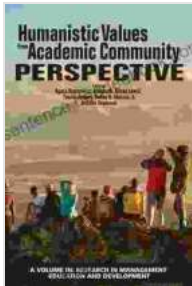


Humanistic Values Research in Management Education and Development



Humanistic Values (Research in Management Education and Development) by Caitlin Major

★★★★★ 5 out of 5

Language : English
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Humanistic values research has gained increasing prominence in the field of management education and development in recent years. This research stream encompasses a wide range of studies that explore the impact of humanistic values on various aspects of management practice, including leadership, organizational behavior, ethics, and sustainability. This article aims to provide a comprehensive overview of humanistic values research in management education and development, covering its theoretical foundations, methodologies, and practical implications.

Theoretical Foundations

Humanistic values research is rooted in the humanistic psychology movement, which emphasizes the importance of human needs, emotions, and aspirations in understanding human behavior. Humanistic psychologists believe that individuals possess inherent potential for growth

and self-actualization, and that their behavior is influenced by their striving for meaning, purpose, and connection.

In the context of management education and development, humanistic values research has been influenced by several key theoretical perspectives, including:

- **Maslow's hierarchy of needs:** This theory suggests that individuals have a hierarchy of needs that must be met in order to achieve self-actualization. The most basic needs include physiological needs, safety needs, and love and belonging needs. Higher-level needs include esteem needs and self-actualization needs.
- **Rogers' person-centered theory:** This theory emphasizes the importance of empathy, acceptance, and unconditional positive regard in fostering personal growth and development. Rogers believed that individuals have the capacity to become fully functioning individuals who are self-aware, self-directed, and open to new experiences.
- **Erikson's psychosocial stages of development:** This theory suggests that individuals go through a series of psychosocial stages throughout their lives, each of which presents unique challenges and opportunities for growth. Erikson believed that the successful resolution of each stage is essential for healthy psychological development.

These theoretical perspectives provide a foundation for understanding the importance of humanistic values in management education and development. Humanistic values are those that are consistent with the

needs, aspirations, and potential of individuals. They include values such as compassion, empathy, respect, integrity, and sustainability.

Methodologies

Humanistic values research in management education and development often employs qualitative research methods, such as interviews, focus groups, and case studies. These methods allow researchers to gain a deep understanding of the experiences and perspectives of individuals in different organizational contexts. Researchers may also use quantitative research methods, such as surveys and questionnaires, to collect data on a larger scale.

Some of the specific research methods that have been used in humanistic values research in management education and development include:

- **Phenomenology:** This method involves studying the lived experiences of individuals in order to understand their perceptions, thoughts, and feelings. Researchers may use interviews and focus groups to collect phenomenological data.
- **Grounded theory:** This method is used to develop theories based on data collected from the field. Researchers may use interviews and observations to collect grounded theory data.
- **Narrative inquiry:** This method involves studying the stories that people tell about their experiences. Researchers may use interviews and focus groups to collect narrative data.

These research methods allow researchers to gain a comprehensive understanding of the role of humanistic values in management education

and development.

Practical Implications

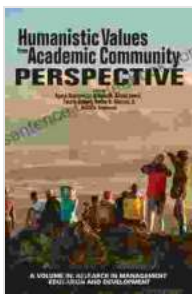
Humanistic values research has a number of practical implications for management education and development. By understanding the importance of humanistic values, educators and developers can create learning experiences that are more engaging, meaningful, and effective.

Some of the specific practical implications of humanistic values research for management education and development include:

- **Fostering self-awareness and reflection:** Humanistic values education can help individuals to develop greater self-awareness and to reflect on their values and beliefs. This is essential for developing ethical and compassionate leaders who are able to make decisions that are in the best interests of all stakeholders.
- **Promoting empathy and understanding:** Humanistic values education can help individuals to develop empathy for others and to understand their perspectives. This is essential for building strong relationships and creating a positive work environment.
- **Encouraging collaboration and teamwork:** Humanistic values education can help individuals to appreciate the importance of collaboration and teamwork. This is essential for creating a productive and innovative workplace.
- **Promoting sustainability and ethical behavior:** Humanistic values education can help individuals to understand the importance of sustainability and ethical behavior. This is essential for creating a workplace that is socially responsible and environmentally sustainable.

Humanistic values research provides a valuable foundation for management education and development. By understanding the importance of humanistic values and incorporating them into learning experiences, educators and developers can help to create a more humane and sustainable workplace.

Humanistic values research is a growing field that has the potential to make a significant contribution to management education and development. By understanding the importance of humanistic values and incorporating them into learning experiences, educators and developers can help to create a more humane and sustainable workplace.

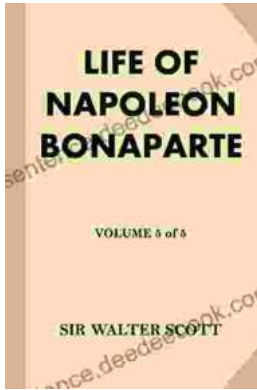


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