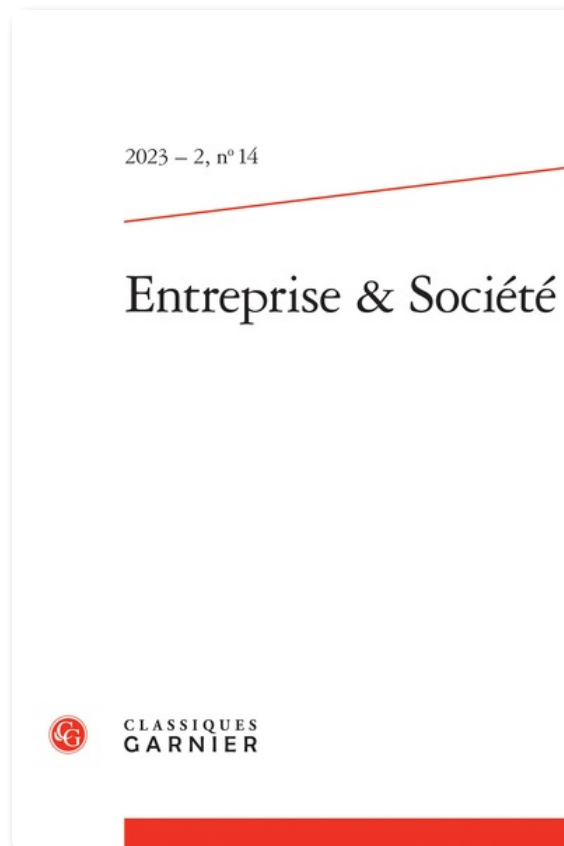




Sobriety and reduction of hidden costs

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Abstract: The article uses the concept of "hidden costs" to contribute to debates on reconciling the imperative of sobriety with the economic development of organizations. Such a reconciliation most often involves reducing only visible costs, in particular those related to staffing, which is not a socially or economically responsible solution. The article argues for a more sustainable solution that takes into account "hidden costs" and their reduction through the mobilization of human behavior and structures in a systemic process of managing both visible and hidden costs.

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