



# Journal of Intercultural Management and Ethics

JIME

ISSN 2601 - 5749, ISSN-L 2601 - 5749

published by

Center for Socio-Economic Studies and Multiculturalism

Iasi, Romania

[www.csesm.org](http://www.csesm.org)

## TABLE OF CONTENT

Editorial .....	3
Liviu Warter	
Covid-19 across Cultures .....	5
Fons Trompenaars	
Culture Ain't What It Used to Be! Cultural Competence Reexamined in the Light of Contemporary Multidisciplinary Research .....	25
George Simons, Amna Ben Amara	
Christianity and Transhumanism .....	35
Mircea Gelu Buta	
Transhumanism in Psychology: The Attitude towards the Use of Chatbots in Psychotherapy and Ethical Implications .....	41
Tudor-Daniel Huțul and Adina Karner-Huțuleac	
Transhumanism in Performance Art .....	51
Andreea-Iulia Someșan	
Cultural Appropriation .....	59
Richard Marksbury, Walter Block	
Empirical Economic Ethics Research: Evidence Regarding Accounting and Statistics.....	67
Mihaela Bebeselea	
Organizational Integrity: Three Ethical Talmudic Principles That Should Influence Corporate and Personal Decisions .....	73
Hershey Friedman and Joshua Krausz	
Book Review .....	91
Aurelian Virgil Baluta	



# **THE ETHICS OF RELATIONS BETWEEN THE COMPANY AND THE EMPLOYEE AT THE BEGINNING OF THE 21ST CENTURY**

## **REVIEW OF THE “*HOMO LABORANS. TOOLS FOR ANALYZING AND PROMOTING WELL-BEING IN THE WORKPLACE*” BOOK**

TESEO Institute Publishing House, 2012;

Publishing House of the Romania of Tomorrow Foundation, 2022

Aurelian Virgil Baluta, PhD  
Spiru Haret University, Romania  
E-mail: baluta.aurelian@yahoo.com

### **Context and importance**

Among other parameters of the age in which we live, such as the dominance of information and communication technology, there is certainly the battle for compliance with ethical norms in various fields or activities. It remains for future generations to evaluate the progress made on each of the assumed objectives, including that of ethics. The book < Homo laborans. Tools for analysis and promotion of well-being at the workplace can represent an important step in the ethical battle in a restrictive field of ethics, that of relations between employees and companies. After the appearance of printing, even in the presence of online communications, one of the fighting tools used in the world of ideas is still the book. At a time when the vast majority of efforts are focused on online tools, a group of Italian researchers insists on a traditional form of transmission of ideas, the book intended for the dissemination of scientific advances.

We can say that the book <Homo laborans> already has an international circulation. The first edition, the original one, appeared in Italian, representing the result of research carried out by the following authors: Stefano Amodio, Galliano Cocco, Isabella Carradini, Daniela Cipollone, Carla Del Gesso, Pierluigi Diotaiuti, Romeo Tigre. Later, the edition in Romanian edited by Stefano Amodio appeared. The translation of the edition into Romanian was made by Mrs. Alexandra Radu.

The ethical elements begin with the Italian writing of the book, followed by its translation.

The advanced elements of ethics in the relationship between companies and employees are disseminated, so that they can be generalized, become current practices in the work process and in countries other than the origin of the authors. Social dumping schemes as a tool to achieve competitiveness are thus drastically restricted.

Companies, regardless of the country in which they operate, will begin to understand a reality: they can make a profit only through innovation and efficient management, not through the use of social gaps between countries. The university environment keeps an eye on them, transmitting good and bad practices from one country to another.

### **General aspects about the book**

The book < Homo laborans. Tools for the analysis and promotion of well-being at the workplace> is part of the category of collections of studies that are relatively independent from each other, but carried out as a result of a research based on a unique methodology and theme, having common objectives and compatible reference elements. From the point of view

of the field in which it can be included, the book < Homo laborans. Tools for the analysis and promotion of well-being at the workplace> is part of the category of multidisciplinary research, with the application of advanced ethical norms in the management of companies or in the organization of work. We find in this book both elements comprising recent developments in theory or doctrine, as well as the results of applied studies rigorously generalized from a scientific point of view. The idea that a good theory can generate practical things and efficiency is well supported in the pages of < Homo laborans. Tools for analyzing and promoting well-being in the workplace>.

Since the 20th century, the problem of knowledge transfer from more developed to less developed countries has been raised. The lack of practical tools for disseminating knowledge to the Third World was considered by many specialists to be the main factor in maintaining development gaps. Through the book < Homo laborans. Tools for analyzing and promoting well-being at work> important progress is being made in the transfer of knowledge and practices in a topical issue, social development.

In terms of style, the book < Homo laborans. Tools for analysis and promotion of well-being at the workplace> fall within the area of explanatory studies, with reference to realities of today's world passed through the filter of theoretical concepts of great sophistication. It is neither a textbook in the classical sense of the word, nor a text intended exclusively for scientists. We can thus place the book in the area of advanced scientific and professional dissemination. The realities that the text shapes are repetitive, general, not singular events.

Some elements in the book have a strong moral, ethical or civic component, while others represent the dissemination of research results in the purest scientific spirit. However, a balance emerges between the two types of approach. At the same time, we identify a well-expressed causal relationship between the realities of the work process, the evolutions of social sciences and the ethical applicability of some implicit suggestions formulated in the book. In the text presented by the authors, the social and economic in which we move within companies are seen through the light of science and from the perspective of achieving high ethical standards in the work process.

If we let the imaginary make the junction between the content of ideas in the book and the information we have regarding the world around us, we can say that we have in the presented text also objectives of the future reality projected on the basis of some assumptions of today's science. Future social relations can also be the authors' subjective views of the realities of a world modeled on the basis of interdisciplinary studies of science.

### **The content and structure of the book**

Chapter 1 has the title "Human factors and performance control" written by Pierluigi Diataiuti. In this chapter, physical and mental fatigue, situational awareness and human errors, understanding adverse events, performance control, incident study and safety promotion are analyzed in dedicated sections.

Chapter 2 is titled "The Psychological Contract" and is written by Stefano Amodio. This chapter includes the following sections: forms and contents of the psychological work contract, the influence of the new work scenarios on the psychological contract, violations of the psychological contact, the management of the new psychological contract.

Chapter 3 is titled "Personal Development" and is written by Galliano Cocco and Carla Del Gesso. The text in chapter 3 includes references to the following topics: macrostructural characteristics of personal development, organizational connotations and behaviors (change management, pro-active skills and motivational aspects), transversal personal skills, emotional intelligence and multiple intelligences.

Chapter 4 is entitled "Self-regulation of the balance in the life-work relationship" and is written by Pierluigi Diataiuti. Chapter 4 has the following sections: the importance of life balance for personal comfort, self-regulation and self-determination, balance and well-being at work, the boundary between work and family stress, the life cycle, resources and work, personal project and reframing at work.

Chapter 5 is entitled "Interpersonal trust and motivation at work" and is written by Pierluigi Diotaiuti. Chapter 5 deals with topics such as: trust as a coping and control mechanism, the effects of interpersonal trust, the transfer of trust, breach and recovery of trust, building trust, trust as a resource.

Chapter 6 is entitled "Relational comfort" and is written by Galliano Cocco and Daniela Cipollone. Chapter 6 includes references to the organizational culture, the analysis of the organizational climate through the prism of the relational climate of the organization, the culture of well-being.

Chapter 7 has the title "Psychosocial risks - stress and mobbing" written by Isabella Corradini. Topics such as psychosocial risk, stress as a concept, work-related stress, mobbing as a concept, categories of mobbing, prevention of psychosocial risks, measures to prevent psychosocial risks, risk assessment of stress at work are treated. .

Chapter 8 is entitled "Health and Safety at Work" and is written by Isabella Corradini. Chapter 8 covers the topics: Italian health protection legislation, health and safety at work since 2008 in Italy, risk and assessment, information and training.

The book includes an appendix entitled "Protection of health at work, insurance against accidents and occupational diseases" written by Romeo Tigre. This annex presents the constitutional principles of Italy in the field of work and social assistance, insurance against accidents at work.

### **Recommendations for the future**

I align myself with those who spoke at the launch and recommend new efforts to translate the book into other languages as well. They will surely be successful!