Servility As an Example of Organizational Pathology*

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Abstract

Among the various management pathologies described in the literature (eg. Berti & Simpson, 2021; Gupta et al., 2020; Nielsen & Einarsen, 2012), some are rarely of interest to researchers in the field of human resource management (HRM). One of these is servility. Our article aims to show that servility (servilism) is one of the organisational pathologies that negatively affects not only the servilist but also the team and the company as a whole. In our text, we briefly present the essence of organisational pathology and the nature of servility (including the tactics used by servile people). We also point out the most important consequences of servilism and ways to prevent and eliminate servility in the workplace.

Keywords: Servility, Human Resources Management, Organizational Pathologies.