

CALL FOR PAPER

The 10th International Critical Management Studies Conference 2017

STREAM 46: Deviance in Management and Organization Studies

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and

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A substantial body of literature exists focusing on the causes and consequences of deviant behavior (Griffin et al. 1998; Robinson and Greenberg 1998; Warren 2003). The stream aims to review and assess different concepts of deviance, and its counterpart compliance, in management and organization studies, allowing us to evaluate underlying assumptions both shared and contested in the field. On one hand, research on deviance in organizations predominantly tends to focus on the negative, undesirable and malfunctioning aspect of deviance. Studies from traditional management research conceptualize deviance primarily as an act of norm or rule violation as well as individual motivations or conditions for normbreaking behavior. In management literature the assumption is prevailing that deviance not only violates social norm, but it has negative consequences for the organization and requires social control by management (Bryant and Higgins 2010; Linstead et al. 2014). Consequently, the management of organizational deviance serves here as the practical response to misbehavior (Kidwell and Martin 2005). Management and organization studies focus on “the most likely case, scenario or outcome for most of the people” (Singhal and Bjurström 2015: 5) but ignore the reflexivity and innovativeness of agents, their agency and space to act “otherwise” and to find different institutional solutions. On the other hand, we see a positive turn in management and organization studies to recognize the value of distributed and situated innovativeness, to honor the “odd” agent of variation, and frame deviant behavior as being positive—something vital to continued learning, innovation, and organizational survival (Papa et al. 2006; Roberts 2006).

We consider it as important to be rigorous in describing deviance of individuals and organizations as intentional enabling or constraining activity and to be as researchers relevant (normative) in focusing on the positive deviants as a source to change profit and not-for-profit organizations, academia, economy and society. Hence, we are looking for theoretical and

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empirical contributions which help to clarify the meaning and scope of deviance and compliance. Research questions might be:

- How are compliance and deviance constructed and discussed in management and organization studies?
- To which global and local phenomena do studies refer to while discussing deviance in world of standards and compliance?
- How do organizations and employees cope with deviance and the pressure for compliance?
- Which types of hegemonic discourses and related counter-discourses can be identified in the construction of deviance (e.g. of the negative and positive kind) and compliance? How are they connected?

The stream could cover thus the following topics related to deviance and compliance in the following areas (not exhaustive list):

- Innovation, creativity, and positive social and organizational change (e.g. Singhal and Rogers 1999)
- Academic and corporate citizenship and governance (e.g. Coldwell et al. 2016)
- Standards in use and standardization (e.g. Fried et al. 2013)
- Technology in use and socio-materiality (e.g. Orlikowski 2010; Barley 1986)
- Enactment of accounting and management control systems (e.g. Fried 2017; Quattrone and Hopper 2001)

In general, we understand this stream as a critical plea to scrutinize the assumption of compliance to technical and managerial standards as well as social norms. As academics, we would like to promote an open discussion around positive deviance and scholarship and our role(s) within or outside this ambiguous path.

We encourage submissions with an outline of minimum 500 words. Full papers as well as short papers presenting ideas on an early stage are welcome. We have minimum ten spots to fill; in the end the most convincing ideas whether they are on an initial stage or fully developed will go through. Feel welcome to discuss your idea beforehand. Deadline for submissions directly to us is 31st January 2017.

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