Addendum: Dedication to Wolfgang G. Weber and acknowledgement of his academic work on the occasion of his retirement

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This addendum is meant to honor the work of Wolfgang G. Weber, who, after more than two decades of service, has officially retired from his Professorship in Applied Psychology at the University of Innsbruck in September 2022. Organizing the International Conference on Critical and Radical Humanist Work and Organizational Psychology documented in this special issue was one of his last official functions and a long-term project of his finally being realized. In the following, we will review some personal information and selected milestones of his academic biography and research legacy up to his retirement. Naturally, the overview provided here can only offer a fragmentary and superficial account and we, the authors, take full responsibility for any errors and omissions. However, we hope that this outline provides some impression of the academic work that forms the background leading up to the conference.

Born in Hechingen, in southwestern Germany, in 1957, Wolfgang Georg Weber studied psychology (1978-1985) at the University of Tübingen and the Technical University (TU) Berlin with a minor in industrial sociology at the Free University of Berlin. After graduating (Dipl.-Psych.), he became an assistant at the Institute for Human Science in Work and Education at the TU Berlin (1985-1991). There, he worked in several industrial research projects within the government-funded large-scale program on the „Humanization of Working Life". These projects were led by Walter Volpert, one of the founders of German Action Regulation Theory and an early proponent of a critical stream in work psychology (Groskurth & Volpert, 1975). This collaboration and friendship lasted throughout their careers (Volpert, 2004; Weber, 2002). In 1991, Wolfgang received his Doctorate (Dr. phil., summa cum laude) for research on task analysis and evaluation of computer-assisted work (Weber, 1994). In 1991, he briefly worked in the media industry as a

consultant in the production of science documentaries – a passion that he continued to pursue throughout his career, resulting in several documentaries on organizational democracy and alternative economic models. From 1992 on he was employed at the Department of Work and Organizational Psychology at the Swiss Federal Institute of Technology (ETH Zürich) as a research associate and also acted as scientific secretary at the Center for Integrated Production Systems. There, he collaborated with the renown work psychologist Eberhard Ulich, among others, on industrial group work (Ulich & Weber, 1996), and finished his post-doctoral „Habilitation" (PD) in 1996 on the topic of collective action regulation in work groups (Weber, 1997). Between 1996 and 2000 he worked as a Senior Lecturer at the ETH Zürich, was a visiting professor in Innsbruck and interim professor for Work and Organizational Psychology at the University of Constance. In 2000, he assumed the role as full Professor for Applied Psychology at the University of Innsbruck, where he developed a productive and influential research program on the humanization and democratization of work, organizations, and society. His scientific endeavors resulted in a large number of books and numerous articles, published, for instance, in journals such as Applied Psychology, Journal of Organizational Behavior, Human Relations, and Economic and Industrial Democracy. An exemplary selection of these works can be found in the reference section. However, Wolfgang never misconstrued „impact" in the sense of bibliometrics and neoliberal quantification, but understands it in the sense of Marx's eleventh thesis on Feuerbach: *The philosophers have only interpreted the world, in various ways; the point is to change it.* This is evident in the applied nature of his research, strong contacts with practitioners in alternative organizations, and his readiness to connect with social movements and engage in public and

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political discourses and controversies. In fact, the boundaries between research for social transformation and scholarly activism are sometimes blurry. Examples for this are his advocacy for and engagement in the global climate movement of „Scientists for Future" (S4F) and the „Global Forum on Democratizing Work".

The research program Wolfgang developed with his group in Innsbruck is remarkable both in terms of its breadth and coherence. On the one hand, he continued his previous research on work analysis and design in the tradition of German Action Regulation Theory and group work (e.g., Moldaschl & Weber, 1998; Morf & Weber, 2000). Notably, he was one of the co-founders of the (discontinued) research center for the „Psychology of Everyday Activity" and is an associate editor of this journal, which grew out of that center. With the editor in-chief, Pierre Sachse, he published a volume on the psychology of activity (Sachse & Weber, 2006) and continued to contribute to this stream of research (e.g., Weber & Lampert, 2010). On the other hand, he developed and led a highly productive and internationally visible and unique research program on organizational democracy – the ODEM projects and research group. Initially funded within the interdisciplinary research program „New Orientations for Democracy in Europe" (NODE) by the Austrian Federal Ministry of Education, Science and Research, this research continues to the present day. International connections were established and maintained via the „Organizational Participation in Europe Network" (OPEN), co-founded by Wolfgang. Further, he played an important role in the university research platform „Organization and Society" (OrgSoc), which was succeeded by the research area „Economy, Politics and Society" (EPoS) that contributed to the funding of the conference.

Among others, Wolfgang and the ODEM research group have presented an elaborated taxonomy of objective criteria to classify organizations with regard to their level of structurally anchored organizational democracy, developed an employee self-report measure on perceived organizational participation and democracy, and introduced and operationalized the novel construct of the socio-moral organizational climate (Weber, Unterrainer & Höge, 2008; Weber, Unterrainer & Schmid, 2009; Weber & Unterrainer, 2012; Pircher Verdorfer, Weber, Unterrainer & Seyr, 2013). Taken together, this body of research has provided compelling evidence for the validity and psychological processes underlying the so-called „spill-over" hypothesis from democratic workplaces to enhance employees' prosocial, moral, and democratic values, orientations, and behaviors (for an overview see Weber, 2019b). A notable theoretical contribution is the integration of the social cognitive approach of human agency by Albert Bandura with Leontiev's activity

theory as framework for understanding employee participation in organizational decision-making (Weber & Jeppesen, 2017). In addition to this original research, two comprehensive systematic reviews have synthesized the extant quantitative and qualitative international research on organizational democracy, demonstrating the economic feasibility and societally beneficial outcomes of democratic enterprises (Weber, Unterrainer & Höge, 2020; Unterrainer, Weber, Höge & Hornung, 2022). Notably, the ODEM research entailed close contact and collaboration with alternative and democratic organizations in the region and beyond, including the movement for the Economy for the Common Good.

While, on the one hand, Wolfgang's research was aimed at strengthening the critical concerns of humanism and democracy within work and organizational psychology (e.g., Weber, 2019a, 2019b), on the other hand, he has always been a vocal critic of the neoliberal economistic and managerialist tendencies in the mainstream (e.g., Weber & Moldaschl, 2012). Further, in addition to the two research streams above, a third stream has been explicitly inspired by Critical Theory, specifically, his work on psychological alienation in the economy and society (Weber, 2002, 2006). In light of the theoretical and value-based proximity maybe unsurprising, a notable connection of Wolfgang's research for democratization and humanization is the collaboration with the Erich Fromm Institute Tübingen (EFIT), where he was awarded the honor to give the Erich Fromm Lecture in 2018 (Weber, 2022), and the Erich Fromm Study Center (EFSC) at the International Psychoanalytic University Berlin (IPU), where he held a guest teaching assignment after his retirement. Both institutions were actively involved in the organization of the conference. Since 2018, Wolfgang also became a member of the „Innsbruck Group on Critical Research in Work and Organizational Psychology" (I-CROP), jointly co-founded by the authors of this editorial as a spin-off of the critical stream of the „Future of Work and Organizational Psychology" (FoWOP) initiative, which has played a pivotal role in the conference and showed a strong presence in the program. The stated goal of I-CROP is to draw on radical humanist values and Critical Theory in the sense of the Frankfurt School, to promote critical reflections on the role of economic and societal conditions for psychological aspects in the world of work and strengthening the links between critical social theory and empirical research, specifically, emphasizing the critique of neoliberal ideology, related economistic belief systems and the exploration of humanistic alternatives (Weber, Höge & Hornung, 2020). Since its inception in 2019, Wolfgang is also a member of the steering committee of the „Critical Work and Organizational Psychology"

(CWOP) stream of the FoWOP movement and has committed to continue this engagement after his retirement. Further, he is a dedicated member of the editorial team for an upcoming *Handbook of Critical Work and Organizational Psychology*. Moreover, he has resumed his research on the topic of alienation, recently suggesting an extended conceptualization and operationalization of alienation in terms of marketing-oriented social character, commodity fetishism, economistic thinking and reification of people, naturalization of social relations, and impairment of community-oriented, universal perspective-taking (Weber, 2021). In addition to these current scientific endeavors (and his commitments to spend more time with his family), he has also made plans to continue or even increase his political engagement for the climate science movement. In all these activities, we wish him all the best and are looking forward to be involved and continue to work together.

> Die Wurzel der Geschichte aber ist der arbeitende, schaffende, die Gegebenheiten umbildende und überholende Mensch. Hat er sich erfaßt und das Seine ohne Entäußerung und Entfremdung in realer Demokratie begründet, so entsteht in der Welt etwas, das allen in die Kindheit scheint und worin noch niemand war: Heimat.
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> Ernst Bloch (1954 / 1985, p. 1628)

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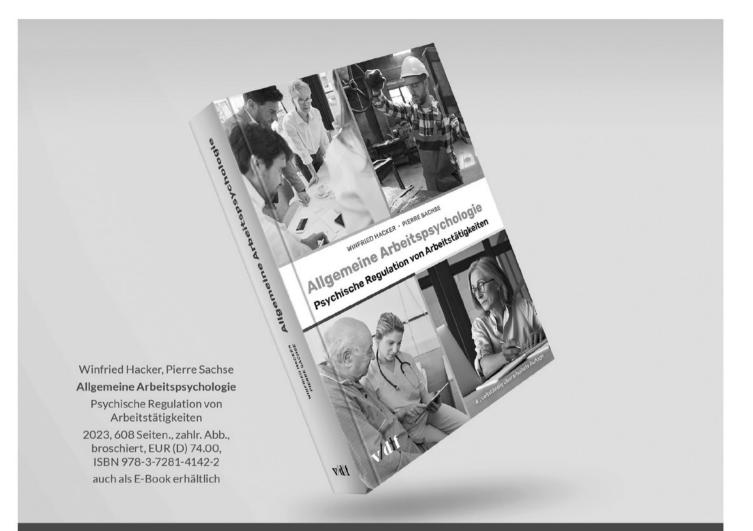
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