

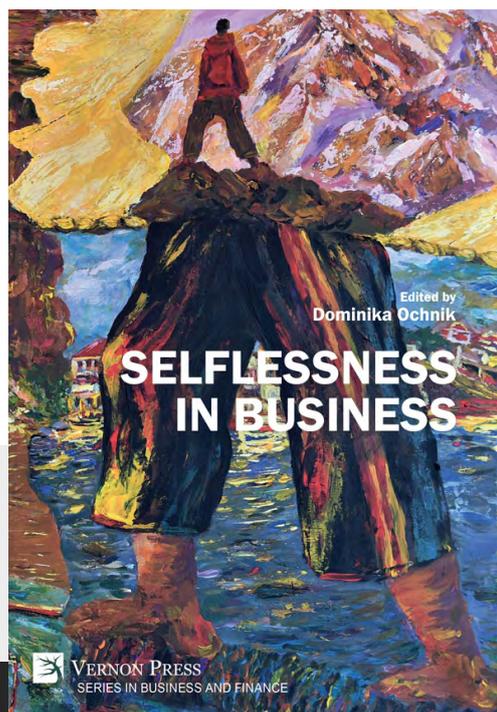
Edited by Dominika Ochnik

Selflessness in Business

SERIES IN BUSINESS AND FINANCE

About the editor

Dominika Ochnik, PhD is Assistant Professor in the Department of Psychology at University of Opole, Poland. She is a doctor of social science, a psychologist and a trainer. Ochnik is also a certified coach (Centre for Coaching, ILM, London) and an experienced consultant in Talent Management. She has published chapters in several books on entrepreneurship, and she co-edited a book on psychology in business. Ochnik has also organized several conferences. She is a Member of the Association for Psychological Science (APS), the American Psychological Association (APA), and the Institute of Leadership and Management (ILM).



Summary

The book deals with a controversial and seemingly paradoxical relationship between selflessness and business. It depicts the primary and lasting controversy between the selfish (egoistic, competitive) and selfless (pro-social, co-operative) behavior in view of social, organizational and individual benefits. Therefore, it takes a step towards finding a solution to some of the challenges of the twenty-first century, particularly sustainable growth. The miscellaneous and transatlantic background of the Authors origins (USA, Colombia, Germany, Poland, UK, Spain) and their various perspectives (psychological, economic or philosophical) guarantee multi-voiced argumentation for strong relationships between selflessness and business.

Selflessness is understood from a social perspective as related to self-transcendence and connectedness to others. This perspective can be helpful in providing a deeper understanding of pro-social behavior in organizations and its implications for productivity and effectiveness. The manifestations of this approach can be found in acts such as organizational altruism, loyalty, quantum leadership, or pro-social vocational interests. One can make an in-depth analysis of selflessness's manifestations on a social, organizational and individual level. The ensuing question is how to achieve self-regulation in order to maintain sustainable growth, and selflessness turns out to be the answer. This book offers strong evidence for high organizational and individual benefits stemming from selfless behavior. Therefore, it is not selfish behavior that enables and encourages productivity and effectiveness but rather selfless behavior. The book also tackles gender issues in business, especially regarding the social female role as being traditionally related to selflessness. The authors aim to reveal possible solutions to present and future challenges and enhance the meaning of positive outcomes of selfless behavior in business and work environments, which seems to be crucial and indispensable for future growth. The book will be useful not only for academic and business specialists but also for everyone interested in a broader perspective at contemporary challenges of business and organizational psychology.

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