

Organizational ethics and social responsibility

Keywords: environmental management, ethical culture of an organization, integrity management, organizational ethics, organizational trust, responsible leadership, socio-cultural context, social entrepreneurship, social responsibility, sustainable innovation



Research group activities

The group focuses on techniques, instruments and processes that organizations employ to create ethical culture, foster employee creativity and develop sustainable innovations, long-lasting cross-sectoral partnerships and social entrepreneurship. The research is grounded on the conviction that by training and

monitoring their moral competence organizations can encourage employees to use their creative capacity and professional skills for developing competitive advantage of organizations, added value to stakeholders and socio-economic development.



Proposal

To organizations:

- developing socially responsible human resource management policy and practices (e.g. gender equality, diversity management, work and family integration),
- training on responsible leadership,
- ethics training and development of ethical culture of an organization,
- corporate integrity checks and monitoring.

The researchers are also interested in partnerships with companies which would be willing to improve their activities by opening to social experiments and innovative training methods.

To academic community:

- cooperation in researching "soft" issues in organization management (e.g. responsibility in innovating, trust building, academic or research ethics management, employee well-being),
- entrepreneurship studies (in particular, social entrepreneurship, social, eco- or sustainable innovation).
- The researchers are willing to cooperate in Horizon2020 projects under Science with and for Society, Marie Skłodowska-Curie Research and Innovation Staff Exchange funding schemes.



Meet our team

The leading researcher Assoc. Prof. Dr. A. Novelskaitė's research field embraces interrelations between organizational ethics, innovativeness and gender in a post-soviet context. She is also involved in developing methodological aspects of the studies: creation and validation of measurement instruments, developing sampling procedures, application of various data analysis strategies and approaches (triangulations, including statistical analysis).

Assoc. Prof. Dr. R. Pučėtaitė's research field encompasses orga-

nizational ethics and value management processes, social entrepreneurship, and organizational innovativeness in a post-soviet context. She has given training to public and private organizations in the related fields.

Assoc. Prof. Dr. R. Pušinė-Gelgotė's research field encompasses environmental management, sustainable development issues, types of sustainable innovation, and the role of state in promoting them.



Meet our team

Assoc. Prof. Dr. A. Rimkutė's research field encompasses interrelations between state policy and civil society organisations, conceptions of their rational modeling and historical patterns in transitional periods of change from one political regime to another.

Post-doctoral researcher Dr. Loreta Tauginienė's research field is related to integrity management (notably academic/research integrity), university social responsibility, and responsible research and innovation.

Lect. D. Tomkevičienė's research interests cover organizational psychology and leadership studies.

Doctoral student R. A. Medeišienė is interested in using applied drama methods in development of management's moral competence and organizational sustainability.



Research outcomes

The researchers have published in well-established international journals such as *Journal of Business Ethics*, *Business Ethics: A European Review* and edited volumes in acknowledged publishing houses such as Springer, Routledge, Edward Elgar Publishing, and Emerald Group Publishing. The group members are the (co-)authors of over 60 journal articles, four monographs, several scientific studies and about ten book chapters. They

have been closely cooperating with researchers at the University of Jyväskylä (Finland) in the fields of employee well-being, ethical leadership, organizational innovativeness, organizational trust, and social entrepreneurship. Dr. A. Novelskaitė and Dr. R. Pučėtaitė have acted as the lead researchers and researchers in a variety of projects funded by FP6, FP7, Nordic Council, INTERREG, Research Council of Lithuania, etc.



Resources

The group has experience and expert knowledge in carrying out both qualitative and quantitative research, applying statistical methods for quantitative data analysis. They employ narrative, applied drama, social intervention and other methods in researching and improving organizations' activities.

The group closely cooperates with the researchers of creative industries and innovations at Vilnius University as well as researchers from other academic institutions exploring academic/

research ethics and social responsibility, e.g. Lithuanian Centre of Social Research, Mykolas Romeris University, Kaunas University of Technology. Among the most productive partnerships is the one with the researchers of the University of Jyväskylä, which has yielded over ten co-authored publications. Also the team members have membership in European Business Ethics Network, International and European Sociological associations, Dr. L. Tauginienė acts as a reviewer for the Academy of Management annual conference.



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