Summary

'The wise man lives in accordance with the nature'
Lao-ce

I have had an affection for the nature since my childhood. I have felt attracted by the discovery of the tiniest details, quivers as well as by the interaction of complex, embedded systems.
It is my firm belief that human versatility and sensitivity to the things of the world around us are to the advantage of both the individual and the society.

My qualifications in natural and social sciences have created the suitable basis for choosing an interdisciplinary field for research which deals with both disciplines at the same time.
Urged by my internal motivation I set myself an aim to produce a real added value through the entirely new approach of management sciences.
Complexity of human behaviour and the desire to acquire this knowledge have committed me to do scientific research of human character and the relations of human groups.

What can be the secret behind the unrivalled success of Homo sapiens, the intelligent man? What is the driving force behind his deeds? How could we explain the behaviour of human race and that of ourselves? Questions like these have engaged the attention of mankind for a long time.
Several disciplines like philosophy, psychology, anthropology and sociology have tried to answer these questions in different ways. Despite all the efforts there are still blank spots, there is an increasing demand for synthesizing the isolated results.
Collecting the answer pieces we have to take into consideration the natural scientific results producing resounding success in behaviourism. Ethology, evolution biology and genetics have surprised the world with inventions that are welcomed by scientists of other fields as well.

Before starting my research work I wondered what kind of results can be expected from collective examination of human ethologic attitude to behaviourism, human factors of management science and management physiology and whether these results can be used in organizational circumstances. I come to the conclusion that the scientific results of human ethology explaining human nature and behaviour originating from evolutional roots can be employed profitably in management science as well.
With authentic knowledge of human character and driving forces of our behaviour and applying this knowledge to organizational circumstances in the workplace we can increase both the individual and team achievement. Besides we can also form working conditions better adjusted to our nature and genetical inheritance and through this, our job satisfaction can be improved significantly. It is the category of joy that can be shared by the superior and the subordinate alike.

With my dissertation on the one hand I would like to contribute to the synthesis of so far accumulated knowledge of different disciplines, on the other hand I intend to restore the lost balance which made the behaviourists in the past examine mainly the differences by local customs and traditions.
I believe that emphasizing the differences existing on the surface can sometimes overshadow the deeply rooted and very significant similarities. These similarities are of great importance in exploration of human behaviour.
My research investigates peculiarities of human nature based on genetical inheritance in the workplace hoping to discover appreciable factors from the point of view of management science.

In my opinion a detailed research of these factors in institutional forms can provide new, forward-looking information, results and methods, social significance of which cannot be neglected.
From this pile of results discovered by the research all people working in organized conditions can profit, regardless of the place they occupy in social hierarchy. Man is a ’social animal’ and it is valid for each of us despite the differences originating from personal characteristics.
Not a person working in community can get rid of the consequences arising from this fact, so the exploration of that is essential for the employers and employees as well. From the answers employers gave to a questionnaire turns out clearly that paying attention to their subordinates, solving their problems comfortably are of great importance for the leaders. The findings of my research exploring the characteristics of human nature in the workplace can be utilized in situations like calming aggression, creating synchrony, forming the ideal team for a task or strengthening human relationships etc.
I think the results of different research fields can be employed profitably in practice as ’influencing zones’ where a problem connected with management psychology, reorganization or conflict management can occur. I can provide help to the solution of such problems on the basis of my behavioural research. Taking these findings into consideration can result in a more effective and pleasant atmosphere in team work and in organizations.

Let me remark that this knowledge can be beneficial from another point of view as well. In our rapidly changing world discoveries that are constant and valid in the long run can be considered rarities. But genetic components effecting human nature besides environmental factors can be regarded as permanent because of the slow and conservative nature of evolution. So the effects of genetic factors –demonstrated later on in my thesis- influencing our colleagues’ behaviour will be verifiable in the following generations too.