

## Übersicht der Beiträge zum 49. WK ORG Workshop Witten 13./14. März 2025

| Autoren im Programm   | Titel des Beitrags   | Session | Paper ID | Typ           | Email Kontakt                            |
|---|--|---------|----------|---------------|--|
| Alguera Kleine, R./Lorenz, F./Clauß, T.                             | Digital Transformation in the Shadows? The Role of Middle Managers in Digital Transformation Strategizing                                  | E13     | 00009    | Full Paper    | felix.lorenz@uni-wh.de                   |
| Alguera Kleine, R./Scheffler, M./Lorenz, F./Waldkirch, M./Clauß, T. | Strategic Framing of Digitalization Initiatives across Different Audiences and Knowledge Levels: A Case Study Approach                     | B21     | 00010    | Full Paper    | felix.lorenz@uni-wh.de                   |
| Ashwin, S./Lohmeyer, N./Schüßler, E.                                | From Compliance to Due Diligence: Opportunities and Tensions in the Development of Sustainable Supply Chain Governance                     | D31     | 00006    | Full Paper    | nora.lohmeyer@ru.nl                      |
| Bartosch, J./Avetisyan, E./Thompson, P.A.                           | Governance Orchestration at Play: The influence of Mandatory Non-Financial Disclosure on Stakeholder Accusations                           | B32     | 00037    | Full Paper    | julia.bartosch@ru.nl                     |
| Baum, A./Reinecke, P.C./Göldner, M.                                 | Facing Lip Service and Stigma Avoidance: How Entrepreneurs Navigate Complex Inconsistent Market Audience Behavior                          | E12     | 00101    | Full Paper    | pauline.reinecke@tuhh.de                 |
| Baumhöver, A.   | Performance Management Systems as Regulatory Frameworks - How Mechanisms of Biopolitics Influence Sales Agents' Behaviour and Subjectivity | E42     | 00122    | Full Paper    | alwin.baumhoever@uibk.ac.at              |
| Bettels, M.   | Sustainability-oriented Collaboration: Introducing the Relational View into the Sustainability Context                                     | C31     | 00132    | Projektskizze | melwin.bettels@ufo.uni-hannover.de       |
| Born, N.  | Missed Potential – Evidence of a Fundamental Gender Bias in Talent Evaluations from the Field  | G32     | 00135    | Full Paper    | nadja.born@tum.de                        |
| Bruder, I./Spilttter, V.  | Is Bad Strategy-as-Practice Theory Destroying Good Strategy Praxis? Evaluating the Normativity of Strategy Practices                       | D21     | 00077    | Full Paper    | ignas.bruder@tu-dresden.de               |
| Danko, J.S.   | Deselection as Antidote to Hubris: Enhancing Democratic Accountability for Organizational Sustainability                                   | E11     | 00055    | Full Paper    | jan.danko@uzh.ch                         |
| Danner-Schröder, A./ Grisold, T./Mahringer, C.A.                    | Organization Studies in the Metaverse: Facing Ontological Reversal   | D22     | 00026    | Full Paper    | christian.mahringer@bwi.uni-stuttgart.de |
| Di Alcadipani, R./Costas, J.  | Extreme Violence in Organizations: Getting Away with Murder  | G11     | 00129    | Full Paper    | costas@europa-uni.de                     |
| Diefenhardt, F.   | HR Analytics - The First 100 years: Genealogical and Critical Notes on the Datafication of Personnel Management                            | C22     | 00019    | Projektskizze | felix.diefenhardt@wu.ac.at               |
| Dilly, M./Timmer, V./Matthée, S.                                    | Sustainability as a Beacon of Hope? Fostering Organizational Resilience in Extreme Contexts  | F32     | 00145    | Projektskizze | Maike.Dilly@uni-wh.de                    |
| Döhne, M./Rost, K.  | Qualified Lotteries Neutralize Conflicts of Interest in the Appointment of Individuals to Positions of Power                               | G12     | 00152    | Full Paper    | malte.doehne@uzh.ch                      |
| Entenza, D./Scherer, G.A.   | Doing Good Beyond Governance: An Extended Perspective on State-business Interactions for Sustainability                                    | B11     | 00118    | Full Paper    | andreas.scherer@business.uzh.ch          |

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|---|---|-----|-------|---------------|--|
| Fischer, J./Weber, C./Brennecke, J.   | Exploring Necessity Entrepreneurs' Positive and Negative Network Ties – Contextualized Insights from Sub-Saharan Africa | D41 | 00149 | Full Paper    | johanna.fischer@ufo.uni-hannover.de    |
| Friese, K./Özdemir, S./Hondros, K./Heimstädt, M.                              | Public Sector Organizations and “GovTech” Startups: A New Way of Organizing Digital Innovation for the Public Good?     | F13 | 00060 | Projektskizze | heimstaedt@hsu-hh.de                   |
| Friessl, M./Brielmeier, C./Seidl, D.  | More Than Words: How Vocabularies Shape Attention Allocation and Organizational Moves                                   | G22 | 00105 | Full Paper    | martin.friessl@uni-bamberg.de          |
| Fritz, R.M./Möllering, G.   | Societal Context of Suffering and Needs in Organizations: An Extended Model of Compassion at Work                       | A22 | 00153 | Full Paper    | raphaela.fritz@uni-wh.de               |
| Gerlitz, A./Hülsbeck, M.  | Effect of An Exogenous Shock on German Family Firms' Environmental Strategies   | A31 | 00130 | Full Paper    | marcel.huelsbeck@hm.edu                |
| Glienke, C.   | Performance at the Precipice: Managing the Glass Cliff Phenomenon   | C42 | 00088 | Projektskizze | charlotte.glienke@uni-wh.de            |
| Groth, A./Dobusch, L./Nadegger, M.  | How to Ignite a Firestorm: Following Communicative Chain Reactions on Reddit  | D11 | 00104 | Full Paper    | monica.nadegger@lmu.de                 |
| Hartz, R./Oertel, S.  | Narratives and Organizational Identity: Exploring Longitudinal Patterns in the Context of Socialist Work Organizations  | F42 | 00143 | Projektskizze | ronald.hartz@tu-ilmenau.de             |
| Hasebrook, J./Rodde, S./Laumann, M./Hirsch, T./Grosser, J./Roßlenbroich, S.B. | Hohes Arbeitsengagement trotz hoher Arbeitsbelastung: Auswirkung virtueller, interdisziplinärer Boards                  | E41 | 00139 | Full Paper    | jhasebrook@zeb-bs.de                   |
| Heimstädt, M./Egbert, S.  | Actionable Predictions: How Designers of Algorithmic Systems Calibrate Criminal Futures                                 | B42 | 00053 | Full Paper    | heimstaedt@hsu-hh.de                   |
| Henry, L.A./Grimm, J./Apffelstaedt, K./Giulini, S.                            | Ready or Not? How MSIs Help Create Organizational Change Readiness for Compliance with Due Diligence Legislation        | D32 | 00084 | Full Paper    | leona.henry@ru.nl                      |
| Holzmann, P./Gregori, P./Bohn, S./Reischauer, G./Lehdonvirta, V.              | Institutional Logics and Business Models of Digital Niche Marketplaces  | E23 | 00012 | Full Paper    | stephan.bohn@hiig.de                   |
| Hondros, K.   | When Fakes Turn Real: Tribute Bands and the Cocreation of Authenticity Moments  | E31 | 00096 | Full Paper    | konstantin.hondros@hsu-hh.de           |
| Huber, C.M.   | Unpacking the Neoliberal University: Insights from Critical University Studies  | F41 | 00042 | Projektskizze | christian.huber@wiwi.tu-chemnitz.de    |
| Imre, D.  | Scaling Social Impact in Europe   | F31 | 00120 | Projektskizze | dennis.imre@ufo.uni-hannover.de        |
| Iwastschenko, M./Weber, C./Wrona, T.  | Family Structures and Entrepreneurial Practices – The Role of Monogamy and Polygamy in Tanzania                         | C41 | 00098 | Projektskizze | maren.iwastschenko@ufo.uni-hannover.de |
| Jastram, S./Berberyan, S.   | Emancipative Empowerment Through Artificial Intelligence – A Case Study of One of the World's Leading Textile Brands    | A41 | 00095 | Full Paper    | sarah.jastram@hsba.de                  |

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|---|---|-----|-------|---------------|--|
| Kapteina, B.D.S./Alijew, I.               | Redefining Corporate Responsibility: The Role of Companies in Supporting Democracy  | C13 | 00102 | Projektskizze | benedikt.kapteina@tu-dresden.de          |
| Kapteina, B.D.S./Burkatzki, E./Scholz, M. | Corporate Conscience in a Populist Era: Self-conceptions of Corporate Citizenship and Strategies for Democracy's Resilience | F11 | 00140 | Projektskizze | benedikt.kapteina@tu-dresden.de          |
| Kieselmann, L.                            | Agilität und agile Methoden in der Sozialwirtschaft: Eine Neoinstitutionalistische Perspektive – Erste Erkenntnisse         | F33 | 00072 | Projektskizze | l.kieselmann@katho-nrw.de                |
| Kurt, S.                                  | The Persistence of Inequality: Explaining the Necessity of Inequality Through Paradox-theoretical Principles                | G31 | 00141 | Full Paper    | sadi.kurt@whu.edu                        |
| Lahmann, C./Müller, A.-M./Rank, O.        | Systematic Multidimensional Organisational Assessment (SyMOA) - A Diagnostic Tool for the Living Organisation               | C51 | 00116 | Projektskizze | anne-maria.mueller@uniklinik-freiburg.de |
| Löffel, M.                                | From Dyadic to Multi-Stakeholder Partnership: A Process Perspective on Organizing for Growth and Impact                     | C32 | 00154 | Projektskizze | mloeffel@ethz.ch                         |
| Lupp, D./Langhof, V./Wilkens, U.          | Responsible AI in the C-level Suites – Scenarios of AI Decision-making and Corresponding Ethical Approaches                 | A42 | 00115 | Full Paper    | daniel.lupp@ruhr-uni-bochum.de           |
| Mair, J./Mena, S./Bruder, I./Kalix, T.    | Prefiguring Democracy Beyond the Organization? Reverberations of Democratic Organizing from Alternative Organizations       | A11 | 00047 | Full Paper    | ignas.bruder@tu-dresden.de               |
| Mair, J./Mena, S./Özcelik, M./Kindt, J.   | Political Innovation for Democracy in Germany: A Comparative Study of Organizational Models and Ideas                       | C11 | 00114 | Projektskizze | m.ozcelik@phd.hertie-school.org          |
| Margolis, A./Blomsma, F.                  | Creating Organizational Impact with Systems Thinking: A Process Model   | F43 | 00004 | Full Paper    | anna.margolis@studium.uni-hamburg.de     |
| Maric, S./Schüßler, E.                    | I Am Behind the Screen: Understanding the Invisible Work of Content Moderators on Digital Platforms                         | E32 | 00150 | Full Paper    | sara.maric@jku.at                        |
| Müller, C.                                | How Organizational Units Coordinate Divergent Temporal Structures: A Multiple Case Study                                    | E22 | 00107 | Full Paper    | Carolin_Mueller90@outlook.de             |
| Ortmann, G.                               | Implizite Verträge?   | B12 | 00017 | Full Paper    | ortmann@hsu-hh.de                        |
| Otto, B.D./Schüßler, E.                   | When the Drugs Don't Work – How Paradigmatic Rigidities Constrain Innovation in the Case of Antimicrobial Resistance        | F22 | 00125 | Projektskizze | elke.schuessler@leuphana.de              |
| Pichler, R./Wessendorf, A.                | Medicine on Trial: The External Control of the Medical Profession in the Nuremberg Doctor's Trial                           | B22 | 00147 | Full Paper    | awessend@ed.ac.uk                        |
| Popp, S./Garkisch, M./Förster, C.         | Organisational Resilience in Public Sector Organisations: A Systematic Literature Review                                    | A21 | 00025 | Full Paper    | stefanie.popp@thws.de                    |
| Poschmann, P.                             | Digital Technologies and Institutional Logics in Discourses: A Text-Analytical Methodological Approach                      | G21 | 00085 | Full Paper    | philipp.poschmann@uni-jena.de            |

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| Raffaelli, P. /Schiller-Merkens, M.  | Between Utopia, Dystopia and Notopia: Diversity of Future Imaginaries and Prefigurative Organizing                                   | A12 | 00123 | Full Paper    | simone.schiller-merkens@uni-wh.de        |
| Rank, O./Lageza, E.  | Structuring Mechanisms for Exploration versus Exploitation: A Network Approach   | D42 | 00066 | Full Paper    | olaf.rank@vwl.uni-freiburg.de            |
| Reh, S./Engelhardt, C.   | Transforming Party to Pixels: Exploring the Hybridization of Coworking   | B41 | 00103 | Full Paper    | sebastian.reh@wa.uni-hannover.de         |
| Reimers-Schleif, S.  | Führung und Personalmanagement im Bereich der privaten Kinderbetreuung in Deutschland  | C23 | 00146 | Projektskizze | susann.schleif@tum.de                    |
| Reimers-Schleif, S.  | Person-Job-Fit: Einfluss von Persönlichkeit und beruflichen Interessen auf Mitarbeiterzufriedenheit in Kitas                         | E43 | 00144 | Full Paper    | susann.schleif@tum.de                    |
| Rybnikova, I./Summers, J./Novkovic, S./Aubert, N./Hollandts, X./Steger, T. | Workplace Democracy and Pro-political Affect in Worker Cooperatives: An International Study  | C12 | 00038 | Projektskizze | Irma.Rybnikova@hshl.de                   |
| Schaefer, S./Schneider, A.   | Craft and its Potential for Unalienated Work - Struggles for Resonance in the Swedish Craft Brewing Community                        | E33 | 00027 | Full Paper    | stephan.schaefer@fek.lu.se               |
| Schafheitle, S./Weibel, A./Schank, C.                                      | A Work Worth Working For - How Datafication Technology Impacts Meaningfulness  | C21 | 00093 | Projektskizze | s.d.schafheitle@utwente.nl>              |
| Schiller-Merkens, S./Degens, P.  | Democratic Governance of Societal Transformation: Citizen Participation and Deliberation in Food System Transformation               | F23 | 00113 | Projektskizze | simone.schiller-merkens@uni-wh.de        |
| Schmiedle, L./Mahringer, C.A./Renzl, B.                                    | Unpacking the Social Practice of Directive Adoption  | B31 | 00136 | Full Paper    | christian.mahringer@bwi.uni-stuttgart.de |
| Schüßler, E./Schiemer, B./Hoop, M./Grabher, G./Sydow, J.                   | Things Take Their Times: Coordinating Individual and Material Eigenzeiten in Creative Work   | E21 | 00142 | Full Paper    | elke.schuessler@leuphana.de              |
| Skade, L./Stanske, S./Wenzel, M./Koch, J.                                  | Breaking Boundaries: Future-making in the Military Industry  | F21 | 00045 | Projektskizze | sarah.stanske@leuphana.de>               |
| Steller, N./Björck, A./Volberda, H.  | Towards a Model of Strategic Renewal: How Corporate Purpose Shapes Strategizing Practices  | A32 | 00091 | Full Paper    | nicole.steller@uni-wh.de                 |
| Von Danwitz, J.P.  | Maintaining Excellent Relationships in High-Performance Contexts: Exploring Trust, Feedback Communication and Expectation Management | C53 | 00155 | Projektskizze | johanne.vondanwitz@uni-wh.de             |
| Wegener, F.  | Innovative Approaches to Co-Designing Emergency Care: Developing Pragmatist Process Methodologies                                    | C52 | 00121 | Projektskizze | frithjof.wegener@gmail.com               |
| Weik, E./Hartz, R.   | Organising for the End: De-institutionalising Practices in Universities  | D12 | 00131 | Full Paper    | ronald.hartz@tu-ilmenau.de               |
| Wonoadi, M./Braun, M.  | Storing Power: How Managers Use Big Bath Accounting to Convert between Different Sources of Power and Stay in Charge                 | F12 | 00148 | Projektskizze | max.braun@lmu.de                         |