



## **SIG 09 - OB - Organizational Behaviour**

With our theme **Exploring the Future of Management: Facts, Fashion and Fado**, we invite you to participate in the debate about how to explore the future of management. We look forward to receiving your submissions.

### **T09\_05 - Meanings, Meaningfulness and Mindfulness: Cognitive, Social and Emotional Approaches to Management**

#### **Proponents:**

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#### **Short description:**

Meanings, meaningfulness and mindfulness are distinct concepts that have in common the fact that can be studied using cognitive, social and emotional approaches. Previous research evidenced the relationship between these concepts and wellbeing and performance. In this Conference topic, we challenge our colleagues investigating under these or other related themes to join us in a flourishing and productive way. Research from all sorts of epistemic and ontological stances are welcome, including both qualitative and quantitative studies, particularly those with an action research and/or intervention approach.

#### **Long description:**

The clarification and negotiation of meanings is central to management. Organisational actors are able to communicate with each other by giving things names and through sharing and restructuring knowledge (Hannabuss, 1987). Research on meanings in organisational settings is quite broad and includes different level of analysis (individual, teams and organisational) and different focal points. For instance, it includes meaning of work (e.g. Harpaz and Meshoulam, 2010), team shared cognitive constructs (e.g. Turner et al, 2014), shared understandings (Jacobs & Heracleoushared, 2006), mental models (e.g. Schmidtke and Cummings, 2017), among others.

Meaningfulness at work has been a major topic of research since its inception on the Positive Organizational Studies movement at the beginning of the 21st Century (Cameron, Dutton, & Quinn, 2003). In a particularly valueless world that we are living today, it is by no means a surprise that people and researchers alike are turning again to the study of this kind of subject. Issues such as seeing one's "work as a calling" (Duffy, Dik, & Steger, 2011) or "job crafting" (Wrzesniewski & Dutton, 2001) deepened the subject of meaningfulness



and evidenced its well-being and performance benefits at the individual, group, organizational and societal levels.

Mindfulness, on the other hand, has long been outlined in the management research agenda (Weick, 2003), but only in the recent years has strongly emerged as an empirical research subject, thus raising much attention for its novelty (Berg et al., 2013; Good et al., 2016).

Notwithstanding meanings, meaningfulness and mindfulness are distinctive concepts they all have in common the fact that can be studied using cognitive, social and/or emotional approaches. Previous research evidenced the relationship of all the three concepts with wellbeing (e.g. Kinjerski and Skrypnik, 2008; Soane et al., 2013; Zivnuska et al., 2016) and performance (Harris et al., 2007; Marc, 2012; Reb et al. 2018).

In this Conference topic, we challenge our colleagues investigating under these or other related themes to join us in a flourishing and productive way. Research from all sorts of epistemic and ontological stances are welcome, including both qualitative and quantitative studies, particularly those with an action research and/or intervention approach.

**Keywords:**

meaningfulness at work  
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work as a calling  
meaning of work  
job crafting  
shared mental models

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