



**MACKENZIE PRESBYTERIAN UNIVERSITY**  
**Social and Applied Sciences Centre**  
**Graduate Program in Business Management**

**TEACHING PLAN**

<b>Graduate Program:</b> Business Management		
<b>Course:</b>	<input checked="" type="checkbox"/> Academic Master's <input type="checkbox"/> Professional Master's <input checked="" type="checkbox"/> Doctorate	
<b>Discipline:</b> Organizational Dignity and Management		<b>Discipline code</b> <b>ENST54906:</b>
<b>Professor:</b> Maria Luisa Mendes Teixeira		<b>DRT:</b> 1109486
<b>Workload:</b> 32h	<b>Credits:</b> 2	<input type="checkbox"/> Mandatory <input checked="" type="checkbox"/> Elective
<p><b>Syllabus:</b>            The different concepts of dignity and their origin. Dignity in the workplace. Dignity of organizations and relationships with workers, clients, and suppliers. Dignity of organizations and relationships with the community and nature. Cultures of dignity, face, and honor. Measures of dignity in and of organizations.</p>		
<p><b>Assessment Criteria</b></p> <p>Homework exercises (slides): 20%            Reflection written activities: 30%            Course completion work: 50%</p>		
<p><b>Bibliography</b></p> <p>Adler, J. (2020). The genealogy of 'human dignity': A new perspective. <i>Publications of the English Goethe Society</i>, 89(1), 17–59.  <a href="https://doi.org/10.1080/09593683.2020.1723314">https://doi.org/10.1080/09593683.2020.1723314</a></p> <p>Aguado, R., &amp; Retolaza, J. L. (2017). Dignity at the level of the firm: Beyond the stakeholder approach. In M. Kostera &amp; M. Pirson (Eds.), <i>Dignity and the organization</i> (Cap. 5, pp. 81-97). Palgrave Macmillan. <a href="https://doi.org/10.1057/978-1-137-55562-5_5">https://doi.org/10.1057/978-1-137-55562-5_5</a></p> <p>Aguado, R., Alcañiz, L., &amp; Retolaza, J. L. (2015). A new role for the firm incorporating sustainability and human dignity: Conceptualization and measurement. <i>Human Systems Management</i>, 34, 43–56.</p> <p>Baker, H. (1961). <i>The image of man: A study of the idea of human dignity in classical antiquity, the Middle Ages, and the Renaissance</i>. [Paperback].</p> <p>Bal, M. (2017). A review of human dignity. In <i>Dignity in the workplace: Humanism in business series</i>. Palgrave Macmillan. <a href="https://doi.org/10.1007/978-3-319-55245-3_2">https://doi.org/10.1007/978-3-319-55245-3_2</a></p> <p>Bal, P. M. (2015). Além do neoliberalismo no trabalho e na psicologia organizacional: Dignidade humana e democracia no local de trabalho. <i>Comportamento e Organização</i>, 28, 199-218.</p> <p>Bal, P. M., &amp; Jong, S. D. (2016). From human resource management to human dignity development: A dignity perspective on HRM and the role of workplace democracy. In M. Kostera &amp; M. Pirson (Eds.), <i>Dignity and organizations</i> (pp. 173-195). Palgrave Macmillan.</p>		

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