

The Research Centre of the Faculty of Economics
cordially invites you to a research seminar
on **Tuesday, 25th September 2018**
at **2 p.m.** in room **P-119**
at the **Faculty of Economics, University of Ljubljana**

Authors:

prof. Arne Carlsen, prof. Anders Dysvik, prof. Miha Skerlavaj and prof. Øyvind Kvalnes (BI, Norwegian Business School and Faculty of Economics, University of Ljubljana)

will present the article:

“Growing Givers at Work: A Systems Approach to Prosocial Agency”

“We develop a framework for how organizations can grow givers at work by taking a systemic approach to the fostering of prosocial agency, here explored as the purposive and creative use of resources in everyday situations to promote the well-being of external and internal beneficiaries. This framework combines research on prosocial behaviors with theories of social inquiry and work design, in particular as it relates to a Scandinavian tradition of workplace democracy. Four sets of complementary practices are described and illustrated. They include micro-level practices of beneficiary perspective taking (facilitating forms of contact with beneficiaries to understand their needs) and relational job crafting (providing autonomy and building competence to craft responses to these needs), coupled with meso-level practices of experiential sharing (surfacing and reflecting on exemplars of successful giving experiences from elsewhere in the organization) and participatory inquiry (being involved in a continuous inquiry about social purposes and goods). We illustrate the model with contrasting examples from football clubs and nursing homes. When in place, these practices establish connections between what people want to do and can do well with what is worth doing.”

You can register for the free seminar by phone (01) 58-92-490, or via e-mail:
research.seminars@ef.uni-lj.si by Monday, 24th September 2018.

You can find all information regarding future research seminars on following link:
http://www.ef.uni-lj.si/raziskovanje/seminarji_in_konference

We look forward to seeing you!

