

DISCRETIONARY MANAGERIAL BEHAVIOR

**T.V.S. RAMAMOCHAN RAO
&
RANJUL RASTOGI**

KLUWER ACADEMIC PUBLISHERS

Discretionary Managerial Behavior

Ali Farazmand



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Discretionary Managerial Behavior T.V.S. Ramamohan Rao,Ranjul Rastogi,2012-12-06 Discretionary Managerial Behavior presents a quantification of the managerial behavior within decentralized organizations The volume provides practical insights into the internal functioning of the firm the relationships between the managers at different organizational echelons and the conditioning effects of the organizational controls and the market environment external to the firm It forms a basic contribution to the theoretical modeling methodological and estimation procedures and empirical insights into the nature and operation of managerial discretion in decentralized organizations Both theoretical and empirical literature of organizational economics have not come to grips with the decision making process in such organizations With this in perspective the volume describes four fundamentally new contributions It presents an approach to defining proximate objectives of managers at the divisional levels in a decentralized organization and the coordination by managers at higher levels an approach to developing a modelling framework from a sound theoretical perspective in order to reflect the postulated behavior an approach to defining an estimation technique to operationalize both a and b in a specific empirical context and the richness of empirical insights which remained elusive for over thirty years As such this study is an important step to make fundamental progress in the area of interface between business policy and microeconomic theory

Managerial Discretion in Imperfect Markets T. V. S. Ramamohan Rao,2023-05-30 This book deals with behavioral responses of management of firms that make several decisions with respect to production marketing finance organization of activities within divisions and interrelations between divisions including synergies between them and constraints placed on each other in the attainment of overall goals of the firm The market conditions that constitute the basis of such decisions may be stable random but predictable or uncertain It can be expected that objectives attained by the firm as a result of decisions of management may be different from the maximum which can be achieved A generic conceptualization of such managerial discretion and operationally useful methods of measurement have been presented It is possible to develop machine learning algorithms on this basis to minimize managerial discretion and assist managers in arriving at strategic decisions thereby leaving more resources to deal with uncertain events as they arise The volume is a great resource not only for researchers but also decision makers in corporates

Leadership and Managerial Behavior James G. Hunt,1984 The SAGE Handbook of Organizational Behavior Julian Barling,Cary L Cooper,2008-07-24 This milestone handbook brings together an impressive collection of international contributions on micro research in organizational behavior Focusing on core micro organizational behaviour issues chapters cover key themes such as individual and group behaviour The SAGE Handbook of Organizational Behavior Volume One provides students and scholars with an insightful and wide reaching survey of the current state of the field and is an indispensable road map to the subject area The SAGE Handbook of Organizational Behavior Volume Two edited by Stewart R Clegg and Cary L Cooper draws together contributions from leading macro

organizational behaviour scholars **Environmental Protection and the Social Responsibility of Firms** Bruce L. Hay, Robert N. Stavins, Richard H. K. Vietor, 2010-09-30 Everyone agrees that firms should obey the law But beyond what the law requires beyond bare compliance with regulations do firms have additional social responsibilities to commit resources voluntarily to environmental protection How should we think about firms sacrificing profits in the social interest Are they permitted to do so given their fiduciary responsibilities to their shareholders Even if permissible is the practice sustainable or will the competitive marketplace render such efforts and their impacts transient at best Furthermore is the practice however well intended an efficient use of social and economic resources And as an empirical matter to what extent do firms already behave this way Until now public discussion has generated more heat than light on both the normative and positive questions surrounding corporate social responsibility CSR in the environmental realm In *Environmental Protection and the Social Responsibility of Firms* some of the nation's leading scholars in law economics and business examine commonly accepted assumptions at the heart of current debates on corporate social responsibility and provide a foundation for future research and policymaking *Economic Efficiency of the Organizational Decisions of the Firm* Ramamohan T.V.S. Rao, 2012-12-06 Over the past several years there has been an awareness that markets contractual arrangements and hierarchical organizations can be utilized as alternative modes of coordinating resource utilization in the context of the firm In most practical situations mixed forms of organization are more frequent That is non market coordination mechanisms are being utilized even in predominantly market oriented economies The reasons for the use of one of these organizational modes over the others are still being examined extensively Very often asset specificity and bilateral monopoly risk sharing under uncertainty transaction cost considerations and or technological externalities economies of scope have been considered as the major reasons for preferring one of these modes over the others However the ultimate effect on the performance of the firm of any of these aspects which result in the adoption of any specific organizational pattern has to be through the cost curve and or the demand curve The neoclassical welfare concepts which have been developed to examine the efficiency in the functioning of markets are well known The sources of inefficiency in the performance of the firm under different market structures are also well documented However there is as yet no well established set of concepts to examine the economic efficiency of the other organizational forms It is not clear that the neoclassical welfare concepts are not relevant even under the new organizational setting Studies of this nature are a relatively new area of economic research **Focus on Finance and Accounting Research** Michael H. Neelan, 2007 Preface The Role of Revenues and Costs in CEO Compensation The Importance of Intellectual Capital Reporting Perspectives from Finance Professionals Has Regulation Changed the Market's Reward for Meeting or Beating Expectations Reaction of the Brazilian Stock Market to Positive and Negative Shocks Earnings Management to Meet Earnings Benchmarks Evidence from Japan Audit in Ukraine Auditor Reputation and Auditor Independence Evidence from an Emerging Market Trends of the Returns Earnings Associations Over the Last Three Decades

Managers Discretionary Behaviour Earnings Management and Corporate Governance An Empirical International Analysis Index *Contemporary Perspectives in Human Resource Management and Organizational Behavior* Riann Singh, Shalini Ramdeo, 2023-05-04 This book aims to address one of the key challenges facing Human Resource Management HRM and Organizational Behavior OB researchers It delves into contemporary topics from which focused research models ideas and questions can be developed and tested HRM and OB are closely related and intersect each other in the examination of practices which are aimed at managing employees and explaining their behaviors Proposing to provide researchers with easy access to a slew of contemporary research advancements within the field this work explores ten contemporary research areas within HRM and OB Topics include innovative HRM OB responses in crises alternative work arrangements for the contemporary workplace employee mental health from diversity to inclusion in the workplace workplace harassment HRM in small and medium enterprises alternative perspectives in employee turnover organizational citizenship and counter productive work behaviors leading for work engagement and employee motivation in a changing environment Providing researchers with a comprehensive overview of research advances within selected contemporary areas this book seeks to spur critical thinking spark alternative research perspectives innovate extensions to existing theories and provide the foundation from which focused research can grow and develop within these management fields **Understanding the People and Performance Link** John Purcell, 2003-05-01 This report the most in depth of its kind to date confirms the powerful relationships between HR practices employee commitment and operating performance It is based on a three year investigation which looked at the HR practices staff views and performance in 11 large organisations including Jaguar Cars Nationwide Building Society Selfridges and Tesco The study provides answers to why and how people management practices influence business performance to unlock what has been termed the black box Key conclusions include the most carefully thought through HR strategy is a waste of time unless it is embraced by line managers who have the skills and understanding necessary to engage and motivate employees where effective HR practices are not in place levels of employee commitment are up to 90 per cent lower an organisation needs a clear direction and purpose beyond the bland mission statement or generic goal of financial returns which engages enthuses and unites people At the Nationwide Building Society this is a commitment to mutuality At Royal United Hospital Bath it is saving lives This big idea appears essential in motivating and directing people behind the strategy of the organisation **Global Encyclopedia of Public Administration, Public Policy, and Governance** Ali Farazmand, 2023-04-05 This global encyclopedic work serves as a comprehensive collection of global scholarship regarding the vast fields of public administration public policy governance and management Written and edited by leading international scholars and practitioners this exhaustive resource covers all areas of the above fields and their numerous subfields of study In keeping with the multidisciplinary spirit of these fields and subfields the entries make use of various theoretical empirical analytical practical and methodological bases of knowledge Expanded and updated the

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Organizational Behavior and Dynamics Oliver T. Chen, 2009 Organisational Behaviour OB is the study and application of knowledge about how people individuals and groups act in organisations It does this by taking a system approach That is it interprets people organisation relationships in terms of the whole person whole group whole organisation and whole social system Its purpose is to build better relationships by achieving human objectives organisational objectives and social objectives The organisation s base rests on management s philosophy values vision and goals This in turn drives the organisational culture which is composed of the formal organisation informal organisation and the social environment The culture determines the type of leadership communication and group dynamics within the organisation The workers perceive this as the quality of work life which directs their degree of motivation The final outcomes are performance individual satisfaction and personal growth and development All these elements combine to build the model or framework that the organisation operates from This book presents carefully selected current research on this subject **Managing**

Organizational Behavior David Nadler, J. Richard Hackman, Edward E. Lawler (III), 1979 **The Economics of Work Reorganization** Marvin E. Rozen, 1983 Examines imbalances in job worker matchups and labour markets the importance of

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