

HUMAN FOUNDATIONS OF MANAGEMENT

Understanding the *Homo Humanus*



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CÉSAR GONZÁLEZ CANTÓN



Human Foundations Of Management Understanding The Homo Humanus

Deborah C. Poff



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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

Alternative Theories of the Firm Michael Pirson, 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 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

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

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)

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

Business & Management Practices Duygu Firat, Osman Yilmaz, Detelina Smilkova, 2019-12-18 Businesses are important for economic development of 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

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

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

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

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

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