Index

Aalto Entrepreneurship Society (AaltoES), 489 Academia, 395-396 Academic institutions, 31 Accountability, 282, 285 Action, 224 learning set, 351–352 Adaptability, 260 Agenda development, 133–134 Agesilaus, 239–240 Algorithmic management system, 165 Alienation, 382–383 Altruism, 449 Ambiguity, 126 Ambitious Africa, 489, 491 America, 263 Anabasis, 239-240, 245-246 Analytics, 461–462 auto-ethnography, 30-31, 375-376 Anthropological engagement, 183–185 Arendt, Hannah, 220 Aristotelian happiness, 322-323 Artificial intelligence (AI), 159-160, 461-462, 464, 569-570 authenticity, authentic leadership and, 160–163 algorithmic control to digital empowerment, 163-168 artificial leader, 168-172 artificially authentic leadership, 172 - 173implications, 173-174 Artificial leader, 168–172 Artificiality, 160–161 Artificially authentic leadership, 172 - 173Assessment, 421 Athena, 242 Atomised leadership, 205-206

Authentic behaviour, 346-347, 472 Authentic educators, 448–449 Authentic entrepreneurial leadership, 482 Authentic followership, 67-68 Authentic leaders, 13, 26, 64-65, 316 Authentic leadership (AL), 5, 10-11, 41-42, 55, 60, 91, 111, 113, 197-198, 219-220, 240, 245, 303, 315, 345-346, 359-360, 395-396, 417-418, 439-440, 468, 470, 482, 503-504, 524, 560 development, 68 AL-related theory, 66 analysis, 44-45 and AI, 160-163 and educating entrepreneurs in luxury marketplace, 366 and SDG 3, 445, 447 and SDG 4, 447-449 at edge of chaos, 146-149 authentic followership, 67-68 authentic leadership-based international entrepreneurship, 494 behaviour, 59-60 business scandals as roots of authentic leadership, 92-93, 97 climate enablers, 55-57 ComPILAR model, 187-190 confirmation, 44 constructive criticism, 54-55 contextual cases, 58-59 creativity, 60 critical review and analysis of, 442-445 development and training, 57-58

development of PhD course on, 525-530 dynamic view on, 400-409 dynamism of, 62-64 evolution of AL, key features and key criticisms, 98-99, 105, 110 excessively optimistic perspective, 107 for cross-border social value creation, 485-486 formulation. 43 four pillars of, 32–33 generic competence, 535 great man theory to, 126–130 identification. 43 implications, 66, 68, 110, 119 insufficient demarcation and interrelationships between sub-factors of. 98 interactions, 62-64 measurement, 62, 67-68 meta competence, 504-507 methodology, 42-47 methods, 68 nomological network, 67 perceptions, 64-65 performance, 60-62 research process, 42-43 scholars, 561 selection, 43-44 self-deception among leaders and idealised self-impression, 106 self-identity, 55 social perspective on, 59-62 structure of, 54-59 synthesis of thematic clusters, 48-66 thematic synthesis, 45-47 theory development, 66 value perceptions of, 64-66 values, 65-66 well-being, 64 Authentic Leadership Inventory (ALI), 62, 172, 187-188

Authentic Leadership Questionnaire (ALQ), 49, 187-188 Authentic Leadership-Integrated Questionnaire (AL-IQ), 62 Authentic Power Channeling of the Self (APCS), 354 Authentic self-leadership process, 422 Authentic subtleness, 250 Authentic transformational leadership, 56 Authenticity, 5, 10-11, 15-16, 18, 54-55, 61, 64, 219-220, 260, 282, 316, 342, 359-361, 375-376, 481-482, 525, 560 and AI. 160-163 and self-leadership, 420-422 as new beginnings, 223 commitment, 52-53 emerging theory, 560-561 empowerment, 49-51 engagement, 51-52 in adversity, 272-273 in leadership context, 49-54 in research and change processes, 424-431 leading through, 14-16 masks, 563-571 model, 49 paradox, 14-15, 469-470 personal reflections on understanding, 342, 344 personal understanding, 342-347 presupposed moral components, 109 thriving, 53–54 tree's perspective, 562-563 trust. 53 unrealistic manifestation of full authenticity, 110 Authoritarian power, 367 Auto-ethnography, 278–279 Avatars, 169 Balanced processing, 404, 406, 444-445

in practice, 404

of information, 471-472, 482, 485, 491, 493, 525 Baltic 2030 Action Plan, 447 Be The Change Academies (BTCAs), 304 Behavioural theories, 127 Behaviour-focused strategies, 420-421 Being led, 417-418 Benign co-emergence, 148 Bibliometric analysis, 42 Bibliometric studies, 42 Black Lives Matter, 7–8 Blackfoot Nation, 212 Blended learning, 4 Bose Levu Vakaturaga in Fiji, 212 Business, 259 call to adventure, 260-262 threshold, 262-264 converting opportunities into outcomes, 264-265, 267 building and leading fast-growing start-up teams, 266 start-up, 267-268 cohesive operations, 268 opportunity, 269 success, 269-271 authenticity in adversity, 272-273 global business, 273-274 rescue operation, 274-276 implications, 276-278 scandals as roots of authentic leadership, 92–93, 97 schools, 562 Butler, Judith, 221, 223 Buurtzorg, 167 Career, 259 Caring, 302-303 Change management, 135 Chaos theory, 126 Charisma, 565 Charismatic leadership, 111–113 ChatGPT, 464, 569

Chief operating officer (COO), 272 Classical world, 239–240 authentic leadership, 240–245

leadership resilience and respect, 249 leadership by Ruses, 249-250 implications, 251-253 Climate enablers, 55–57 Co-authorship, 44-45 Co-creation, 332 Co-emergence, 147 benign, 148 supervenient, 148 radical, 148 nominal. 149 Collaboration, 179–180 Collective clusters, 47 Collegial decision-making, 404 Command leadership, 13 Commitment, 52-53 Commonality, 308 Competence, 468–469, 504, 523–524, 567 Complex problem-solving, 527 Complexity, 130 Confirmation. 44 Conflict management, 466-468 Conformance legitimation strategy, 151-152 Consensus, 180 Consistency and repetition legitimation strategy, 153-154 Constant comparative method, 30–31 Constructive criticism, 54-55 Constructive feedback, 430 Constructive thought pattern strategies, 420-421 Contextual leadership, 18-19 Contingency-and situation-related theories, 127 Contingency theories of leadership, 185-186 Continuity, 308 Continuum perception (CP), 185-186 Continuum Prospects, Involved, Liked, Agency, Respect model (ComPILAR model), 185, 187 employee engagement, 181-183

hierarchy, 183-185 authentic leadership, 187-188, 190 implications, 190-192 Controller discourse, 19 Conundrums of leadership, 24 of triangle of sustainability, 506 Convergence, 563 Co-production, 332 Corporate social responsibility (CSR), 51 Council for Doctoral Education (CDE), 522-523 Course learning objectives and outcomes, 528 Courteous leadership, 245 COVID-19, 403-404, 406, 408 pandemic, 4-5, 12, 15, 18-19, 24 Crisis, 13 Critical review and analysis of authentic leadership, 442-445 Critical thinking, 527 Cross-border social value creation, authentic leadership for, 485-486 Cross-disciplinary research, 563 Cross-fertilisation, 562 Culture, 180 change, 289 Curriculum, 522 Cyber warfare, 466 Cyropaedia, 239-240, 245-246 Data cleaning, 44 Data query, 43 Dataset verification, 44 Decision-making, 404, 406, 527 skills, 514 Democratic values, 559 Denialism, 21 Descriptive analysis, 44-45 Detached leadership, 202-203 Development perspective, 128-129 Development, 322 Didactic paradigm, 508

Differentiating, 211–212 Digital age, 467 conceptual foundation, 462-470 implications, 472-475 Digital decade, 461 Digital empowerment, algorithmic control to, 163-168 Digital Europe Programme, 460 Digital technologies, 463 Digital transformation, 460, 462, 464 potential for conflict and practical and ethical dilemmas amid, 464 Direct citations, 45 Direct-citation-based approach, 44-45 Directness, 308 Discipline-specific task formulation for interdisciplinary groups, 515-516 Disney, 274-275 Distributed leadership, 17 Doctoral education, 522 Doctoral training, 522 Dreamlanding, 383 Dynamism of authentic leadership, 62 - 64

Earning, 260-262 Eastern Europe, 261-262 Eco-leadership discourse, 19 Economist, The, 562 Edge of chaos, 145-146 authentic leadership at, 146-149 example, 146 implications, 149-154 Education Sub Saharan Africa (ESSA), 510 Education. 448 Educators, 464 Egalitarian continuum perceptions (ECPs), 186-187 Egality, 180 Electronic Arts (EA), 269 Emergence, 334 Emergent leadership, 19

Emotional intelligence in leaders' decision-making in uncertain times, 130-132 Emotional quotient (EQ), 131 Employee engagement (EE), 51, 181, 183 global team member engagement and hierarchical steepness, 182-183 Employee voice behaviour (EVB), 60 Employees, 439-440 well-being, 446-447 Empowerment, 49–51 Engaged scholarship, 419 Engagement, 51-52, 180 Entrenched leadership, 204-205 Entrepreneurial ecosystems, 484-485 Entrepreneurial leadership, 483 Entrepreneurs, 481-484 Entrepreneurship, 261, 481-484 Erasmus+ programme of European Union. 34 Erasmus+ project, 521 Escalating commitment, 135 Ethical action, 504 Ethical governance, 360 Ethical leadership, 111–113 Ethics, 315-316, 320 good leadership, 320-323 in conflict and abuse of power, 320 moral conscience, 323-324 dilemmas, 324-328 pragmatism trumps, 325 company values, 329 tools, 330-335 implications, 335-337 Ethnocentrism, 204-205 European Commission, 521 European Higher Education Area (EHEA), 522-523 European Qualifications Framework, 527 European University Association (EUA), 522–523 Execution phase, 135–136 Executives, 510

leadership, 318 Exhaust Gas Value Fraud at Volkswagen AG, 505 External legitimation, 200-201 External stakeholders, 289–290 Extinction Rebellion, 7-8 Extra-role behaviour (ERB), 60 Familiar cues legitimation strategy, 152-153 Feedback loop legitimation strategy, 150 - 151First-wave algorithmic management systems, 160 Fluid. 16–17 alignment, 198-200 Followers, 199-200 insufficient explanation of leaders' influence on, 110 engage within hierarchy, 187 job performance, 443 job satisfaction, 443 organisational commitment, 443 work engagement, 443 Foresight, 260 Formulation. 43 Future leaders, 327-328 Generational clash of work values,

397-398 Generational gap, 567-568 Generative Pre-trained Transformer-3 (GPT-3), 169 Generic authenticity, 567 Generic competence(see also Meta competence), 522-524 setting scene, 522-525 development of PhD course on authentic leadership, 525-530 Global business leaders, 11-12 Global institutional leadership, 19-20 Globalisation, 481-482 Good leadership, 320-323 Google's PageRank algorithm, 44 Government appointments, 285

Great Council of Chiefs in Santa Isabel, 212 Great man theory to authentic leadership, 126-130 Growth, 260 Hanken Entrepreneurship Society (HankenES), 489 Headquarters (HQ), 265-266 Hierarchical continuum perceptions (HCPs), 186-187 Hierarchical leadership, 19 Hierarchy, 180, 183, 185 followers engage within, 187 High self-esteem, 355 Human resource management (HRM), 167 Humility, 302-303 Hybrid learning, 4 Idealised self, 354-355 Identification, 43 Identity, 14 creation, 14 formation, 14 IETN project, 525-526 Illusion of control, 135 Inauthenticity, 382–383 Incompetence, 567 Indian Reorganization Act of 1937, 212 Indian Self-Determination and Education Act of 1975, 212 Indifferent honest, 566 Individualised self, 198-199 Industrial PhD projects, experiences from. 419 Informal influence, 445 Information systems and communication, 463 Inner reflection process, 354 Insider (in-group) perceptions of legitimacy, 200 Insolence of office, 564-565 Inspirational leadership, 17 Institutional leadership, 18–19

Institutional values, 363 Integrative leadership, 203-204 Integrity, 316 Intellectual network analysis, 45 Intellectual networks, 44-45 Inter-disciplinary research, 563 Internal moral perspectives, 407-409 in practice, 408 Internalised moral perspective, 482, 493, 525 International community, 441 International conflicts, 466 International entrepreneurship, 481-482 theoretical grounding, 483-486 findings, 487-495 International nongovernmental organisation (INGO), 482 Internet, 12 Interpersonal process perspective, 128-129 Intrapersonal perspective, 128-129 Invisible finger, 566 Irrational primal dimensions, 13

Johnson & Johnson Group (J&J Group), 329 Journey, 259–260 Judgement, 527

Knowledge, understanding, skills, attitudes and beliefs (KUSAB model of learning), 318 Knowledge-governance mechanisms, 466 Knowledge-intensive organisations, 59–60

Leader-member exchange theory (LMX theory), 60, 127–128 Leaders, 359–360, 461 share feelings and vulnerabilities, 108–109 authenticity, 66 Leadership as a Service (LaaS), 167 Leadership Qualities Framework (LQF), 17 Leadership, 5, 7, 219-220, 259, 360, 417-418, 483-484, 524, 559-560 anarchic manifestations of, 7-8 and authentic leadership during process of organisational change in VUCA context, 132-136 and management, 16-18 and truth, 21-22 authenticity in leadership context, 49-54 by Ruses, 249–250 challenge, 462 concepts, 20-21, 44 contextual and institutional leadership, 18-19 education. 311 evolve in tomorrow's world, 22-25 global institutional leadership, 19 - 20glossary, 5-7 hunting for perspective, 8-12 identity, 23-24 implications, 354-355 in and across entrepreneurial ecosystems, 484-485 in new guises, 12-14 leading through authenticity, 14 - 16learning from literature review in professional context, 347-353 overview of book, 25-34 process, 23 quest and authenticity, 5 reprioritising own interests and needs, 348 resilience and respect, 249 skills, 172 style, 442–443 theory, 10 training, 301-302 two models of, 17

Leadership-versus-management debate. 16-17 Leading, 417-418 Learning, 260-262 Legitimacy, 152, 197-198, 571 Legitimation strategies, 145–146 of co-emergence of newness, 149 Legitimation. 571 Leonardic Oath, 505 Leverage, 20-21 Lifelong learning, 333–334 Liquid world, 5 Listening, 302-303 Locomotion, 421 Luddite movement, 462 LUT Entrepreneurship Society (LUTES), 489 Luxury entrepreneurship, 368 Machiavellianism, 109 Machine learning, 461-462, 464 Management, 180, 317 leadership and, 16-18 Material-performative reconfiguration of stories and space, 224-225 Maturity, lack of construct, 109 Me Too movement, 7-8 Meaning, 375-376 road to typology, 376–379 authentic leadership essential to sustainability management, 380 implications, 381-385 Mediating, 212-213 Mental elasticity, 527 Meta competence, 503–504 authentic leadership, 504-507 conundrum of triangle of sustainability, 506 on regulation of action as core element of authentic leadership, 508–514 implications, 515-518 future research, 516–517

Metadata, 42

Missing out, 384 Modernity, 197-198 conceptual background, 199-200 conceptualising intersection of, 200-206 perceived authenticity and engagement in authentic leadership, 206-209 sanitising, 209-213 implications, 213-215 Moral conscience, 323-324 Moral harm paradigm, 569 Morals, 92, 97, 316-317 Motivation, 431 Multiplexity, 308 Multiplicity of pressures in academic roles, 396-397 Narcissism, 334-335 Narrow and isolated view of self, 108 Natural language processing (NLP), 169 Negative insider doctrine, 206 Neoliberal leaders, 562 Neoliberalism, 562 Nolan Principles of Public Life, 302-304 Nominal co-emergence, 149 Nomological network, 67 Non-commercial institutions, 510 Non-compliance, 152 Non-profits preparing leaders for VUCA world, 510 Non-standard pedagogical environment in professional military education, 367 Odysseus, 240-242 Oeconomicus, 239-240 Opportunities, 362-363 Organisational citizenship behaviour (OCB), 51, 59-60 Organisational commitment (OC), 52-53

Organisational conflicts, 466 Organisational culture, 295, 351

Organisational structure, 463 Orthodox authentic leadership theory, 32 Oulu Entrepreneurship Society (OuluES), 489 Outcome insight, 136 Outsider (out-group) perceptions of legitimacy, 200 Panacea, 570 Paradox, 14-16 Parallel personalities, 344-346 Parity, 308 Peace Child International (PCI), 304 Perceived authenticity and engagement in authentic leadership, 206-209 Perceptions, 64-65, 198 of predictability, 146-147 Performance and talent management, 463 Performed authenticity, 361 Personal conflicts, 466 Perspective-taking, 330-331 PhD course, 525-530 IETN project, 525-526 integrating AL into, 526 outlining PhD course syllabus, 526-528 implementation, 528-530 reflections and lessons, 531-533 patterns, 533-535 implications, 536-538 PhD process, 422 PhD project, 418 PhD students, 524 Phenomenon, 559-560 Philosophical alignment, 284 Polarised insider doctrine, 204 Policy change, 283 Policy-makers, 460-461 Political authenticity, 564-565 Political conflicts, 466 Political judgement, 284 Political leaders, 562

Political leadership(see also Selfleadership), 281, 564 setting scene, 282-283 democratic mandate, 286-287 public expect of services, 287-288 in delivering change in public services, 288-289 features of united organisation culture, 289 external stakeholders, 289-290 public-service organisations, 290-291 qualities, 291-292 public-sector organisational response, 292–293 purchase of land in Cardiff Docklands, 294 implications, 293-296 Political parties, 284 Politician as manager, 281-282 Poor leadership training, 397 Positive leader modelling, 443 Positive moral perspective, 445 Positive psychology, 466-467 Post-truth discourse, 21 Power. 220. 345-346 Power-related theories, 127 Principles for Responsible Management Education (PRME), 447 Principles, 301 Prior hypothesis bias, 135 Problem-based learning (PBL), 504, 526 Psychological capital (PsyCap), 52, 60 - 61Psychological empowerment, 51 Psychology, 8-9 Public-policy development, 294-296 Public-service organisations, 290-291 Qualitative studies on AL research, 109-110 Quality-assurance (QA), 264 Radical co-emergence, 148

Reflective practitioner, 330 Reflexivity, 220-221 Relational accountability, 56-57 Relational lens, 307 Relational proximity, 302 Relational transparency, 406-407, 482, 485, 493, 495 in practice, 406 Relations, 427-428 Relationship management, 131 Relationship transparency, 525 Relationships, 406–407 Relativism, 327 Representativeness, 135 Rescue operation, 274–276 Research process, 42-43 Research programme, 360 Resource dependency, 429 Resources, 429-430 Responsibility, 352 Results, 431-432 Risk, 262–264 Roles, 425-426 Romania, 260-261 Romanticism, 10 Ruses, leadership by, 249-250 Rwanda, first agricultural business incubators in, 492 Samsung, 274 Sanitising, 209-213 Satisficing, 130–131 Scandals, 91 Science denial, 566 Scimago Journal Rank (SJR), 44 Second inclusion criteria, 43 Secrecy, 564 Selection, 43-44 Self, 107, 220, 403-404 elevation of self above others, 107

- Self-actualisation, 260
- Self-actualising, 383–384
- Self-awareness, 131, 403–404, 470–471, 482, 485, 488, 491, 525, 533–534 in practice, 403

Self-based leadership, 198 Self-deception among leaders and idealised self-impression, 106 Self-deception, 98 Self-determination theory, 421 Self-development, 54-55 Self-efficacy, 421 Self-identity, 55 Self-impression, 98 Self-leadership, 417-418, 467-468 dualities. 418 context of industrial PhD research, 418-419 authenticity and, 420-422 strategies, 420-421 towards authenticity in research and change processes, 424-431 implications, 432-434 Self-management, 131 Self-referential nature of authenticity, 399 Self-referential view, 354 Self-regulation, 471–472 and control theory, 421 Self-restrained and versatile leadership, 243-244 Self-transcendence, 385 Self-transcending, 385 Sensebreaking, 400 Sensegiving, 400 Sensekeeping, 400 Sensemaking, 400 Servant leadership, 29, 111, 113, 302-303 leadership principles, 302–307 training programmes, 304 links with primary characteristics of, 305-306 programmes, 306-307 success, 307 viewing leadership through relational lens, 307 in practice, 308-310 teaching, 310-311 train and empower, 311

implications, 312 Shanghai, ugly strike in, 532 Shaping orientation, 507-508 Situational authenticity, 31, 316-317, 395-396, 402 authentic leadership, 396-398 situational sense, 398-400 theory, 400–409 implications, 409-410 Skills, 460 Small metalwork factory, owners and leaders of, 226-228 Small-scale societies (SSS), 185 Social awareness, 131 Social Business Partnership (SBP), 329 Social capital (SosCap), 60-61 Social change, 442 Social cognitive theory, 421 Social entrepreneurship, 482 Social licence, 399-400 Social media, 12, 460, 466 Social value, 482 creation, 482 Space and materiality for authentic leadership, 230-232 Space of appearance, 221 Specialisation research, 563 Specific authenticity, 567 Starcraft 2, 169 Start-up, 365 Stories, 239-240 Storytelling, 220, 570-571 and space of appearance as conditions of authenticity, 221-222 authenticity as new beginnings, 223 material-performative reconfiguration of stories and space, 224-225 leaders in organisations, 225–226 owners and leaders of small metalwork factory, 226-228 new leader of school, 228-230 space and materiality for authentic leadership, 230-232 implications, 232-233

Strategic approach, 460-461 Strategy, 198 Strong emergence, 147 Subgroup-level selection (sGLS), 185 Subjective well-being, 446 Supervenient co-emergence, 148 Supportive organisational climate (SOC), 60-61 Sustainability, 439-440, 508 Syllabus, 526-527 Synthesia, 169 Teaching and learning, 509 Team culture, 180-181 Team management, 367 Team member engagement (TME), 180-181 and authentic leadership, 188 Teams, 179-180 Thematic clusters synthesis of, 48-66 authenticity in leadership context, 49 - 54structure of authentic leadership, 54-59 social perspective on authentic leadership, 59-62 dynamism of authentic leadership, 62-64 value perceptions of authentic leadership, 64-66 Thematic synthesis, 45-47 Theoretical sampling method, 30-31 Theory building, 375-376, 561-562 Thriving, 53-54 Time, 262-264 Total link strength (TLS), 44-45 Total transparency, 560 Tradition, 197-198 conceptual background, 199-200 conceptualising intersection of, 200-206 perceived authenticity and engagement in authentic leadership, 206-209 sanitising, 209-213

implications, 213-215 Traditional groups, 199–200 Training for Life (TFL), 304 Transactional leadership theories, 127 - 128Trans-disciplinary research, 563 Transferable skills, 523-524 Transformational leadership (TL), 17, 62, 111, 113 theory, 128 Transparency, 334 Transparent communication, 51 Triggers of life stories, 108 Trust, 53, 282 in leadership, 443 Truth decay phenomenon, 21 leadership and, 21-22 Turnover intention (TI), 51 Typology, 375–376 Uber, 164 UK Duke of Edinburgh's Award Scheme, 302 UK Trade Union Congress, 462–463 UK's Careers Research and Advisory Centre (CRAC), 523 UK's National Health Service (NHS), 17, 318 Leadership Academy, 17 new leadership model for, 17 Ultra-doctrine of authenticity, 24 UN High Commission for Refugees to the World Bank, 19-20 UN leadership, 18–19 UN's leadership framework, 23 Uncertainty, 126, 146, 559-560 United Nations' Sustainable Development Goals (SDGs), 18-19, 439-440, 568-569 importance, 440-442 impact of COVID-19 on, 441 critical review and analysis of authentic leadership, 442-445

relationship between AL and, 445-449 SDG 3, 445, 447 SDG 4, 447–449 implications, 449-450 United organisation culture, features of, 289 University of California, Los Angeles (UCLA), 265 Unsupervised reinforcement learning, 169 US, 263 Values, 309, 360-361, 407, 409 theoretical understanding, 360-362 limitations and defects, 362-368 implications, 369-370 systems, 354, 567

Volatility, uncertainty, complexity and ambiguity (VUCA), 25, 126, 327-328. 504 great man theory to authentic leadership, 126-130 emotional intelligence in leaders' decision-making in uncertain times, 130 - 132leadership and authentic leadership during process of organisational change in, 132-136 creating agenda to mitigate VUCA circumstances, 132-133 implications, 136–140 Weak emergence, 147

VOS viewer's algorithm, 48

theoretical understanding, 360–362 limitations and defects, 362–368 implications, 369–370 systems, 354, 567 value-based partnerships, 154 Versatility, 241 Viktor Frankl, 378–379 Vincit, 167 Vocational education, 508 Vocational training authentic leadership in, 515–516 reduction to general 'unsolvable' problems, 515 specification by discipline; abandoning interdisciplinary principle, 515 formulation of discipline-specific tasks for interdisciplinary groups, 515–516

Weak emergence, 147
Web of Science (WoS), 43
Well-being, 446
Western, educated, industrialised, rich and democratic groups (WEIRD groups), 197–198
Work engagement, 52
Work–life balance, 463
Workplace conflicts, 466–467
Work-related perceptions, 65
WorkSmart by Crossover, 164

Xenophon, 239–240, 245, 249 Xi Jinping's zero-covid policy, 4–5