

# HUMAN FOUNDATIONS OF MANAGEMENT

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Understanding the *Homo Humanus*



DOMENEC MELE  
CÉSAR GONZÁLEZ CANTÓN



# Human Foundations Of Management Understanding The Homo Humanus

**Valeria Caggiano, Antonio Ragusa, Ema  
Di Petrillo**



## **Human Foundations Of Management Understanding The Homo Humanus:**

*Human Foundations of Management* D. Melé, C. Cantón, César González Cantón, 2014-11-30 *Human Foundations of Management* explores the human foundation of management and economic activity in a way that is accessible to readers. The structure and contents of this book examines those aspects of the human being which are relevant to management and economic activities.

**People and Organizations** Valeria Caggiano, Antonio Ragusa, Ema Di Petrillo, 2024-07-08 In today's world where the pursuit of profit often takes precedence over the well being of people and the planet, humanistic management offers a refreshing and much needed alternative. This book explores the concept of humanistic management as a model for organisations that emphasises individual freedom, dignity and ethics and presents practical approaches and challenges for implementing it. The author provides a comprehensive overview of the humanistic management approach, exploring its values and principles as well as the benefits it can bring to companies, employees and society as a whole. Through a combination of theory and case studies, the book offers insights into the cultural and behavioural changes required for organisations to adopt a humanistic approach to management. The book illustrates didactic experiments, social and territorial conjunctures, intellectual and moral postures. Whether you are a business leader, manager or management student, this book is an essential guide for anyone who wants to create a more sustainable and socially responsible organisation. With its clear and insightful analysis of humanistic management, it is sure to inspire and inform readers of all backgrounds and lifestyles.

Alternative Theories of the Firm Michael Pierson, David M. Wasieleski, Erica L. Steckler, 2021-12-28 The Theory of the Firm is commonly viewed as axiomatic by business school academicians. Considerations in spanning organizational structures, their boundaries and roles as well as business strategies all relate to the Theory of the Firm. The dominant Theory of the Firm poses that markets act perfectly to maximize the well being of society when people act to maximize the personal utility of their individual purchases and firms act to maximize financial returns to their owners. However, burgeoning evidence and discourse across the scientific and policy communities suggests that the economic, social and environmental consequences of accepting and applying this theory in the organization of business and society threaten the survival of the human species among countless others. This book provides the latest thinking on alternatives to the Theory of the Firm as a cornerstone of managerial decision making. Authors explore and elucidate theories that help us understand a firm differently and suggest alternatives to the Theory of the Firm. This book will be of value to researchers, academics, practitioners and students interested in leadership, strategic management and the intersection of corporate interests and the well being of the society.

**Business & Management Practices** Duygu Fırat, Osman Yılmaz, Detelina Smilkova, 2019-12-18 Businesses are important for economic development of a nation and increasing of living standards of people. Also, management is a critical factor for both businesses because it creates utility for businesses. All the success and failure depend upon business functions and management. In this context, this book contains three important factors of business management. In the first part of the

book covers strategic management subjects especially entrepreneurship and human resource management The second part of the book includes accounting and auditing The third part of the book is about marketing      **Humanizing Business** Michel Dion,R. Edward Freeman,Sergiy D. Dmytriiev,2022-05-30 This book is about humanizing business In contrast to the mainstream modern management and leadership literature this book provides distinctly humane perspectives on business The volume travels outside the world of business to explore what Humanities such as Philosophy History Literature Creative Arts and Cultural Studies can offer to business Renowned scholars from different Humanities disciplines as well as management researchers exploring the heritage of Humanities convey what it actually means to make business more humane The book strives to humanize business It aims to show that it is not people who have to suppress their human feelings aspirations and beliefs when they are at their workplaces but it is business itself that needs to be redefined by the human norms of human beings Companies should care about their employees and other stakeholders letting them be themselves i e be human at work and beyond The book will be of interest to management scholars across various business disciplines It can also be used as teaching material in the classroom with MBA students especially in Business Ethics Business and Society Sustainability Organizational Behavior Human Resource Management and other management courses The volume will also be of interest to scholars that work in different Humanities fields and whose interests span organizations management and business Finally many practitioners in the business world especially those in managerial and leadership positions will find the book both thought provoking and useful for them as well Chapter 37 is available open access under a Creative Commons Attribution 4 0 International License via link [springer.com](https://www.springer.com)      *Handbook of Teaching Ethics to Economists* Ioana Negru,Craig Duckworth,Imko Meyenburg,2023-11-03 Drawing on the knowledge of highly experienced academics this authoritative Handbook explains how ethics can inform the teaching of economics It includes state of the art moral theory alongside traditional approaches to emphasise why ethics should be an important consideration for economic practitioners

**Diversity and Discrimination in Business Ethics, Higher Education and Society** Deborah C. Poff,2025-05-20 This book engages the reader in a critical and necessary examination of the nature and range of behaviours that comprise diversity and discrimination in business and society Discrimination and diversity are vitally important topics in the workplace as the manifestation of discriminatory practices leads to disfunction and a lack of effectiveness and efficiency in workplace settings The chapters in this text not only conceptualize and clarify the meanings of diversity and discrimination but as well nicely unpack various debilitating features of the phenomenon and its various practices This book is of particular interest to faculty teaching in schools of business as well as researchers in business ethics and business management As such it provides an excellent venue for the exploration of the various negative impacts of diversity and discrimination      [The Ethics of Disruption in Business](#) Stephanie Ann Puen,2024-11-05 Disruption is a buzzword for many economists and businesses but how do we ethically disrupt the way we do business and economics in order to lift people up This book offers resources from

a conversation between Catholic social thought and design thinking in response to the question Drawing from the understanding of structures of sin and structures of grace in Catholic social thought and the concepts of design thinking this book offers principles to consider in trying to disrupt our business and economic systems toward becoming more like structures of grace

*Over Work* Brigid Schulte, 2025-01-09 Fantastic Cal Newport A bold vision lights the way to fewer hours less stress and more meaning Adam Grant Workers across all demographics industries and socioeconomic levels report exhaustion burnout and the wish for more meaningful lives Drawing on years of research Brigid Schulte traces the arc of our discontent from a time before the 1980s when work was more compatible with well being and many jobs enabled a single earner to support a family until today with millions of people working multiple hourly jobs or in white collar positions where no hours are ever off duty She casts a wide net in search of solutions exploring the movement to institute a four day workweek introducing Japan s Housewives Brigade which demands legal protection for family time and embedding with CEOs who are making the business case for humane conditions Rich with stories and informed by deep investigation *Over Work* lays out a clear vision for ending our punishing grind and reclaiming leisure joy and meaning

**University Corporate Social Responsibility and University Governance** Deborah C. Poff, 2022-05-03 This book provides new and original research on the purpose and functions of universities from the perspective of corporate social responsibility It addresses professional ethics questions that relate to universities as corporate citizens Divided into two sections the book starts out with an examination of the concept of universities It explores the differences between historic and contemporary universities the history and nature of university governance the role of higher education and the problem of domination and subjugation in a management context The second section looks at the faculty the students and the role of spirituality in the university and research It examines such themes as the nature of faculty and professors faculty as change agents diversity inclusivity and incivility academic integrity citizenship of students and ethical responsibility of researchers The book calls on the expertise from both the fields of business and professional ethics and university management and leadership It approaches the subject from an interdisciplinary perspective

**Mistakes, Errors and Failures across Cultures** Elisabeth Vanderheiden, Claude-Hélène Mayer, 2020-03-14 This volume provides comprehensible strength based perspectives on contemporary research and practice related to navigating mistakes errors and failures across cultures It addresses these concepts across cultural contexts and explores any or all of these three concepts from a positive psychology or positive organisational perspective highlighting their potential as resources The volume further discusses the consequences of errors and failures at individual organisational and societal levels ranging from severe personal problems to organisational and collective crises perspectives how those can be turned into opportunities for contingent and sustainable improvement processes The book shows that there are significant cultural differences in the understanding interpretation and handling of errors and failures This volume provides practical guidance for transcultural understanding of mistakes errors and failure

through new models ideas for self reflection therapeutic and counselling interventions and organisational change management processes This book is a must for researchers and practitioners working on mistakes errors and failures across cultures and disciplines *The Routledge Companion to Marketing and Sustainability* Ken Peattie,Roberta De Angelis,Nicole Koenig-Lewis,Carolyn Strong,2025-04-14 This state of the art handbook provides a comprehensive review of recent research and academic thought on the relationship between marketing and sustainability It combines a micro marketing approach considering how to market more sustainable goods and services with a more critical perspective considering the implications of our marketing systems for the future of the planet and humankind It also balances a traditional socio economic perspective on marketing with a physical systems perspective considering how the consequences of our consumption and production systems play out over time and space Bringing together a range of leading international experts from more than a dozen countries this unique collection addresses both the environmental side of the sustainability agenda through topics such as product development packaging and circular economy initiatives and its social side through topics such as fair trade marketing bottom of the pyramid initiatives and marketing ethics A range of key market contexts are discussed including food mobility tourism luxury consumption and sports along with important developments in the field around social marketing sustainable lifestyles new information technologies and the need for better marketing of sustainability Exploring how marketing can meet the challenge of the transition towards a more sustainable economy and a fairer society this unique volume will be welcomed by researchers students and practitioners from a variety of fields including marketing business ethics sociology and environmental studies Chapter 23 of this book is freely available as a downloadable Open Access PDF at <http://www.taylorfrancis.com> under a Creative Commons Attribution CC BY 4.0 license

**Encyclopedia of Business and Professional Ethics** Deborah C Poff,Alex C. Michalos,2023-05-24 This encyclopedia edited by the past editors and founder of the Journal of Business Ethics is the only reference work dedicated entirely to business and professional ethics Containing over 2000 entries this multi volume major research reference work provides a broad based disciplinary and interdisciplinary approach to all of the key topics in the field The encyclopedia draws on three interdisciplinary and overlapping fields business ethics professional ethics and applied ethics although the main focus is on business ethics The breadth of scope of this work draws upon the expertise of human and social scientists as well as that of professionals and scientists in varying fields This work has come to fruition by making use of the expert academic input from the extraordinarily rich population of current and past editorial board members and section editors of and contributors to the Journal of Business Ethics **Managing the Post-Colony South Asia Focus** Nimruji Jammulamadaka,Shoaib Ul-Haq,2022-08-18 This edited book on South Asia is part of the book series Managing the Post colony This series is co edited by Nimruji Jammulamadaka and Gavin Jack and is focused on managing and organising within the historical and contemporary structures of colonization and imperialism within and across nation states and social domains especially the

economic and the cultural domain This edited book on South Asia is committed to a presentation of indigenous understandings and knowledge around the organizing religion language and cultural production through the lens of anti post and de colonial thought This book forces the reader to consider not just what we know but how and where we know and can be instrumental in identifying and challenging dominant modes of management knowledge production The decolonial movement is closely associated with scholars like Walter Mignolo Anibal Quijano and others who expose how Western rationality and science emanating from the enlightenment project are being used by colonial powers to consolidate their imperial projects The authors in this book argue that a potent form of colonization is epistemic in nature This book series seeks to present cutting edge critical interdisciplinary and geographically and culturally diverse perspectives on the contemporary nature experience and theorization of managing and organizing in post colonial location under conditions of coloniality These conditions subsume ongoing and new forms of colonisation imperialism and complex resistances to them and lives lived outside them and may be drawn out and investigated in regard to a multiplicity of different business and management related topics The power of domination is its ability to silence other ways of knowing being and doing Focus on South Asia Ways of Managing Organising and Living delivers a profound critique of Western management theory and its universalistic claims But it goes much further to advance other managements and ways of organising from the peoples and communities of South Asia Stella M Nkomo University of Pretoria South Africa I like very much the orientation and the composition of the volume you have a the meaning of management in the West changed after the Industrial revolution and by 1900 became a political issue domestically in the US and before that colonial as you show in the colonial context of South Asia b so the constitution of the settler management as you show with McCauley destituted all existing local form of organizing their praxis of living c the task now is the reconstitution of the destituted the pluriversal human and animals too self organization subjected to Western regulations to their own benefit while materializing their rhetoric of racial destitution incapable of organizing like us impossible for them to be like us we have to teach them civilization etc Walter Mignolo William H Wannamaker Professor of Literature and Romance Studies at Duke University USA Very Impressive and Much Needed Pushkala Prasad Zankel Chair Professor Skidmore College

**Love First** Lloyd E. Sandelands, 2017-07-12 The study of man today is divided in three ways that it should not be between the humanities and the social sciences between natural and metaphysical philosophy and between faith and reason This book bridges these three divides to build toward an integrated understanding of human being that begins with the revealed truths of Christian faith Because its humanism draws upon diverse fields of art anthropology psychology philosophy and theology the book should be of interest to scholars and students of all kinds And because its humanism is all about us the book should interest be of interest to anyone who happens to be human

Handbuch Führungsethik Elmar Nass, 2017-11-15 Das Handbuch schließt eine grundlegende Lücke in der weit verzweigten und verbreiteten Literatur zu guter Führung von Unternehmen Erstmals werden Theorien und Modelle von

Führung in die Kontexte der Wirtschafts und Unternehmensethik eingeordnet ihre Stimmigkeit überprüft sie kritisch miteinander verglichen und nach einer entsprechenden Praxisnähe gefragt Der Autor stellt die in der aktuellen Diskussion maßgeblichen Theorien guter Führung vor die mit dem Anspruch der Ethik auftreten so etwa der systemische ökonomische diskursethische christliche Ansatz Einer Offenlegung der Wertgrundlagen mit den entsprechenden Führungsethischen Konsequenzen folgt jeweils eine kritische Gegenüberstellung von Stärken und Schwächen aus ethischer Sicht

**Business Ethics in Action** Domènec Melé, 2019-10-25 This comprehensive textbook packed with international cases places individual human action at the heart of ethical business arguing that business ethics guides human excellence in businesses With its unique person centred approach and student centred pedagogy this book will help students to discover and frame ethical issues in business allowing them to gain an understanding of the role of ethical values and moral character in leadership reason about ethical dilemmas and reflect on how to improve business and organizational conditions from an ethical perspective With international and up to date case studies drawn from a wide range of business contexts this book helps students to apply the foundations and principles of business ethics to real world situations With a strong theoretical unpinning that supports positive practical action this is an ideal textbook for Business Ethics students at undergraduate postgraduate and MBA level New to this Edition Thoroughly updated throughout All new case studies Increased coverage of immigration climate change social networking organizational culture transnational corporations ecological issues environmental social and corporate governance Increased international coverage in particular of Asia the Middle East and Africa A new companion website with instructor and student resources

**The Humanistic Person-centered Company** Domènec Melé, 2024-04-26 Humanism in business is not only an alternative to economism but a way to human excellence Humanism presented here revolves around the rich notion of human person keystone of modern personalist philosophy and Catholic Social Teaching From this perspective this book is offered to everyone believer and nonbeliever alike The person centered humanism considers the human wholeness individual and relational with subjectivity self determination openness to transcendence and with capacity not only to possess but also to give It also highlights the uniqueness of each person endowed with a high constitutive dignity and in continuous process of flourishing toward human plenitude An attitude of respect and good will is due to non personal beings while persons deserve to be treated with justice and even with love of benevolence The book is prepared in dialogue with mainstream of thought in business and business ethics and focused on exploring ways to improve some conventional views It includes some proposals such as a person based ethics ethics understood as intrinsic to business activity the consideration of the company as an organized community of persons and the purpose of the company oriented toward the common good through a double mission internal and external It is also suggested substituting the notion of stakeholder for the richer one of relationholder

**Phronesis and Quiddity in Management** K. Kase, I. Nonaka, C. González Cantón, 2016-04-30 Phronesis and Quiddity in Management addresses the issue

of the excellence in judgment making its concept and characterisation This book investigates first into what constitutes excellent managerial skills centred on leadership revolving around judgement making rather than decision making and second into whether they can be taught

**Behavioral Finance** Rolf J. Daxhammer, Mate Facsar, Zsolt Alexander Papp, 2023-01-30 Over the last 50 years neoclassical financial theory has been dominating our perception of what is happening in financial markets It has spurred numerous valuable theories and concepts all based on the concept of Homo Economicus the strictly rational economic man However humans do not always act in a strictly rational manner For students and practitioners alike our book aims at opening the door to another perspective on financial markets a behavioral perspective based on a Homo Oeconomicus Humanus This agent acts with limited rationality when making decisions He she uses heuristics and shortcuts and is prone to the influence of emotions This sounds familiar in real life and can be transferred to what happens in financial markets too

## The Enigmatic Realm of **Human Foundations Of Management Understanding The Homo Humanus**: Unleashing the Language is Inner Magic

In a fast-paced digital era where connections and knowledge intertwine, the enigmatic realm of language reveals its inherent magic. Its capacity to stir emotions, ignite contemplation, and catalyze profound transformations is nothing in short supply of extraordinary. Within the captivating pages of **Human Foundations Of Management Understanding The Homo Humanus** a literary masterpiece penned by way of a renowned author, readers embark on a transformative journey, unlocking the secrets and untapped potential embedded within each word. In this evaluation, we shall explore the book is core themes, assess its distinct writing style, and delve into its lasting impact on the hearts and minds of people who partake in its reading experience.

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