

## The 10<sup>th</sup> Austrian Early Scholars Workshop in Management

May 4 – 5, 2023

University of Graz

Convenors: Robert Bauer, Giuseppe Delmestri, Renate Ortlieb  
Venue: University of Graz, Humboldtstraße 48  
(University's Building No. 44; "Zentrum für Molekulare Biowissenschaften")  
Reception and breaks in the lobby ("Lernzone")  
Emergencies: +43 – (0)316 – 380 – 71 89 (Mobile phone Sabine List)  
Timing: Plenaries: presentation = 18 min., comments from discussants = 4 min. each  
Roundtables: author's introduction = 3 min., comments from all = a few minutes each

### **THURSDAY MAY 4**

Lobby

12:00 – 12:45 Meeting of the Faculty (with a Snack)

Room SR 44.31 (3<sup>rd</sup> floor)

13:00 – 13:15 Workshop Opening and Introductory Address

**Renate Ortlieb (University of Graz)**

**Giuseppe Delmestri (WU Vienna)**

**Robert Bauer (JKU Linz)**

13:15 – 14:45 Plenary

Session Chair: Giuseppe Delmestri

**Elena Ressi (University of Graz)**

*'Out of the box', but kept on short leash: Studying entrepreneuring at work as practices of ongoing change*

Discussants: Florian Köhne, Ingo Weller

**Isabella Scheibmayr (Paris-Lodron-Universität Salzburg)**

*Is strategic algorithmic human resource management inherently antagonistic? An integration of strategic and algorithmic HRM based on an ontological status identification*

Discussants: Michal Lemanski, Robert Bauer

14:45 – 15:00 *Coffee Break*

**15:00 – 16:00 Paper Development Roundtables** (Tables and papers see next pages)

16:00 – 16:30 *Coffee Break*

**16:30 – 17:30 Paper Development Roundtables** (Tables and papers see next pages)

**Table 1** (Room SR 44.31; 3<sup>rd</sup> floor)

**Lucija Mihotić (University of Zagreb)**

*From unspoken to taboo: Communication in family firm processes*

**Ivan Miroshnychenko (IMD Business School Lausanne)**

*Family firms and digital product innovation*

**Magdalena Potz (Aix-Marseille University)**

*The implementation of co-creation in public organizations through the prism of dispersed institutional work*

**Kaela Slavik (Leiden University)**

*Open collaboration in science: Participation and the enactment of multiple roles*

Discussants: John Amis, Renate Meyer, Magdalena Winkler, Sophia Bittner-Zähr

**Table 2** (Room SR 44.32; 3<sup>rd</sup> floor)

**Fabio Damm (JKU Linz)**

*'Beacons & Breadcrumbs': Intermediary objects for making sense of distant futures*

**Johanne Düsterbeck (Leuphana University Lüneburg)**

*The stuff that dreams are made of: Enacting windows of opportunity for disruptive innovation in a large corporation*

**Laura Thäter (JKU Linz)**

*Digital capitalism without firms? Consequences for the organization and regulation of work from an employment systems perspective*

**Christian Bruck (WU Vienna)**

*Governance of B2B marketplaces in nascent industrial markets*

Discussants: Robert Bauer, Johanna Mair, Ines Kuric, Andy Silveira

**Table 3** (Room SR 44.21; 2<sup>nd</sup> floor)

**Ruidong Zhu (Freie Universität Berlin)**

*Diversity in entrepreneurial teams: A review and multilevel mechanism model*

**Ankita Singh (University of Graz)**

*Empowerment through collective action: Women's fight against patriarchy*

**Michal Lemanski (WU Vienna)**

*Introduction of green HRM in MNEs: Establishing relational and insitutional legitimacy in MNE subsidiaries*

**Lin Gao (Hertie School Berlin)**

*The light and the lampshade: Social enterprise construction in China*

Discussants: Waldemar Kremser, Giuseppe Delmestri, Isabella Scheibmayr, René Lührsen

**Table 4** (Room SR 44.22; 2<sup>nd</sup> floor)

**Sara Maric (JKU Linz)**

*The new spirit of digital capitalism: Understanding the platformization of society*

**Christina Fuchs (Paris-Lodron-Universität Salzburg)**

*The new meaning of office: How hybrid work changes formal organizational structure from a place-making perspective*

**Stefano Rodighiero (University of Bologna)**

*Coworking spaces as sites of organizing: A literature review and future research agenda*

**Lillan Lommel (Leuphana University Lüneburg)**

*Reflexive engagement with affect as vehicle toward an ethically-extended research practice*

Discussants: Blagoy Blagoev, Stoyan Sgourev, Renate Ortlieb, Steffen Burkert

**Table 5** (Room "Schreibzimmer", Building No. 46 opposite, ground floor)

**Zhaoyi Yan (IE Business School Madrid)**

*CEO gender, institutional pressures, and controversial diversity policy adoption*

**Ann Sophie Lauterbach (University of Konstanz)**

*Post-pandemic workplace preferences: A gender and age perspective*

**Petra Eggenhofer-Rehart (WU Vienna)**

*Micro and macro-level effects on perceived employability: The role of career capital and the logic of crisis*

**Anna Apostolidou (University of Konstanz)**

*Becoming German: How the workplace affects host country identification of migrant trainees*

Discussants: Ingo Weller, Elke Schüßler, Elena Ressi, Florian Köhne

17:30 – 18:00 Walk to the Botanical Garden (Schubertstrasse 53–59)

18:00 – 19:00 Visit of the Historic Greenhouse

**Dr. Christian Berg (University of Graz)**

*The power of action: The story of a botanical garden director's fight to save a historic greenhouse*

19:00 – 21:30 Dinner at the "modern" greenhouse

**FRIDAY MAY 5**

(Coffee is served from 8:45)

Room SR 44.31 (3<sup>rd</sup> floor)

9:00 – 10:30 Plenary

Session Chair: Renate Ortlieb

**Ines Kuric (WU Vienna)**

*Concretizing the future: How cities translate global urban imaginaries*

Discussants: Stefano Rodighiero, John Amis

**Magdalena Winkler (WU Vienna)**

*Pursuing bold visions: Expectations and technological evolution in the emergence of cell-derived meat*

Discussants: Andy Silveira, Waldemar Kremser

10:30 – 11:00 *Coffee Break*

11:00 – 13:00 Plenary

Session Chair: Giuseppe Delmestri

**Steffen Burkert (LMU Munich)**

*Compensation design dispersion and executive turnover*

Discussants: Petra Eggenhofer-Rehart, Johanna Mair

**René Lührsen (Leuphana University Lüneburg)**

*A critical inquiry of the work behind digital commons: Who pays the outstanding bill for sustaining open-source software?*

Discussants: Ivan Miroshnychenko, Renate Meyer

**Andy Silveira (Goa Institute of Management)**

*Sexuality-Assemblages: Organizing Porn Archives*

Discussants: Elke Schüßler, Stoyan Sgourev

13:00 – 14:00 *Lunch Break*

14:00 – 15:30 Plenary

Session Chair: Robert Bauer

**Florian Köhne (JKU Linz)**

*Interstitial spaces as fields of empowerment: Co-creating desirable futures in informal microinteraction settings*

Discussants: Ankita Singh, Renate Ortlieb

**Sophia Bittner-Zähr (TU Dresden)**

*Where we're going, together: Identity regulation beyond organizational membership*

Discussants: Elena Ressi, Giuseppe Delmestri

15:30 – 16:00 *Wrap-up and Outlook*

16:00 Closing of the 10<sup>th</sup> Austrian Early Scholars Workshop in Management

## The 10<sup>th</sup> Austrian Early Scholars Workshop in Management – List of Participants

### Faculty

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