

THE JOURNAL OF THE SOCIETY FOR BUSINESS ETHICS

Business Ethics Quarterly



VOL. 33, No. 2
APRIL 2023



CAMBRIDGE
UNIVERSITY PRESS

Business Ethics Quarterly

Business Ethics Quarterly (BEQ) is a peer-reviewed scholarly journal that publishes theoretical and empirical research relevant to the ethics of business. Since 1991 this multidisciplinary journal has published articles and reviews on a broad range of topics, including the internal ethics of business organizations, the role of business organizations in larger social, political and cultural frameworks, and the ethical quality of market-based societies and market-based relationships. It recognizes that contributions to the better understanding of business ethics can come from any quarter and therefore publishes scholarship rooted in the humanities, social sciences, and professional fields.

The multidisciplinary scholarly journal of the Society for Business Ethics

The Society for Business Ethics (sbeonline.org) is an international organization providing a forum for those interested in research, teaching, or the practical application of ethical principles and concepts to the management of businesses. Membership is open to scholars and professionals specializing in business ethics as well as anyone else seeking the benefits of membership. The society welcomes members from all disciplines.

Society for Business Ethics membership includes online access to all issues of the journal, except where prohibited, and members have the option of taking print copies as well.

Individuals can become members at <https://www.cambridge.org/core/membership/sbe>.

Business Ethics Quarterly is published by Cambridge Journals on behalf of the Society for Business Ethics. The journal is included in the Cambridge Journals Online service and can be found at <https://www.cambridge.org/beq>.

ISSN: 1052-150X
E-ISSN: 2153-3326

© The Society for Business Ethics

Business Ethics Quarterly

Editors

Frank den Hond
Hanken School of Economics, Finland;
Vrije Universiteit Amsterdam, The Netherlands

Mollie Painter
Nottingham Trent University, UK;
University of Pretoria, South Africa

Associate Editors

Daniel Arenas
Universitat Ramon Llull, Spain

Denis G. Arnold
University of North Carolina at
Charlotte, USA

Cedric Dawkins
Loyola University Chicago, USA

Niki A. den Nieuwenboer
University of Kansas, USA

Jeffrey Moriarty
Bentley University, USA

Andreas Rasche
Copenhagen Business School,
Denmark

Scott Reynolds
University of Washington, USA

Andreas Georg Scherer
University of Zürich, Switzerland

Book Review Editor

Miguel Alzola
Fordham University, USA

Art Review Editor

Daniel Hjorth
Copenhagen Business School, Denmark

Managing Editor

Joanna Osiewicz-Lorenzutti

Editorial Board

Bradley R. Agle
Brigham Young University, USA

Laura Albareda
LUT University, Finland

Anne Antoni
Grenoble Ecole de Management,
France

Anke Arnaud
Embry-Riddle University, USA

Robert Audi
University of Notre Dame, USA

Michael L. Barnett
Rutgers University, USA

Bruce Barry
Vanderbilt University, USA

Shawn Berman
University of New Mexico, USA

Caleb Bernacchio
California State University, USA

Sandrine Blanc
INSEEC Business School, Belgium

Stephen Brammer
University of Bath, UK

Michael Brown
The Pennsylvania State University,
USA

Kenneth Butterfield
Washington State University, USA

Wendy Chapple
Vienna University of Economics and
Business, Austria

Joanne B. Ciulla
Rutgers University, USA

Richard T. De George
University of Kansas, USA

Thomas Donaldson
University of Pennsylvania, USA

Wim W. Dubbink
Universiteit van Tilburg,
The Netherlands

Heather Elms
American University, USA

Timothy L. Fort
Indiana University, USA

Marianna Fotaki
University of Warwick, UK

James Gaa
University of Alberta, Canada

Dirk Ulrich Gilbert
University of Hamburg, Germany

Jennifer Goodman
Audencia Business School, France

Jerry Goodstein
Washington State University, USA

Jeffrey S. Harrison
University of Richmond, USA

David Hess
University of Michigan, USA

Robert Hughes
University of Pennsylvania, USA

Bryan Husted
Tecnológico de Monterrey, Mexico

Harvey S. James
University of Missouri, USA

Michael Kates
Saint Joseph's University, USA

Tae Wan Kim
Carnegie Mellon University, USA

Jennifer Kish-Gephart
University of Massachusetts
Amherst, USA

Maribeth Kuenzi
Southern Methodist University, USA

Emilio Marti
Erasmus University Rotterdam,
The Netherlands

Kelly Martin
Colorado State University, USA

Kirsten Martin
University of Notre Dame, USA

Jukka Mäkinen
Estonian Business School, Estonia

Sébastien Mena
Hertie School, Germany

Geoff Moore
University of Durham, UK

Peter Muchlinski
University of London, UK

Patrick E. Murphy
University of Notre Dame, USA

Lisa H. Newton
Fairfield University, USA

Richard P. Nielsen
Boston College, UK

Wayne Norman
Duke University, USA

Marc Orlitzky
University of South Australia, Australia

Déborah Phillippe
University of Lausanne, Switzerland

Sareh Pouryousefi
Ryerson University, Canada

Joshua Preiss
Minnesota State University
Mankato, USA

John Roberts
University of Sydney, Australia

Lori Verstegen Ryan
San Diego State University, USA

Michael Santoro
Santa Clara University, USA

Tobey K. Scharding
Rutgers University, USA

Marshall Schminke
University of Central Florida,
USA

Douglas Schuler
Rice University, USA

Amy J. Sepinwall
University of Pennsylvania, USA

Abraham A. Singer
Loyola University Chicago, USA

Alejo Sison
Universidad de Navarra, Spain

Jeffery Smith
Seattle University, USA

N. Craig Smith
INSEAD, France

Jeremy Snyder
Simon Fraser University, Canada

Scott Sonenshein
Rice University, USA

Edward Soule
Georgetown University, USA

Laura J. Spence
Royal Holloway University of
London, UK

Jason Stansbury
Calvin University, USA

Alan Strudler
University of Pennsylvania, USA

James Stacey Taylor
The College of New Jersey, USA

Ann E. Tenbrunsel
University of Notre Dame, USA

Linda Klebe Treviño
The Pennsylvania State University,
USA

Manuel Velasquez
Santa Clara University, USA

Danielle Warren
Rutgers University, USA

Gary R. Weaver
University of Delaware, USA

Ben Wempe
Erasmus University Rotterdam,
The Netherlands

Glen Whelan
Université du Québec à Montréal,
Canada

Andrew C. Wicks
University of Virginia, USA

Former editors: Patricia H. Werhane (1991–2000); George Brenkert (2000–2005); Gary R. Weaver (2005–2011); Dennis G. Arnold (2011–2016); Bruce Barry (2016–2021)

Business Ethics Quarterly

BEQ

April 2023

Vol. 33, No. 2

Articles

- The Dark Side of Status at Work: Perceived Status Importance, Envy, and Interpersonal Deviance
NIKI A. DEN NIEUWENBOER, JENNIFER J. KISH-GEHART,
LINDA K. TREVIÑO, ANN C. PENG, AND IRIS REYCHAV.....261
- The Challenge of Implementing Voluntary Sustainability Standards:
A Dynamic Framework on the Tension between Adherence and Adaptation
LUCREZIA NAVA AND MAJA TAMPE.....296
- Wage Exploitation as Disequilibrium Price
STANISLAS RICHARD.....327
- When Workplace Norms Conflict: Using Intersubjective Reflection to Guide
Ethical Decision-Making
TOBEY K. SCHARDING AND DANIELLE E. WARREN.....352

Commentary

- The Role of Accountability in Workplace Democracy
GALINA GONCHARENKO.....381

Book Reviews

- Work as a Calling: From Meaningful Work to Good Work*,
by Garrett W. Potts
EDWARD A. DAVID.....394
- The Distributive Politics of Environmental Protection in Latin America
and the Caribbean*,
by Isabella Alcañiz and Ricardo A. Gutiérrez
SUSANA ESPER.....398

Art Review

- Participatory Urban Art and Workplace Democracy: A Conversational Teaser
ESTER BARINAGA.....401