

ACCOUNTABILITY

DEFINITION

Accountability is the responsibility of an individual or organization to answer for its activities. It involves accepting the consequences, both positive and negative, of one's actions. This principle ensures transparency and honesty in various processes and decisions. It is a cornerstone of trust in both personal and professional relationships.

EXAMPLES

- **Admitting Mistakes:** Instead of deflecting blame or making excuses, an accountable person owns up to their errors and seeks to make amends.
- **Seeking Feedback:** Proactively asking for feedback on performance and genuinely being open to making improvements based on that feedback.

Accountability Theory Meets Accountability Practice

Emilio J. Castilla



Accountability Theory Meets Accountability Practice:

Accountability Theory Meets Accountability Practice Harald Bergsteiner, 2012-02-16 Providing a holistic view of accountability this book clarifies the purposes of accountability identifies what triggers accountability exchanges generates a set of responsibility and accountability constructs and links these constructs to the accountability process and to the influences that impact on this process

Lessons from Political Leadership in Africa Chris Jones, Pregala Pillay, Purshottama Reddy, Sakhile Zondi, 2022-02-17 The central message of this book is that leadership serves as a blueprint to transform Africa into a global powerhouse There is an urgent need to refocus our efforts on the African Continent and her people while at the same time forging ahead with democratic accountable people centred ethical and transparent governance and leadership Corruption has undoubtedly become a hostile enemy in robbing the poor violating the trust of the people and eroding the moral fibre of society Abuse of power position or office compounded by greed self enrichment and acts of dishonesty has dire consequences for mankind and as such each contribution in this book promotes Africa's vision to sustain humanity and its people away from social ills such as extreme poverty distinct inequalities and large scale unemployment What is needed is a new generation of bold passionate confident inspiring leaders to make a difference and leave an edible mark in the global arena This is the fundamental spirit of leadership for the Africa that this book wants and wishes to nurture We cannot go back and change the past but we can learn lessons both good and bad and change the future towards a bigger better and brighter tomorrow

The SAGE Encyclopedia of Corporate Reputation Craig E. Carroll, 2016-05-31 What creates corporate reputations and how should organizations respond Corporate reputation is a growing research field in disciplines as diverse as communication management marketing industrial and organizational psychology and sociology As a formal area of academic study it is relatively young with roots in the 1980s and the emergence of specialized reputation rankings for industries products services and performance dimensions and for regions Such rankings resulted in competition between organizations and the alignment of organizational activities to qualify and improve standings in the rankings In addition today's changing stakeholder expectations the growth of advocacy demand for more disclosures and greater transparency and globalized mediatized environments create new challenges pitfalls and opportunities for organizations Successfully engaging dealing with and working through reputational challenges requires an understanding of options and tools for organizational decision making and stakeholder engagement For the first time the vast and important field of corporate reputation is explored in the format of an encyclopedic reference *The SAGE Encyclopedia of Corporate Reputation* comprehensively overviews concepts and techniques for identifying building measuring monitoring evaluating maintaining valuing living up to and or changing corporate reputations Key features include 300 signed entries are organized in A to Z fashion in 2 volumes available in a choice of electronic or print formats Entries conclude with Cross References and Further Readings to guide students to in depth resources Although organized A to Z a thematic Reader's Guide in the front matter

groups related entries by broad areas A Chronology provides historical perspective on the development of corporate reputation as a discrete field of study A Resource Guide in the back matter lists classic books key journals associations websites and selected degree programs of relevance to corporate reputation A General Bibliography will be accompanied by visual maps noting the relationships between the various disciplines touching upon corporate reputation studies The work concludes with a comprehensive Index which in the electronic version combines with the Reader s Guide and Cross References to provide thorough search and browse capabilities

Human Resource Alignment

Stephen M Flynn,2017-06-28 Is your HR strategy aligned to the organisation s strategy Do your HR practices deliver that strategy on the ground How can you validate that you are in sync with your business s aims This book gives you the tools to align HR strategy with HR practices and the business strategy

The Meritocracy Paradox Emilio J. Castilla,2025-09-02 Meritocracy the idea that individuals should be rewarded based on their talent and hard work is one of the most widely celebrated ideals in education business and government It shapes how organizations recruit evaluate and promote promising a fair system where the best rise to the top But meritocracy has increasingly come under criticism for deepening inequality and reinforcing bias How did a once progressive ideal meant to level the playing field end up contributing to unfairness and privilege What happens when organizations treat merit as their guiding principle without questioning how it s defined or applied Most importantly how can today s leaders recognize and fix what s gone wrong In The Meritocracy Paradox Emilio J Castilla offers timely new answers to these fundamental questions He analyzes the structure and culture of meritocracy inside organizations providing real world examples from hiring and merit based bonuses in companies to admissions decisions at elite universities to show how personal biases and social barriers can undermine the values and outcomes these systems are meant to uphold Castilla provides practical research backed frameworks to help organizations achieve true fairness and opportunity for all Drawing on successful data based interventions he presents concrete strategies for improving recruitment selection evaluation promotion and compensation processes revealing how motivated leaders can identify and correct shortcomings with cost effective targeted solutions that deliver proven results The Meritocracy Paradox is essential reading for anyone seeking to understand and improve the intersection of merit fairness and equal opportunity in organizations

Sufficiency Thinking Gayle C. Avery,2020-07-17 Our world is under pressure with growing inequalities in wealth and access to food and clean water We depend too heavily on polluting fuels and diminishing natural resources Traditional cultural practices are being swamped by global popular culture The Thai model of sufficiency thinking aims to transform the mindset of a whole population to achieve the seemingly impossible enriching everyone s lives in a truly sustainable way Innovative management practices developed by King Bhumibol Adulyadej of Thailand have been applied across Thailand in agriculture education business government and community organisations for over two decades In this book chapters written by eminent Thai scholars explain sufficiency thinking and review its implementation in different sectors including community

development business agriculture health care schools and even in prisons Is Thailand unique in having discovered the holy grail of a more responsible form of capitalism No it is not but it is the first country whose government has adopted this kind of thinking as national policy we obviously need to revise dramatically our thinking about the outlines of a just economy and a decent society in which everyone can lead dignified lives Sufficiency Thinking provides creative approaches to this quandary and this important volume is a brilliant addition to the growing literature critical of mainstream business as usual ideology

John Komlos Professor Emeritus University of Munich **Transparent Lobbying and Democracy** Šárka Laboutková, Vít Šimral, Petr Vymětal, 2020-02-04 The authors come up with some innovative tools namely the Catalogue of transparent lobbying They look at and evaluate the impact on both key stakeholders lobbyists and targets of lobbying monitoring of lobbying activities and sanctioning for breaches of rules This tool holds out benchmarking capacity of sound framework for understanding of lobbying in the context of democracy legitimacy of decision making and accountability David Ondrka member of global Board of Transparency International head of Transparency International Czech Republic **Transparent Lobbying and Democracy** provides a comprehensive view into the phenomenon of lobbying As a well established scientist specializing in democracy civil society and the public sphere I see it as a useful and enriching contribution to the debate on lobbying its necessary transparency and its role in the democratization process This book has the potential to reach an international audience of experts and interested lay persons and both complement and compete with publications on similar issues Karel B Moller University of Economics in Prague Czech Republic This book deals with the current as yet unsolved problem of transparency of lobbying In the current theories and prevalent models that deal with lobbying activities there is no reflection of the degree of transparency of lobbying mainly due to the unclear distinction between corruption lobbying in general and transparent lobbying This book provides a perspective on transparency in lobbying in a comprehensive and structured manner It delivers an interdisciplinary approach to the topic and creates a methodology for assessing the transparency of lobbying its role in the democratization process and a methodology for evaluating the main consequences of transparency The new approach is applied to assess lobbying regulations in the countries of Central Eastern Europe and shows a method for how lobbying in other regions of the world may also be assessed **Governance Theory and Practice** V. Chhotray, G. Stoker, 2008-11-12 Confusion about governance abounds Many lack appreciation of how different traditions of thought in the social sciences contribute to our understanding This book tackles these weaknesses head on and aims to provide a wider vision of the area examining three critical areas of practice environmental corporate and participatory governance **Corporate Governance: Theory and Practice** , **Higher Education: Handbook of Theory and Research** John C. Smart, 2007-05-16 Published annually since 1985 the Handbook series provides a compendium of thorough and integrative literature reviews on a diverse array of topics of interest to the higher education scholarly and policy communities Each chapter provides a comprehensive review of research findings on a selected topic critiques the research

literature in terms of its conceptual and methodological rigor and sets forth an agenda for future research intended to advance knowledge on the chosen topic The Handbook focuses on twelve general areas that encompass the salient dimensions of scholarly and policy inquiries undertaken in the international higher education community The series is fortunate to have attracted annual contributions from distinguished scholars throughout the world

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