

Organizational behavior unchained: commentary on giving peace a chance by jone l....

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Summary In the opinion of Gretchen Spreitzer, great peace and less war can be achieved through corporate employee empowerment. Organizational empowerment for employees, results in a peaceful settlement of disputes.

This paper is a summary of the article, “ Organizational behavior unchained: Commentary on giving peace a chance” by Jone L. Pearce.

In the article, Pearce asserts that, Professor Spreitzer’s important questions involve causality. In social sciences and organizational behavior, causality is assumed from a large to a small aggregation. This is so since, in organizational behavior, the larger aggregate brings about the causal; context of taking action, because it is more stable and durable. Moreover, the Professor emphasizes on radical analysis of the implicit, that is changing an implicit causal assumption into explicit. In essence, Pearce affirms that, Professor Spreitzer’s work is centered on disapproving the idea that causality can only be derived from the larger social context. In regards to the premise “ workplace empowerment reduces wars”, Pearce has two concerns. The first concern entails the way citizens’ skills and attitudes, or empowerment-changed employees affect war and peace policies while the second entails asking whether non-empowering supervision results in minor violent employee behavior (Pearce 3).

Pearce continue to explain that, in the past, organizational behavior has been assessed by looking at limited dependent viable. Additionally, she states that Professor Spreitzer assesses peace in organizational behavior by overlooking on the limited dependent variables, as she also notes that, lack of war is not peace. For instance, war and corruption are strongly related with empowerment variables, but they are different issues all together.

Pearce continues to add that the absence of broad and controversial constructs is a challenge to studying how management practices results in war or peace. Ultimately, in the article, Pearce writes of how Professor Spreitzer, depicts difficulty in coming up with innovative dependent variable (Pearce 4).

Works Cited

Pearce, Jone. " Organizational behavior unchained: Commentary on giving peace a chance." *Journal of Organizational Behavior* (2007): 4. Print.