

Lavoro significativo: una prospettiva

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Meaningful Work. A Perspective

Abstract: As global levels of employee disengagement continue to rise, the question of what makes work meaningful can no longer be easily dismissed. Many workers struggle to perceive their jobs as a source of self-realization; they feel disconnected from the value of what they do. This article reconsiders the notion of meaningful work through a philosophical lens, drawing from the tradition of business ethics to explore, both theoretically and practically, how organizations might respond to this challenge. We propose a perspective that holds together the subjective dimension of meaning – rooted in personal narratives, desires, and capabilities – and its objective conditions: the nature of the tasks, the goals pursued, and the perceived value of the activity. Meaningful work, we suggest, emerges from the relationship between the individual and a world of practices, aims, and objects that are experienced as valuable. For organizations, fostering this alignment is not only a moral responsibility but a strategic imperative.

Keywords: Sense, Meaningful work, Business ethics, Values, Autonomy, Skills.

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