
Conclusion

The world of organizational science has evolved tremendously in the last decades with increasingly specific methodological and theoretical developments with respect to all aspects of individual behavior in organizations as well as broader group-based theories and methodologies. Like for other areas of scholarship in the humanities and the social sciences, the possibility that neuroscience provides additional insights into human behavior and increasingly powerful means of interventions therein has seized the attention of academics and those in the field. Organizational neuroscience crystallizes these hopes and aspirations. At this time, the true scientific and practical contribution of organizational neuroscience are debated. Nonetheless, it is important to start reflecting on how the knowledge generated by organizational neuroscience intersects with situations where human values are at stake (e.g., the privacy of employees, respect for the agency and autonomy of employees, corporate responsibility). It is possible that insights into human behavior in organizational contexts yield knowledge conducive of human betterment and that, accordingly, what is learnt will be used to improve life conditions and wellness. But it is also true that sharper manipulation of human behaviors, attitudes, and emotions is entirely possible. Nothing is predetermined in this respect, and the ethical use of organizational neuroscience is not intrinsic to its development. This observation served as an impetus for this book and hopefully for further reflection on ethical aspects of organizational neuroscience.

We hope readers have appreciated this first volume dedicated to the topic of organizational neuroethics. We hope that the contributions in this book spark conversations on the developments, promises, ethical issues, and limitations associated with organizational neuroscience. This area of research and its derived applications are developing rapidly. Without undermining needlessly this enthusiasm, there is still a need to adopt a precautionous and interrogative stance. We encourage readers to question assumptions and applications of organizational neuroscience and to consider them through the prism of human values.