# Programme - Séminaire de recherche du 26 juin 2023

En mode hybride : Espace Vinci, 25 rue des Jeuneurs, 75002 Paris1 / Teams

11h-11h15 Accueil café

11h15-13h Meet the editors (session ouverte à tous les membres du LITEM, co-auteurs bienvenus)

* Lionel Garreau, co-rédacteur en chef de *m@n@gement*
* David Wasieleski, rédacteur en chef de *Business and Society*

13h-14h30 Pause déjeuner

14h30-16h Présentation par David Wasieleski

# Aesthetic Rationality in Organizations: Toward Developing a Sensitivity for Sustainability

This paper explains the co-existence and interaction of aesthetic experience and moral value systems of decision makers in organizations. For this purpose, we develop the concept of “aesthetic rationality” which is described as a type of Max Weber’s value-oriented rationality that serves to encourage sustainable behavior in organizations, and to complete the commonly held, “instrumentally rational” view of organizations. We show that organizations regularly exhibit not only an instrumental rationality, but also an “aesthetic rationality” which is manifested in their products and processes. We describe aesthetics, its underlying moral values, its evolutionary roots, and its links to virtue ethics as a basis for defining the concept of aesthetic rationality. We examine its links with human resources, organizational design, and other organizational elements. We examine these implications, identify how an aesthetic-driven ethic provides a potential for sustainable behaviour in organizations, and suggest new directions for organizational research.

David M. Wasieleski is the Albert P. Viragh Professor of Business Ethics in the Palumbo-Donahue School of Business at Duquesne University, and Executive Director of the Institute for Ethical Business at Duquesne. David also is an Affiliate Research Professor at the ICN Business School in Nancy, France.

His academic research focuses on natural science approaches to understanding ethical decision-making and the formation of social contracts within organizational contexts. He also studies the effects of cognitive biases and moral intensity on perceptions of ethical issues. His work has been published in Business & Society, Business Ethics Quarterly, Organization & Environment, Journal of Applied and Behavioral Sciences, and the Journal of Business Ethics. His article (with Sefa Hayibor), “Evolutionary Psychology and Business Ethics Research” won the Article of the Year in Business Ethics

Quarterly for 2009. At Duquesne, he teaches business ethics, organizational behavior, management, and public policy

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