

32nd EGOS Colloquium 2016: Organizing in the Shadow of Power

University of Naples Federico II, Naples, Italy

July 7–9, 2016

Sub-theme 68: Power and Inequality: Organizing and Organization in Transforming Societies and Emerging Economies

Convenors

Anna Soulsby, Nottingham University Business School, UK (anna.soulsby@nottingham.ac.uk)

Rainhart Lang, Chemnitz University of Technology, Germany (r.lang@wirtschaft.tu-chemnitz.de)

Thomas Steger, University of Regensburg, Germany (thomas.steger@wiwi.uni-regensburg.de)

Call for Papers

This sub-theme seeks to bring together researchers studying change in organization and management in transforming societies and emerging economies. The ambiguous and turbulent nature of these societies offers a challenging and valuable opportunity for scholars to examine the nature and exercise of power. This is because the processes of organizational change as the normally hidden and taken-for-granted assumptions and understandings that either are not yet in place or being negotiated.

We are interested in studies of the various forms of exercise of power, in particular, between unequal organizational partners in joint ventures; or the imposition of organizational change on local actors in acquired organizations; or changes in local management and employment practices. We believe studies located within the challenging context of transforming and emerging societies can serve to advance organization theory in a significant way. Studying processes of power enables researchers to explore the successful and unsuccessful responses of organizational actors when confronted with radical environmental changes and challenges to adapt to new rules and frameworks.

To gain additional insight into these processes, the convenors seek participation from different countries and regions across the world. Potential areas of interest include studies of organizational change in transforming settings, e.g. European post-communist societies, and developing societies in Asia, Africa and South America undergoing transition.

Topics might include:

- Power, resistance and micro-political responses to organizational change by managers and workers to imposed organizational structures and practices
- Studies of the active role of owners and managers in designing processes and the re-institutionalisation of management structures, systems and practices
- Processes of power, politics, co-operation and trust in international joint ventures
- Privatisation processes and changing structures of organizational and managerial power and control
- Studies of new, emergent forms of organization and organizing under conditions of radical environmental change, resulting from international, regional and national pressures, including influences such as foreign direct investment, asymmetrical joint ventures, knowledge transfers and organizational learning

- Dilemmas, contradictions and unresolved phenomena associated with processes of organizing and organization in transforming societies and emerging economies
- Organizational identity change and processes of power and politics
- Process studies of power and language-based shadow structures and informal communication flows in organizations
- Methodological papers on the issues surrounding the study of power, organizational process and change in these challenging contexts

We would welcome papers from researchers working across a range of qualitative and quantitative methodologies and methods in the fields mentioned above. We invite empirical industry-based and organizational research grounded in any methodological stance, but also encourage purely theoretical contributions.

Convenors

Anna Soulsby is an Associate Professor of Organizational Behaviour at Nottingham University Business School, University of Nottingham, UK. Her research focuses on organizational and managerial change in transforming and emerging societies.

Rainhart Lang is Professor of Organization Studies at the Chemnitz University of Technology, Germany. His research focuses on organizational culture, leadership and organizational transformation in transforming and emerging societies.

Thomas Steger is Professor of Leadership and Organization at the University of Regensburg, Germany. His research focuses on corporate governance (especially boards of directors) and employee owned companies.

Short Paper Submission Process

Please note: Short papers should focus on the main ideas of the paper, i.e. they should explain the purpose of the paper, theoretical background, the research gap that is addressed, the approach taken, the methods of analysis (in empirical papers), main findings, and contributions. In addition, it is useful to indicate clearly how the paper links with the sub-theme and the overall theme of the Colloquium, although not all papers need to focus on the overall theme. Creativity, innovativeness, theoretical grounding, and critical thinking are typical characteristics of EGOS papers. Your short paper should comprise 3,000 words (including references, all appendices and other material). If you intend to submit a short paper, please first look at the [Guidelines and criteria for the submission of short papers at EGOS Colloquia](#).

Time period for submission of short papers: Start: Thursday, October 1, 2015
End: Monday, January 11, 2016, 23:59:59 CET

For any questions regarding the 32nd EGOS Colloquium 2016 in Naples, please contact either the EGOS Colloquium 2016 Organizing Committee in Naples: egos2016@unina.it or the EGOS Executive Secretariat: secretariat@egosnet.eu