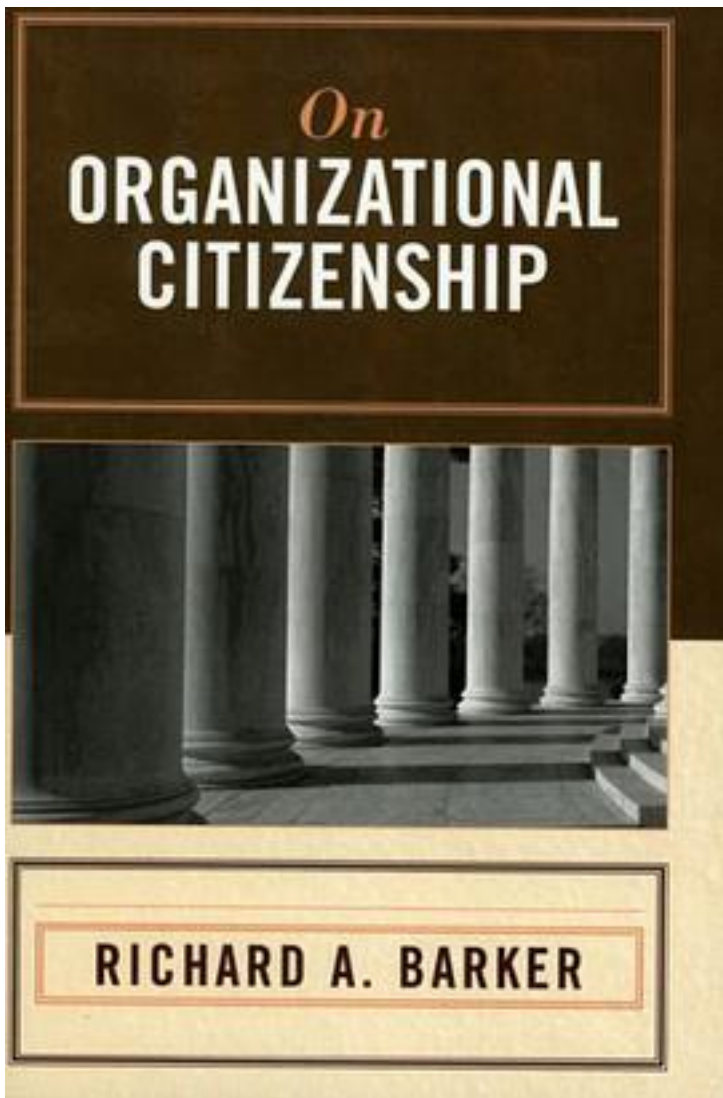


On Organizational Citizenship



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On Organizational Citizenship is a unique application of classic political philosophy and metaphysics to organizational theory. Using this new and highly integrative approach to organizations and organizational behavior, this book proposes that organizations have a constitutional structure rather than a culture, and that much of the traditional role of government in society has shifted from the state to the corporation. What it means to be an organizational citizen in this form of government is explored in terms of ethics, social and political processes, governing structure, and the limitations of traditional models of organizational behavior. Organizations are conceptualized as constitutionally based political communities with constitutional structures that determine outcomes and define the parameters for citizenship and civic responsibility. On Organizational Citizenship examines the implications of organizational citizenship and how this shift might redefine the role of national government.

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