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Título
Bad Jobs, Dirty Work: Challenging Moral Imagination in Organizations

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Resumen
This article investigates the role of moral imagination in the job-employee relationship. By exploring the moral imagination concept in a work context, this study seeks to analyze organizations’ moral responsibility to members. I start my argumentation reflecting upon the concept of moral imagination and its role in creating meaning on the workplace, being on the base of the diverse motivational factors that influence employees’ well-being. Moral imagination provides a framework for disclosing the moral dimension of work. In particular, in monotonous and so-called dirty jobs, the emergence of moral imagination is more arduous for employees and challenging for managers and firms. The Aristotelian distinction between action and production can help analyze monotonous tasks and the importance of symbology and narratives in dirty occupations. Finally, this article offers some reflections on managerial implications, noting that contemporary organizations may impede the development and expression of moral imagination through the imposition of a strong organizational culture.

Keywords: moral imagination, job-employee relationship, workplace, dirty work.