

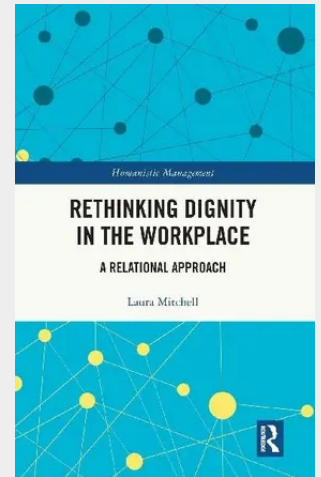
Mitchell

Rethinking Dignity in the Workplace

A Relational Approach

Dignity in the context of work organisations has been explored by a range of scholars globally, yet the potential of this interdisciplinary concept is overwhelmed by our commitment to outdated philosophies and the narrow paradigmatic concerns of academic subdisciplines. Bringing together the work of sociologists, philosophers, political theorists, and a wide selection of business and management scholarship, this book highlights areas in which 'workplace' dignity needs a rethink. Starting with the foundational philosophical assumptions, this book challenges a deontological ethic and a simple atomistic view of persons. A specific thesis of dignity as emergent from social performance is presented which is informed by symbolic interactionism, actor-network theory, and liberal and feminist philosophy. With organisational examples throughout, this radical rethink has serious implications not only for the study of dignity in the context of contemporary work activity but also respecifies how we think about our obligations to ourselves and others in networks of relations.

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206,20 €

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Lieferfrist: bis zu 10 Tage

Artikelnummer: 9780367233648

Medium: Buch

ISBN: 978-0-367-23364-8

Verlag: Routledge

Erscheinungstermin: 28.02.2025

Sprache(n): Englisch

Auflage: 1. Auflage 2025

Serie: Humanistic Management

Produktform: Gebunden

Gewicht: 496 g

Seiten: 216

Format (B x H): 161 x 240 mm

