1. Record Nr. UNINA9911020046803321 Autore **Brasseur Martine** Titolo Inclusive Territories 1: Role of Enterprises and Organizations Pubbl/distr/stampa Newark:,: John Wiley & Sons, Incorporated,, 2024 ©2023 **ISBN** 9781394255535 1394255535 9781394255511 1394255519 Edizione [1st ed.] Descrizione fisica 1 online resource (215 pages) Altri autori (Persone) **BartoliAnnie** ChabaudDidier GrouiezPascal RouetGilles Soggetti Social entrepreneurship Social responsibility of business Lingua di pubblicazione Inglese **Formato** Materiale a stampa Livello bibliografico Monografia Cover -- Title Page -- Copyright Page -- Contents -- Introduction --Nota di contenuto Part 1. Entrepreneurial Dynamics that Promote Inclusion Within a Territory -- Chapter 1. Inclusive Territory: An Ongoing Conceptualization -- 1.1. From economic territory to inclusive territory -- 1.1.1. A territory delimited historically by economics -- 1.1.2. A dynamic of coevolution with an inclusive goal -- 1.1.3. A collaborative cross-sectoral partnership -- 1.2. From exclusion to inclusion -- 1.2.1. A local response to a global exclusion problem -- 1.2.2. Serving people in the general interest -- 1.3. Conclusion -- 1.4. References --Chapter 2. The Employer Group and its Stakeholders: Application for a Timeshare HR Manager Job -- 2.1. The employer group and its stakeholders: A network at the service of a territorialized HRM -- 2.1.1. The conditions for a successful inter-organizational network -- 2.1.2. The virtuous effects of the timeshare network through the example of

an HR manager -- 2.2. The employer group and its stakeholders:

Cross-references on the conditions for success -- 2.2.1. The diversity of representations of the success criterion -- 2.2.2. The profiles of the various stakeholders -- 2.2.3. The nature and quality of relationships between the stakeholders -- 2.3. Conclusion -- 2.4. Appendix -- 2.5. References -- Chapter 3. Contributions of a Science and Technology Park (STP) to Inclusive Mobility for a Territory -- 3.1. Main contributions of the literature -- 3.1.1. Contributions regarding STPs from the literature -- 3.1.2. Intelligence of cities and territories: From ICT to capabilities -- 3.2. Description of the Transalley case and its three embedded sub-cases -- 3.2.1. Demonstration and experimentation track -- 3.2.2. Presentation of the Institute for Sustainable Mobility and Transport -- 3.2.3. Presentation of the Mobility Kiosk.

3.3. Elements for characterizing the contributions of the STP -- 3.3.1. Characteristics of the three observed projects -- 3.3.2. Contributions of the STP through the three projects -- 3.4. From a smart territory to an inclusive territory -- 3.4.1. Collaborations and territory project --3.4.2. Organization and inclusive approach on two levels -- 3.4.3. Evaluation of STP activity by social value -- 3.5. Conclusion -- 3.6. References -- Chapter 4. Understanding the Development of Social Enterprise in South Korea -- 4.1. The concept of a social enterprise: A dual theoretical and geographical basis -- 4.2. Methodology of the study -- 4.3. A typology of the main forms of social enterprises observed in South Korea -- 4.4. Discussion: Understanding Korean social enterprise in the light of the EMES ideal type -- 4.5. Conclusion -- 4.6. References -- Part 2. Social Innovations by Inclusive Companies Within a Territory -- Chapter 5. Managing Inclusion and Diversity in Organizations: A Strategic Approach to Human Capital -- 5.1. An overview of the most current literature -- 5.1.1. Ethical issues -- 5.1.2. International cross-cultural inclusion -- 5.1.3. Barriers to inclusion and diversity -- 5.1.4. Reinforcing inclusive behavior -- 5.2. From research to practice -- 5.3. A case study -- 5.4. Conclusion -- 5.5. References -- Chapter 6. A Solidarity Economy Group Implementing Inclusive Recruitment Within a Territory -- 6.1. Vita Air, a recruitment method for inclusion -- 6.1.1. Background to the development of the Vita Air method -- 6.1.2. Foundations, principles and diffusion of the Vita Air method -- 6.2. ISA Groupe: Its organization and its culture in favor of inclusion -- 6.2.1. ISA Groupe's adoption of a transversal functional structure -- 6.2.2. ISA Groupe's reinforcement of its culture of inclusion.

6.3. ISA Groupe, from a reactive to a proactive inclusive approach --6.3.1. Support aimed at ensuring candidates are proactive in their approach -- 6.3.2. Adopting a proactive approach to developing its activities -- 6.3.3. Adopting an approach that leads actors to give meaning to their interaction -- 6.4. The process by which ISA Groupe implemented the Vita Air method: A long, gradual and consensual process -- 6.4.1. Preparing the ground to implement the model (2006-2012) -- 6.4.2. The time taken to integrate the model (2013-2014) --6.4.3. The time of dissemination and legitimization (since 2015) -- 6.5. Conclusion -- 6.6. References -- Chapter 7. The Role of Social Economy Entrepreneurs in Governing Inclusive Social Innovation Ecosystems: The Cause of Mobility for Vulnerable People in Lorraine --7.1. Conceptual framework -- 7.1.1. The production of social innovations -- 7.1.2. Social innovation within creative territories --7.1.3. The role of entrepreneurs in producing social innovation -- 7.2. The case of the mobility of vulnerable people in Lorraine -- 7.2.1. The context of the case -- 7.2.2. The Omnibus entrepreneurial process --7.2.3. Omnibus executives, intermediation players -- 7.3. Conclusion

-- 7.4. References -- Chapter 8. Emergence and Diffusion of Diversity Management in Companies Linking a Territory: The Case of the Hérault Region in France -- 8.1. The emergence and diffusion of diversity management between isomorphism and institutional entrepreneurship -- 8.2. Methodological design of the action research -- 8.3. Results, analysis and discussion -- 8.3.1. The emergence of diversity management in Hérault: An institutional entrepreneurship model -- 8.3.2. Dissemination of diversity management in organizations in the Hérault region: Between normative isomorphism, utilitarianism and the will of the manager.

8.3.3. Operationalizing diversity management: A response to a coercive isomorphism -- 8.4. Conclusion -- 8.5. References -- Conclusion -- List of Authors -- Index -- EULA.

Sommario/riassunto

This book, 'Inclusive Territories 1: Role of Enterprises and Organizations,' explores the dynamics and conditions necessary for creating inclusive territories through the collaboration of enterprises and organizations. It delves into the concept of transitioning from economic territories to inclusive territories, emphasizing co-evolution and cross-sectoral partnerships aimed at serving the general interest. The book discusses the role of employer groups and stakeholders in fostering territorialized human resource management, with examples such as timeshare HR managers. Additionally, it examines the contributions of Science and Technology Parks to inclusive mobility, highlighting the importance of collaboration and social value in smart territories. Through a case study on social enterprises in South Korea, the book provides insights into the development and typology of social enterprises. The authors aim to provide a framework for understanding and promoting inclusion at a territorial level, targeting scholars and practitioners in social sciences and business.