
Japan 37, 53, 124
Jews 36
Johnson, C. 220
Kahneman, D. 160
Kaplan, R.S. 66
Kartha, K. 208
Kaufmann, D. 110
Keefer, P. 43, 90
Kendrick, J.W. 83
Khanna, M. 233, 234, 235, 236
Khantzian, E.J. 157, 158, 172
Kiker, B.F. 14, 80
Kiron, D. 140
Kling, J. 53
Knack, S. 41, 43
Kneen, F.H. 181, 198–200
Koller, J.M. 142, 208
Kolm, S-C. 181
Kornai, J. 101, 113, 119, 120
Kozul-Wright, R. 117, 118, 120
Krishna, A. 39
Kuznets, S. 94
La Porta, R. 41
Lane, R.E. 148
Latin America 90
Lavigne, M. 116
Lawler, E.E. 50, 51, 54, 56, 229
Lazear, E.P. 54
legality, definition of 116
Leibenstein, H. 39, 55, 187
less developed countries (LDCs) see
developing countries
Lev, B. 21
Levine, S. 184
Lin, N. 23
Lipton, D. 113, 114
Litwack, J.M. 116
Lutz, M.A. 140, 177, 182, 187, 190, 193, 254
Lykken, D. 139
McClelland, D.C. 82
MacDuffie, J.P. 52–3, 56
McPherson, M.S. 176, 177, 178, 181, 191, 192, 193, 199, 200, 212
Maddison, A. 80
Makadok, R. 64, 65
management-based regulation (MBR) 235
Mankiw, N.G. 89
Marx, K. 181
Maslow, A.H. 140, 157, 180, 246, 249, 251, 254, 257
Mayer, J.D. 86
media
transition economies 120
Men's Wearhouse 50
merit goods 190, 205, 214
rational preferences 169, 178–9
rational behavior
analytical framework 201–5
Milgrom, P. 54
Mill, J.S. 177, 181, 191, 192–3, 200, 212
Mincer, J. 14
morality
moral capital, definition of 22
rationality and 201
Muijen, J. van 67
multinational corporations
conclusions 72–4, 75–6
introduction 64–6
key variables
assessment of performance 67–9
organizational architecture 66–7
organizational capital and economic performance
conclusions 72–4
contingency analysis 70–71
correlation analysis 71
limitations and future research 74–5
managerial implications 75
multiple regression analysis 71–2
research design 70
Murray, J.Y. 68
Musgrave, R.A. 190, 205
Nadler, D.A. 65, 66
Nahapiet, J. 18, 21
Nairn, R. 208
Nakamura, M. 238
Narayan, D. 38, 41
Native Americans 167
Neace, M.B. 117, 118
neo-liberal transition strategy 107–8, 121, 123
neoclassical economics
firms 225, 226, 227
transition economies 107, 122–3
Netherlands
MNCs see multinational corporations
Nielsen, K. 17
Nitsch, T.O. 253
noncognitive human capital, definition of 20–21
Nordhaus, W. 135
Norwest 50
Nussbaum, M. 138
O’Boyle, E.J. 253
oil refining industry 52
Olson, M. 23, 43
opioids 164
organizational behavior 55–6
behavioral economics and 56–7
organizational capital 19, 39–40
HPWS see high performance work systems
MNCs see multinational corporations
socialist and capitalist systems 105
transition economies 117
reconstructing existing enterprises 119
Orphanides, A. 154, 155
Ostrom, E. 13, 17, 37, 38
Pareto efficiency standard 210–11
participative management see high performance work systems (HPWS)
patience capital, definition of 22–3
Peele, S. 156, 157, 158, 167, 171, 173
Pejovich, S. 101, 106, 117, 124
personal capital
addictive behavior, model of 162–5
conclusions 95–6, 265
contribution to economic growth 89–91
definitions of 19–20, 35–6, 82–3
earnings, studies explaining 43–5, 91–2
economic growth and IC formation 79–81
EI see emotional intelligence
human development 256–8
implications 94–5
individual predispositions and 183–4, 193–4
productivity, individual differences in 81–2
rationality, true 211–12
social capital and 92–3
socialist and capitalist systems 103–4
well-being 144, 267
personal intellectual capital, definition of 21
Pfeffer, J. 50, 52, 54, 56, 60, 61, 229
Phelps, J.K. 171
philosophy
Aristotle 139–40, 161, 201
Physical Quality of Life Index 135
Poland 109, 111–12, 113–14, 119–20, 124, 125
Poole, M.S. 74
Porter, M.E. 240
Postmaterialism 137
Powell, T.C. 71
preference formation, model of actual preferences 177–8
conclusions 192–3
externalities 185, 188–9
implications
altruism 190
government policy 190–92
merit goods 190
introduction 176–7
metapreferences 178–9
other multiple self conceptions 187–8
predispositions and personal capital 183–4
summary 185–6
true preferences 179–82
unrestrained preferences 182–3
principal-agent problem 54, 58
privatization  
Eastern European transition 107, 111–12  
transition strategy 119, 123–4  
Procter & Gamble 50  
psychological capital 20, 83  
psychology  
self-actualization 140  
public disclosure 235–6  
Puryear, H.B. 180  
Putnam, R.D. 16–17, 34, 36, 38, 94  
Qizilbash, M. 141  
Rahula, W. 208  
Raines, J. 199  
rationality  
conclusion 213–14  
economic man and 159–61  
of ends 198–201  
true preferences 182  
analytical framework 201–5  
comparison of economic and true  
rationality 209–12  
merit goods 205, 214  
policy implications 205, 212–13, 222–3  
religions 208–9  
translations with similar ideas 205–8  
Ratnapala, S. 22  
Redefining Progress  
Genuine Progress Indicator (GPI) 135–6  
Reich, R.B. 220  
relational wealth (RW) 136–7, 145  
relative status 136  
religion 141–3, 208–9  
Buddhism 142, 143, 172, 181, 208, 247  
Remenyi, D. 70  
rent-seeking 110, 120  
Rescher, N. 197, 198, 199, 206–7  
retail buyers 35  
Rhoads, S.E. 190, 202, 212  
Romania 111  
Romer, P.M. 90  
Rosefielde, S. 110  
Ruden, R.A. 156, 158, 159, 163, 167, 172, 173  
Rupasingha, A. 42  
Ruskin, John 177, 194  
Russia 109–10, 111, 120, 122  
Sachs, J.D. 90, 107, 114  
Samuels, W.J. 253  
Schelling, T.C. 159, 179, 187  
Schultz, T.W. 14  
Schwartz, T. 158, 247  
Seitovsky, T. 207  
Segal, J.M. 140, 201  
Segerson, K. 234  
social capital  
addictive behavior, model of 165  
definition of 15–19  
economic growth 36–40  
empirical findings 40–43, 90–91  
human development 257–8  
organizational capital  
organizational capital  
personal capital and 92–3  
social and capitalist systems 105  
Soviet Union, former 117, 118  
well-being 144–5  
social economic man (SEM) 253  
social infrastructure  
government policies  
social responsibility 241
Index

socialist and capitalist systems
   hard and soft elements 100–101, 116–17
   implications for system change 105–6
   Kornai’s models 101, 102
   revising 101–3
   personal capital 103–4
   social capital 105
   socio-economic man (S-EM) 254–5
   socio-economic (SE) entities 226–9
   socio-economy, ideal 147, 268–9
   Solow, R.M. 3
   South Korea 124
   Southwest Airlines 50
   Soviet Union, former 110–11, 114, 117, 118
      Russia 109–10, 111, 120, 122
   Sovik, R. 181
   Spence, D.B. 231
   Sri Lanka 138–9
   steel industry 52, 53
   Stewart, H. 214
   Stewart, T.A. 21
   Stigler, G. 177, 178
   strategic planners 35, 88
   stress 166–7
      intrapsychic 179
   Sugden, R. 133, 138, 139, 198, 199

   Taiwan 124
   Tellegen, A. 139
   Thaler, R.H. 187
   Thomson, J.A.K. 161
   Tollison, R.D. 176
   Tomer, J.F. 13, 19, 20, 35, 39, 56, 57, 59, 64, 65, 76, 82, 83, 93, 100, 104, 105, 141, 144, 145, 162, 166, 168, 169, 201, 210, 219, 226, 228, 229, 257
   Torsvik, G. 37
   Total Quality Management (TQM) 50–51
   environment 230, 236
   transition economies
      conclusion 126, 266
      introduction 99–100
      neo-liberal transition strategy 107–8, 121, 123
   outcomes in 108–12
   socialist and capitalist systems
      hard and soft elements 100–101, 116–17
      implications for system change 105–6
      Kornai’s models 101, 102
      revising Kornai’s models 101–3
      personal capital 103–4
      social capital 105
   socio-economic theory of transition success
      democracy 118–19
      empirical studies 114–15
      friction factors 115
      intermediate variables 120–22
      meaning of transition success 106
      metaphor 112
      need for IC formation 118
      overview 125
      reconstruction of existing enterprises 119
      shock 120–22
      soft features, destruction of ‘old’ 117
      soft features fostering transition 119–20
      soft features, persistence of 116–17
      theoretical framework 113–14
      strategy 122–4, 221–2, 266

   Ukraine 111
   United Kingdom 60
   United Nations
      Development Programme
      Human Development Index (HDI) 135
   United States 37, 191, 221
      anorexia nervosa 185
      emotional intelligence 94, 220
      Environmental Protection Agency (EPA) 239–40
      exercise program 213
      high performance work systems (HPWS) 60, 61
      Native Americans 167
      New York State 223
      social capital 94, 220
Index

steel manufacturing 53
Vietnam War 167
USAA 50
Uzbekistan 124

van der Veen, R.J. 179
Veblen, T. 3
Venkatraman, N. 68
Ver Eecke, W. 205, 214
Viner, J. 246
Virgin Atlantic Airways 50
voluntary agreements/approaches (VAs) 233–5

Waddock, S. 19
Wal-Mart 50
Waters, W.R. 253
Weisinger, H. 86
welfarism 134
revision of 135–6
well-being
conclusions 150
determinants of
relationships 136–7
relative status 136
functionings approach 138–9
genes and set-points 139
human nature 143–4
humanistic philosophy and
psychology 139–40

introduction 133–4
ordinary/overall functioning
approach 145–7
accounting for well-being
148–50
ideal society 147
implications 147–8
personal capital 144, 267
prudential values 140–41
religion 141–3
social capital 144–5
subjective 137–8
welfarism 134
revision of 135–6
Wellisz, S. 113
Westlund, H. 19
Whalen, C.J. 252
Whiteley, P.F. 42
Wilber, K. 143–4, 245, 246–9, 254
Williamson, M. 180
Winston, G.C. 154–5, 187
Woolcock, M. 39

x-efficiency theory 55, 187
Yuengert, A.M. 155
Zak, P.J. 42
Zeleny, M. 17