

The 10th 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 (3rd 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; 3rd 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; 3rd 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; 2nd 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; 2nd 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 (3rd 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 Lührsén (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 10th Austrian Early Scholars Workshop in Management

The 10th Austrian Early Scholars Workshop in Management – List of Participants

Faculty

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