

Some lineages and resources of Critical and Radical Humanist Work and Organizational Psychology

Wolfgang G. Weber

University of Innsbruck, Department of Psychology, Innsbruck Group on Critical Research in Work and Organizational Psychology (I-CROP)

ABSTRACT

Critical work and organizational psychology is developing on an international scale. Against the background of this evolving scientific field, in this extended version of my opening speech at the first International Conference on Critical and Radical Humanist Work and Organizational Psychology, held from 11th to 13th of July 2022 at the University of Innsbruck, I aim to address the following three questions: (1) What concepts may be relevant for critical work and organizational psychology in analyzing established „mainstream“ (i.e., hegemonic) conceptualizations within work and organizational psychology? (2) Cui bono, critical work and organizational psychology? – To what ethical foundations do (or can) representatives of critical work and organizational psychology refer to when they intend to criticize theory and practice in work and organizational psychology? (3) What do we know about work and organizations beyond domination, subjectification and social alienation? – About fractals of a humanist, socially sustainable economy. Preliminary answers to these questions and implications for the future of critical work and organizational psychology will be discussed.

Keywords

Critical Work and Organizational Psychology – Critical Theory – Radical Humanism – German Critical Psychology