

Family Organizational Basics, Leadership, Communication, Environment and Culture

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Family as a socioeconomic organization have the responsibility to be effective and productive even in bad times like this pandemic era named COVID-19 virus. Families first goal is pursued happiness sharing affectivity within their human capital at home and without food, shelter, air and oxygen that is not possible. This paper is a scientific construction that include the explanation about the basic organizational needs that any organization needs to be productive and functional including the family. Family Organizational Basics: Leadership, Communication, Environment, and Culture, is the first academic document that introduce openly the organizational psychology to the family organization. These four areas according with the organizational and management theories should be functional to receive the best respond from the human capital that is managing in any organization. It is a scientific analysis about how the four areas of the organizational behavior works in the household setting and how those impact the daily lives of the family members increasing or decreasing their daily productivity.

Keywords: leadership, communication, environment, culture, organizational, family

This paper context is part of the research synthesis and analysis that Velez-Candelario compiled and published from 2009 until 2019. This topic is novel in regards of organizational psychology and organizational behavior inside the household daily administration. By first time Velez et al. (2016), analyzes the family as a formal organization. Her study proved that this organization has a pre-design creation that is delineated and regulated by each legal system of each country around the world. She also proves that this human organization has the natural and the legal command to deliver human capital with a high productivity at school level and working skills to the socioeconomic system every single day. But unfortunately, for each human being family is like our feet; we know how difficult it would be to walk without them, but frequently we don't care like we should. The same thing happens with our house or domestic building, even when we own it. We usually treat this space like a thing that must be there, not like a privilege that is protecting our body from the weather, from distress, or the environment; we should treat it like something that comes between us and other dangerous situations, as a great gift.

Regarding human relations within the household environment, frequently it is treated without any type of respect and formal approach. The frequent and familiar contact promotes a very casual and informal relationship between the family

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members. Even when a hierarchy exists, and some are the subordinates and others the subordinators. That constantly informal and casual relationship interrupts the proper functionality of the family organization that has the huge responsibility to develop and enhance the human capital skills to be able to be part of the workforce later. The family organization according with Velez-Candelario (2019) is not an informal social group it is a formal organization. She explains that family organizations need strategic plans and formal analysis to be able to manage and develop their group and their individuals to reach effectively and successfully a psychosocial and economic development.

Life's routine can make great things look casual and insignificant, while also making us unable to care for those gifts and assess them correctly. The reality is that being able to count on our own family is a privilege. Having daily access to the affective behavior below the same roof is a gift that not every person can manage. Management is an activity that needs specific skills, processes and abilities. Due to human beings' responsibilities to manage everything around them including their family organization, analyze, understand and control the management system at home is a huge opportunity to avoid dysfunctionality of this specific organization.

The scientific management or administration of any human organization including the family, is totally possible and pertinent. Today's fundamentals of the scientific management and administrative processes give to the family leaders the tools that they need with data support from previous analysis in regards of what style or skills leaders needs to avoid mistakes influencing others and developing socioeconomics systems. Many studies support some actions more than others when a leader is managing a human organization. That information has been supported by different researchers during the last hundred years, while the industrial business system was developed. It means that scientific management or administration is one of the main topics in organizational development due to the human capital functionality and productivity needs to enhance the economic activity. According to Conlin (2023) "different managers have different schools of thoughts". He mentioned:

- **Frederick W. Taylor's theory is scientific:** He experimented in various ways to determine the most efficient and effective ways to get tasks done. Taylor created four principles of his scientific management theory:
 - Each task should be studied to determine the most efficient way to do the task.
 - Workers should be matched to jobs that align with both their abilities and motivation.
 - Workers should be monitored closely to ensure they only follow the best working practices.
 - Managers should spend time training employees and planning for future needs.
- **Henri Fayol's theory is administrative:** Fayol developed six functions of management:
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- *Forecasting*
 - *Planning*
 - *Organizing*
 - *Commanding*
 - *Coordinating*
 - *Controlling*
- **Max Weber's theory is bureaucratic:** The organization will be most efficient if it uses a bureaucratic structure. This uses standard rules and procedures to organize itself. This strategy was especially effective for large operations. It has five principles:
 - Task specialization
 - Hierarchy
 - Formal selection
 - Rules and requirements
 - Impersonal
 - **Elton Mayo's theory is based on human relations:** Productivity increases when people feel like they are part of a team and valued by their co-workers. This emphasizes praise and teamwork as motivational factors.
 - **Ludwig von Baranoff's theory is systemic:** This believed that each business is a system, much like a living organism, with numerous things going on to keep the operation rolling along. A person needs his other organs and other key features to live.
 - **Douglas McGregor's theory is based on different types of workers:** Systems theory says everything needs to work together for a business to succeed: The X&Y theory of management assumes there are two different types of workers. Theory X workers lack ambition and drive and need to be ordered around by bosses to do anything. Theory Y workers, on the other hand, enjoy work and strive for self-fulfillment.

With this short overview of what management theories are is clear that human beings are always going further to make their lives easier and better. That includes their needs to manage effectively to receive the best input during their human daily activity. Human leaders understood that they must be effective during their management process of their time and economic resources to reach specific goals, including their human capital productivity. Due to that economic activity and the need to be efficient they introduce their beliefs and scientific tools to the management process. This activity was more applied during the industrialization period because of their new way of doing business. The new business way includes massive production and men's and women's sharing the same space to work outside of their houses.

That means that during the new era of the new business activity, where the household is included as part of the main places to work, the scientific management to develop the organizational development of this specific organization is a valuable tool. The author Velez-Candelario (2021) exposed through this paper the relevant analysis of her research details and results using the scientific management and organizational theories to understand household functionality. Her analysis and

findings demonstrate that her instruments helped to understand family leaders' strongest and weakest skills during their family organizational development.

The family is a formal organization due to their natural and legal pre-design system that includes biological, physiological, psychosocial, legal, and socio economics responsibilities to develop their young and adult human capital. That assignment makes this organization the first one that needs the organizational development design. The organizational theories and a scientific management system will help the group to be alive and functional. Otherwise, the organizational theories are the results of the human being business organization's needs during the first period of industrialization. These theories exposed their values due to the analysis of the organization's permanence and functionality. According with Velez et al. (2016), depending of the family leaders' management and administrative style of this specific organization will be successful during their goals achievements or not. Moreover, Britannica Encyclopedia editor's Foster (2016) explained that 'most of the work in organization theory has been written by scholars in the disciplines of sociology, business management, and economics. They have focused their attention on analyzing and theorizing about business firms and associations and nonprofit organizations. Organization-theory is primarily concerned with explaining organizational structure, performance, and survival'.

Otherwise, Greenwood et al. (2021) explained that "organization theory is concerned with the relationship between organizations and their environment, the effects of those relationships on organizational functioning, and how organizations affect the distribution of privilege in society. Organization theorists are thus interested in the range of organizational designs; their governance, capabilities, processes, and consequences; and how new organizational designs arise and become established". It means that if the organizational theories emerge from the needs of the new business needs in the earlies nineteen century due the industrialize system, today's industrialize businesses are creating work's position that allowed people works from home remotely due a pandemic global issue and a new change to help families to manage successfully their household social system goes aligned with today's socioeconomic needs. Hygiene needs to be safe due to the contagium possibilities with others similar viruses change the business system again in the entire world. The new virtual school also promotes used the household space for a young human capital productive activity inside the family environment.

Today's business and academic organizations use the household as a workplace again, just like before the industrialization period, where the family was the owner of their own farms and business activity. In today's economy family leaders use their household to work remotely with global films and at the same time use the same space to race and develop their young human capital in charge, their children. The young human capital also used their household space to produce at school. Furthermore, today's family have double mission assigned by their legal and socio-economic system, be functional during their main responsibility of develops their young human capital academics and psychosocial skills to be able to be successful at school and get ready their household space to serve the global business activity.

Family Organization: Vision, Mision and Goal

The family, like any other organization, delineates their vision, mission and goal. Doing this first administrative step; the vision, mission and goal delineation they start to organize themselves to make any dream come true. The human being as an intelligent natural resource organizes every project systematically to be able to handle it appropriately, using their own physical characteristics as the natural brain activity. The human brain uses their different parts that it has systematically.

According to Hopkinsmedicene.org (2023) the brain sends and receives chemical and electrical signals throughout the body. “The human brain is not only one of the most important organs in the human body; it is also the most complex. The brain is made up of billions of neurons and it also has a number of specialized parts that are each involved in important functions” (Cherry 2022). Is clear that even the human biological body is already organized with specific skills in their organs parts to be able to function properly and effectively.

Cherry (2022) also exposed that “While there is still a great deal that researchers do not yet know about the brain, they have learned a great deal about the anatomy and function of the brain. Understanding these parts can help give people a better idea of how disease and damage may affect the brain and its ability to function”. She expresses that “the cerebral cortex is the part of the brain that makes human beings unique”. Functions that originate in the cerebral cortex include:

- Consciousness
- Higher-order thinking
- Imagination
- Information processing
- Language
- Memory
- Perception
- Reasoning
- Sensation
- Voluntary physical action

Moreover, Hopkinsmedicene.org (2023) expresses that “different signals control different processes, and your brain interprets each. Some make you feel tired, for example, while others make you feel pain”. These same resources mention the organizational activity of the brain until today’s evidence:

- a) *Frontal lobe*. It is the largest lobe of the brain, located in the front of the head, the frontal lobe is involved in personality characteristics, decision-making and movement. Recognition of smell usually involves parts of the frontal lobe. The frontal lobe contains Broca’s area, which is associated with speech ability.
- b) *Parietal lobe*. It is in the middle part of the brain, the parietal lobe, helps a person identify objects and understand spatial relationships. The parietal

lobe is also involved in interpreting pain and touch in the body. This houses Wernicke's area, which helps the brain understand spoken language.

- c) *Occipital lobe*. It is in the occipital lobe it is the back part of the brain that is involved with vision.
- d) *Temporal lobe*. The sides of the brain, temporal lobes are involved in short-term memory, speech, musical rhythm and some degree of smell recognition.

Some messages are kept within the brain, while others are relayed through the spine and across the body's vast network of nerves to distant extremities. To do this, the central nervous system relies on billions of neurons (nerve cells). According with Cleveland Clinic, (2023) the peripheral nervous system (PNS) is one of two main parts of your body's nervous system. Your PNS feeds information into your brain from most of your senses. It carries signals that allow you to move your muscles. Your PNS also delivers signals that your brain uses to control vital, unconscious processes like your heartbeat and breathing. Moreover, these same resources mention that your peripheral nervous system has two main subsystems: autonomic and somatic.

- *Autonomic*: These are nervous system processes your brain runs automatically and without you thinking about them.
- *Somatic*: These are functions you manage by thinking about them.

Those two subsystems are how your peripheral nervous system does its three main jobs:

- *Senses*: Your PNS is a key part of how your brain gets information about the world around you. This job falls under the somatic nervous system.
- *Movement*: Your peripheral nerves deliver command signals to all the muscles in your body that you can consciously control. This job also falls under the somatic nervous system.
- *Unconscious processes*: This is how your brain runs critical processes that don't depend on your thinking about them. Examples of this include heartbeat and blood pressure. This job depends on your autonomic nervous system.

Is clear that the human biological body includes an organized system that will manage the outside and inside world that surrounds it. Due to this is possible to infer that it is also a pre-design model that mother nature implements to make this functional but depends on an organize processes to become effective. Otherwise, Velez-Candelario (2019) found that families that have a functional organizational activity (as the organizational theories recommend) at home reach higher results in their young human capital (their children) general point average at school. Otherwise, as higher punctuation the family has in the Family Organizational and Administrative Functionality Scale (Velez-Candelario 2018) higher is their young human capital school productivity. As lower the results of the FOAF Scale lower is the GPA at school.

In regards of the vision that human beings can have while organizing their group, they will also delineate a mission. The mission will help them to be motivated throughout the whole process in order to reach their goals. The family as a human's organization follows this same procedure during its establishment and permanence, due to the natural organizational characteristics of the brain. This basic human organization, as any other, is created with a purpose; they frequently delineate this purpose after they become a group, not before. The main process to delineate these three basic steps, according to Velez et al. (2016) established the vision, mission and goal is a fact that without a plan the live of the intelligence creatures named human capital within a capitalist's space will not be effective. Planning is one of the main activities of the scientific management or administrative activity.

Young Human Capital Development and its Socioeconomic Challenges

Every day, each family organization confronts the same socio-economic challenges to find their basic human needs such as food, shelter, water, and rest (among others), in today's capitalist societies. Capitalism defined by Britannica (2023) is also named as the free-market economy or free enterprise economy. This same fountain mentions that "this type of economic system was dominant in the Western world since the breakup of feudalism, in which most means of production are privately owned, and production is guided, and income distributed largely through the operation of markets" (Brittanica 2023). As is clear capitalism is promoted by privates' hands, in other words are the individuals and their specific skills that must be used to be able to develop their exchange products and services.

This reality within a capitalist society makes human beings' skills a highly valuable capital, and the family is the unique "production system" of it. This formal organization needs to be capable of developing those abilities. This specific organization must work very hard and manifest the best organizational behavior to deliver the highly functional human capital possible to their society. Otherwise, the only way to support a family's economic needs is by capitalizing money through legal or illegal actions. To have a family capitalization process within the capitalism, adult leaders and their young human capital frequently select legal ways through job positions or private business establishment and acquiring a good Grade Point Average (GPA) at school, respectively. Those organizations—the workplace and the school—give adults leaders and their human capital in charge the opportunity to show their talents and to sell those to the market, but at the same time it forces them into a competition with other equals, resulting in a stressful situation for these family members.

Stress is a natural process that humans have in regards of their biological body. Stress is shown through physiological reactions that the human body has due of the environmental factors that influence them. According to Merriam-Webster Dictionary (2023) stress is "a physical, chemical, or emotional factor that causes bodily or mental tension and may be a factor in disease causation". The World Health Organization (2023) "stress can be defined as a state of worry or

mental tension caused by a difficult situation. Stress is a natural human response that prompts us to address challenges and threats in our lives. Everyone experiences stress to some degree. The way we respond to stress, however, makes a big difference to our overall well-being". This definition mentioned that human beings must respond to stress in a specific way and depends on the way their reaction will make a difference or not in regards of their wellbeing.

Moreover, Cleveland Clinic (2023) defined Stress as "a normal reaction to the pressures of everyday life. Worry, fear, anger, sadness and other emotions are also all normal emotional responses. They are all part of life. However, if the stress that underlies these emotions interferes with your ability to do the things you want or need to do, this stress has become unhealthy".

The World Health Organization (2023) also mentioned that 'stress affects both the mind and the body. A little bit of stress is good and can help us perform daily activities. Too much stress can cause physical and mental health problems. Learning how to cope with stress can help us feel less overwhelmed and support our mental and physical well-being'. Recommend to manage the stress according with the World Health Organization (2023):

1. Keep a daily routine.
2. Get plenty of sleep.
3. Good sleep habits (also known as sleep hygiene)
4. Be consistent.
5. Get some exercise.
6. Connect with others.
7. Keep in touch with family and friends.
8. Share your concerns and feelings with people you trust.
9. Eat healthy.

After seeing what "stress" does and how this has to be managed to be in control, the compulsory questions are, who teaches newborns, children, teenagers, and young adult to manage their stress? How can young human capital learn skills that help them manage the bad feelings that can be caused by stress causing disease? After making these questions it is clear that the answer exists but for some reason was underground or deleted as the only one that can be possible due the cost of this, their household leaders in charge. Their parents, or family leaders are the people that need to be ready to train their subordinates at home in regards of the stress symptoms that they will be experimenting with during their live stages and how manage this.

Definition and Analysis of the Four Basics

The four organizational areas which should work inside any human organization—in accordance with organizational and administrative theories—are communication, environment, culture, and leadership. In regard to this, Velez et al. (2016) found that these four areas during family administration are the key to

being successful or not as a human organization and as a human capital incubator. The explanations of these four areas may help readers to analyze them once again as a scientific management topic that is extremely helpful for family organizational development during the process to reach the vision, mission and goals.

Leadership, Communication, Environment, and Culture are the main areas to develop and manage any human organizational process. Each one must be handled effectively to receive the better inputs to their organizational daily activity to reach their goals:

- a) *Leadership*: guiding and impacting outcomes, enabling groups of people to work together to accomplish what they couldn't do working individually (Mackinsey and Company 2023).
- b) *Communication*: this is a process by which information is exchanged between individuals through a common system of symbols, signs, or behavior (Webster (Dictionary 2023)
- c) *Environment*: the conditions that you live or work in and the way that they influence how you feel or how effectively you can work (Cambridge Dictionary 2023).
- d) *Culture*: something that consists of activities such as the arts and philosophy, which are important for the development of civilization and of people's minds (Collins Dictionary 2023).

Because of the connection that these specific areas are mentioned during the organizational development process in today's business management Tessina (2008) explains that 'you may not think of your marriage as a business deal, but a huge part of it is just that. Just like a business, a marriage receives income, pays expenses, and is supposed to have a little profit (savings) left over'. She also added that 'having children creates extra pressure in your relationship because parenting is a demanding, exacting, and stressful enterprise'.

The four basics are not just an administrative system that allows the group to be organized and ready to manage intelligent creatures named humans and their surrounding environment. These four factors will serve as guides to help them review their inventory in their daily basic while administrating their family organization.

A family leader's responsibility goes further than just applied scientific tools to control their group members' management. They also must be sure that their methods are delivering a high-quality performance to deliver a productive human capital to schools and workplaces. Leadership is one of the principals' skills that managers need to be successful. The leaders will be going to apply their own personal characteristics and their knowledge in administration to be able to handle their organization specific needs. If these two variables are not in good standing with their group needs their administrative activity will not be functional. In relation to Coursera (2023) "leadership skills include the abilities or strengths shown by people in management roles that aid in guiding and encouraging a group of people and their team toward achieving a common goal or set of goals. These

skill sets include communication, negotiation, conflict resolution, decision-making, and more”.

This same fountain mentioned few skills that are the main topics that leaders need to manage successfully:

- **Negotiation-** This involves two or more parties engaging in a conversation to find a solution that is acceptable to all parties. Also involves understanding the interests of all parties and working to reach a solution that satisfies each one.
- **Conflict resolution-** Ideally, as a good leader, you should be able to maintain your composure and make thoughtful decisions when handling disagreements.
- **Adaptability-** Showing adaptability in leadership involves being flexible and adjusting to changing conditions and environments.
- **Decision-making-** Using critical thinking skills in decision-making allows you as a leader to identify problems and develop solutions advantageous.
- **Critical thinking-** The steps of the critical thinking process often entail gathering facts and data, posing deliberate queries, and examining potential answers. Critical thinking is an important component of decision-making.
- **Problem solving-** Can have foreseen issues in the organization, define the problem, identify its causes, develop a plan to remedy the problem, and learn from the problem to avoid future issues. Problem-solving requires strong communication skills and respect for all parties involved.
- **Relationship building-** The ability to forge bonds and establish communities is necessary for an effective leader.
- **Time management-** Proper time management by leadership members affords leaders more time to invest in their team.
- **Reliability and trust-** Trust, or belief in another person's skills, integrity, and character, is frequently thought of as something built upon in personal relationships.
- **Creativity-** A creative mindset is open, not closed or rigid, and produces ideas and solutions that are both significant and effective.
- **Strategic approach -** Leaders who are successful will think before they act, or in other words, have a strategic plan before acting.
- **Self-awareness-** Self-awareness in leadership involves understanding your own personality, behaviors, and motivations and then considering how these traits and qualities influence your leadership skills.

Otherwise, communication is not functional if this is inappropriate or disrupted. According with Emerson (2021) communication skills should include:

- **Be clear and concise -** The key to powerful and persuasive communication is clarity and, when possible, brevity. Before engaging in any form of communication, define your goals and your audience.

- **Prepare ahead of time** - Know what you are going to say and how you are going to say before you begin any type of communication.
- **Be mindful of nonverbal communication**- Our facial expressions, gestures, and body language can, and often do, say more than our words. Nonverbal cues can have between 65 and 93 percent more impact than the spoken word.
- **Watch your tone** - How you say something can be just as important as what you say. As with other nonverbal cues, your tone can add power and emphasis to your message, or it can undermine it entirely.
- **Practice active listening** - Communication nearly always involves two or more individuals. Therefore, listening is just as important as speaking when it comes to communicating successfully.
- **Build your emotional intelligence** - Communication is built upon a foundation of emotional intelligence. Simply put, you cannot communicate effectively with others until you can assess and understand your own feelings.
- **Develop a workplace communication strategy** -Today's workplace is a constant flow of information across a wide variety of formats. Every single communication must be understood in the context of that larger flow of information.
- **Create a positive organizational culture** - The organizational culture in which you are communicating also plays a vital role in effective communication. In a positive environment communication in general will be easier and more effective.

After the recommendation of Emerson (2021) in regards of the communication system is not an option delete the environmental conditions. In other words, the relevance that the environment has over the intelligent creatures named human capital. The environment creates the conditions that will have a very strong influence over the motivational factors of human beings that commit in the same spaces with commons mission, vision and goals. The environment also will help to create the emotional conditions in the humans that interact daily inside the household.

According with Britannica (2023) "environment, the complex of physical, chemical, and biotic factors that act upon an organism or an ecological community and ultimately determine its form and survival". Moreover, Merriam-Webster dictionary (2023) defined environment as "the aggregate of social and cultural conditions that influence the life of an individual or community".

Kals and Müller (2012) exposed the following question: "What are environmentally relevant emotions? We will start a closer look at the role of emotions in conservation behavior with some examples that match the categorization of emotions". To go further these researchers exposed a few examples that expose the way that they analyze emotions in regards of the environment:

- A couple is flying to South Africa to enjoy the breathtaking landscape and the wildlife, mainly ignoring the social and the rising ecological problems of the continent. Their first significant impression is, however, the dust, dirt, and blighted environment of Johannesburg and its townships. They feel threatened about this unexpected state of at least parts of the “African environment”.
- A student who has grown up using the car as main means of transportation decides to take part in a project that bans car use for one month. He enjoys walking and riding the bicycle on the way to his college and is proud of his success.
- A family takes a winter walk in the woods, and while playing in the snow with the children, the parents feel relieved from their day-to-day worries and enjoy being in nature.
- In an apartment building, one family puts their waste into the paper recycling bin when the other bins are full. The other residents become more and more upset about this and start complaining.

As is clear, the physical environment of our surrounding areas inside or outside of the household influences emotions. Velez et al. (2016) also analyze the environment inside and outside the household where the family interacts every single day. They found that families who enjoy a sanitized environment in the household that smells good and has clean sensation expressed a pleasant emotion during their resting period at home and during their family commitment. Moreover, the families who have everything in order where have an easy access making their tasks and activities manageable also expressed pleasant emotions as better comfort and feelings of auto control.

Finally, when leadership, communication and environment have a daily commitment at home a culture will pop up. Culture is the glue, is the attachment, is the connection between all the members of any social group. It is also the whole characteristics of the organization that promotes a specific way to function or manifest. Culture develops belonging feelings and makes possible the group consolidation as an organization with a vision, mission and goals to reach as a one community.

Application of the Four Basics at Home

The four basics are not empty words, they are active areas and practical tools to manage human intelligence and our surroundings. This paper mentions the four organizational basics: *communication, environment, leadership, and culture*. Organizational and administrative theories recommend specific ways about how those four areas should be managed to motivate human capital to increase their productivity and daily functionality including activating their motivational feelings. These four management areas are the main assignments that any leader must work with during their management in any organization, including the household. By other hands, understanding the organizational theories and how to

administer them scientifically in these four areas at home, family leaders will be able to avoid errors during their daily organizational and administrative domestic management.

The Cambridge Dictionary (2023) defined *Organizational Theory* as the study of how organizations work and why they are or are not successful. They also mention that “the focus of organizational theory is to understand the structure and processes of organizations and how organizations interact with industries and societies”. Otherwise et al. (2021) establish that “Organization theory is concerned with the relationship between organizations and their environment, the effects of those relationships on organizational functioning, and how organizations affect the distribution of privilege in society. A central concept is organizational design (sometimes termed ‘organizational form’). According to these authors “the Organizational design is important because the ability of societies to respond to various problems depends on the availability of organizations with different capabilities”. They also mentioned that “Organization theorists are thus interested in the range of organizational designs; their governance, capabilities, processes and consequences; and how new organizational designs arise and become established. Recently, organization theorists have been applying their insights to ‘grand challenges’ and in making an impact on practice”.

Conclusion

Velez et al. (2016) found that all families have common characteristics and develop a particular culture that characterizes their group customs, values, routines, and moral views. They observed that as more family members assume common characteristics with their community at home, more groups’ members identify themselves proudly as part of the same family organization. Indeed, the family that recognizes their common cultural characteristics as the same community, and feels proud of it, develops human capital that is more productive at school and in the workplace. Otherwise, Velez-Candelario (2019) found an organizational behavior pattern between the productive families and not found the same thing between the unproductive families during her quantitative research to measure the correlation between the family organizational and administrative functionality using the FOAF Scale and the general point average at school of their membership.

Velez et al.’s (2009) qualitative analysis and Velez-Candelario’s (2018, 2019) quantitative analysis open new routes to enhance family organizational behavior skills. These studies also bring knowledge to help families to reach their mission, vision and goals to be able to function as a socioeconomic organization that has the assignment to develop the young and adult human capital. As the human capital incubator, the family has new theories and information that can be used to applied during the organizational development process of their social group to become successful during their human resources development and delivery.

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