



## (Dis)honesty in management

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Llibres electrònics

Monografia

This volume concentrates on different forms of honesty and dishonesty in management and their consequences for managers, firms and society. These issues are related to values and behavior patterns and thus, the basis of contemporary business. Honesty can be defined as the refusal to pretend that facts of reality are other than what they are while dishonesty including lying, stealing, cheating, distortion, concealing of important information, failing to fulfill promises, and abruptly abandoning a business relationship presents its opposite. Based on chapters about China, Japan, USA, Israel, Germany, Sweden, Iceland and Estonia, the authors conclude that the understanding of (dis)honesty and (un)ethical behavior differs in different cultural, societal and organizational contexts. This volume also demonstrates that the fear of dishonesty may change a firms local and international behavior, but also managers attitude toward employees. For example, some firms avoid deeper relationship-oriented partnerships as they wish to control internal activities, avoid possible disinformation and prevent dishonesty/opportunism costs. As a result of distrust, they may also protect their firm-specific knowledge more, and this may result in a lower level of knowledge acquisition and reduce partnership satisfaction. Moreover, distrust may lead to more complex and costly contract negotiations and governance structures; complicate further business and lead to relationship termination or governance redesign. Still, sometimes dishonesty may pay off in the short term

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