## International Research Workshop

**Exploring the Dynamics of Organizational Working Time Regimes: Managerial, Occupational, and Institutional Perspectives on Extreme Work**

29–31 March 2017, University of Graz, Austria

**Program (20 March 2017)**

**Wednesday, 29 March 2017, RESOWI-Zentrum, Universitätsstr. 15, 8010 Graz, building section C, ground floor**

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<tr>
<th>Time</th>
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<tr>
<td>17.00 – 18.00</td>
<td><strong>Registration</strong></td>
<td>In front of room HS 15.02</td>
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<tr>
<td>18.00 – 19.30</td>
<td><strong>Opening</strong></td>
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<td></td>
<td><strong>Keynote:</strong> Siri, why am I so busy? Digital technology, work extension and the acceleration society</td>
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<td><em>Judy Wajcman, London School of Economics and Political Science, UK</em></td>
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<td></td>
<td>Chair: Renate Ortlieb</td>
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<td>Room HS 15.02</td>
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<tr>
<td>19.30 – 20.30</td>
<td><strong>Reception</strong></td>
<td>In front of room HS 15.02</td>
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### Thursday, 30 March 2017, Palais Kottulinsky, Beethovenstr. 9, 8010 Graz, 1st floor

<table>
<thead>
<tr>
<th>Time</th>
<th>Session/Activity</th>
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<tr>
<td>8.30 – 16.30</td>
<td><strong>Registration</strong></td>
<td>In front of room SR 37.13</td>
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| 9.00 – 10.30 | **Session I**  
|              | Room SR 37.13  
|              | Chair: Nouri/Blagoev  
|              | Why do extra-long working hours in professional service firms persist? Exploring inertial dynamics in a management consulting firm  
|              | Blagoy Blagoev & Georg Schreyögg  
|              | Comment: Lucie Noury  
|              | Room SR 37.11  
|              | Chair: Frei/Ylijoki  
|              | Temporal conflicts in academic work  
|              | Oili-Helena Ylijoki  
|              | Comment: Lucia Rotenberg  
|              |  
|              | Time is up: Gendered occupational experiences of flexible time regimes in the digital entertainment and interactive industry  
|              | Hannelore Roos  
|              | Comment: Blagoy Blagoev  
|              | Adaptation to the ‘rules of the game’ in academia: Long working hours and blurred boundaries between professional and private life domains  
|              | Silvana Weiss  
|              | Comment: Oili-Helena Ylijoki  
|              | Ambivalent dynamics of “conforming work” in consulting: Between the contestation and the reinforcement of intense working time regimes  
|              | Lucie Noury & Sébastien Gand  
|              | Comment: Hannelore Roos  
|              | Working time of junior academics – Antecedents and consequences  
|              | Irina Frei & Christian Grund  
|              | Comment: Silvana Weiss  
|              | Work pace, demands and professional expectations among Brazilian university teachers – Reflections on academic time and teachers’ health  
|              | Lucia Rotenberg & Renata Soares  
|              | Comment: Christian Grund  
<p>| 10.30 – 11.00 | <strong>Coffee break</strong>                                                                 | In front of room SR 37.13 |</p>
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<tr>
<th>Time</th>
<th>Session II</th>
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| **11.00 – 12.30** | Room SR 37.13  
Chair: Nentwich/Empson  
Leading insecure overachievers: The comforts of social control  
*Laura Empson*  
Comment: Julia Nentwich  
Leadership of extreme workers: An analysis of opportunism in high performance cultures  
*Sara Louise Muhr*  
Comment: Laura Empson  
Part-time work in senior management positions: Challenging the ideal of the male fulltime worker?  
*Julia Nentwich*  
Comment: Sara Louise Muhr  
| Room SR 37.11  
Chair: Kink/Müller  
“Well, it’s clear… isn’t it?” – Regimes of thought around night work  
*Monika Müller*  
Comment: Susanne Kink  
“We are worth eight hours a day”: How paraprofessionals manage working time  
*Stefanie Gustafsson & Juani Swart*  
Comment: Monika Müller  
Part-time work in senior management positions: Challenging the ideal of the male fulltime worker?  
*Julia Nentwich*  
Comment: Sara Louise Muhr  |
| **12.30 – 13.30** | Lunch break  
In front of room SR 37.13 (buffet)  |
### Thursday, 30 March 2017, Palais Kottulinsky, Beethovenstr. 9, 8010 Graz, 1st floor

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<tr>
<th>Time</th>
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<tr>
<td>14.00 – 15.30</td>
<td>Room SR 37.13</td>
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<td>Chair: Schramm/Winterheller</td>
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<td>National working time configurations: How do they impact the working hours of migrants?</td>
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<td>Julian Winterheller &amp; Renate Ortlieb</td>
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<td>Comment: Florian Schramm</td>
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<td>Investments in new professional work forms: A conventionalist perspective on the implementation of the European work time directive in Austrian public hospitals</td>
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<td>Katharina Pernkopf, Barbara Glinsner &amp; Wolfgang Mayrhofer</td>
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<td>Comment: Julian Winterheller</td>
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<td>15.30 – 16.00</td>
<td>Coffee break</td>
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<tr>
<td>16.00 – 17.00</td>
<td>Keynote: Working time regimes and functional stupidity of organizations</td>
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<td>Chair: Georg Schreyögg</td>
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<td>19.00</td>
<td>Conference dinner</td>
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<tr>
<td>9.00 – 10.30</td>
<td>Panel discussion: Working time regimes: The continuing problems</td>
<td>Jana Costas, Europa-Universität Viadrina, Frankfurt (Oder), D&lt;br&gt;Susanne Ekman, Roskilde University, DK&lt;br&gt;Laura Empson, Cass Business School, London, UK&lt;br&gt;Dan Kärreman, Copenhagen Business School, DK&lt;br&gt;Chair: Sara Louise Muhr&lt;br&gt;Room SR 37.13</td>
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<tr>
<td>10.30 – 11.00</td>
<td>Coffee break</td>
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In front of room SR 37.13
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<tr>
<th>Time</th>
<th>Session IV</th>
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| 11.00–12.30 | Room SR 37.13  
Chair: Zapf/Griesbacher  
The role of working time autonomy in excessive working time regimes  
*Martin Griesbacher*  
Comment: Ines Zapf  
Extreme working regimes through flexible working time schemes? Insights from a German medium sized machine tool manufacturer  
*Olaf Kranz*  
Comment: Martin Griesbacher  
What drives working-time flexibility? The impact of employer and employee characteristics on overtime and working time arrangements  
*Ines Zapf*  
Comment: Olaf Kranz  
| Room SR 37.11  
Chair: Hofbauer/Damhuis  
Understanding the growing success of time management principles  
*Lotte Damhuis*  
Comment: Johanna Hofbauer  
Reforming “time” in Danish schools?  
*Nana Vaaben*  
Comment: Lotte Damhuis  
| Room SR 37.14  
Chair: Blasche/Nöhammer  
Drivers of extended work-related availability of managers: A multi-centric pilot study  
*Elisabeth Nöhammer, Stefan Stichlberger & Harald Stummer*  
Comment: Gerhard Blasche  
24/7-accessibility to work and its impact on the relationship of workplace flexibility and work-family interface and work satisfaction  
*Martina Hartner-Tiefenthaler, Silvia Feuchtl & Sabine T. Köszegi*  
Comment: Elisabeth Nöhammer  
Individual and organizational determinants and consequences of rest break behavior  
*Gerhard Blasche*  
Comment: Sabine T. Köszegi  |
| 12.30   | Closing and farewell snacks  
In front of room SR 37.13 (buffet) |