

Digital Organization, Work, and Beyond

Track chairs:

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Description:

The accelerated digitalization of the human enterprise continues to transform the way we organize through reshaping how work is designed, performed, and managed. Nowadays, full-time regular employment is increasingly shifting to contingent, flexible and distributed arrangements. Instead of the established archetype of 9-5 office work, many organizations practice mobile or remote work, offshoring, outsourcing, globally distributed project work, as well as freelancing on demand, brokered through dedicated platforms such as Mechanical Turk, Uber, and TaskRabbit. Another transformation has been the global shift from a manufacturing economy to a knowledge and service economy. Automation, computerization, and robotization of work are transforming not just organizations and industries, but potentially the whole labor market, with humans being replaced by, or working together with, ever smarter algorithms and robots. With employment becoming more precarious, demanding and increasingly characterized by self-employment, short-term contracts, and unpaid work, the complex challenges ahead are inevitable. Paraphrasing on Barley and Kunda (2001), this track aims to bring work back to the front burner of IS scholarship.

In this track, we adopt a broad view that maintains information systems as technically grounded socio-semiotic systems. Accordingly, *work* and *organization* refer to constructing new desirable alternatives that are created by shaping social, physical, semiotic and technological environments via intentional IT-oriented design acts. This view treats work and organization as an inclusive open-ended process (and not as a concrete outcome or a finite object) that purposefully seeks to shape our cognitive, semiotic, social or physical environment through reconfiguration of technical artifacts and interaction with boundary processes and situated practices.

The conference theme, “Beyond Digitization - Facets of Socio-Technical Change,” calls for a broader and inclusive view of IS scholarship that aspires to foster environmental, economic and social value and to suggest ways of using information technology for providing leverage and fulfilling human needs. Articles can apply any consistent theoretical frame, methodology, or unit of analysis. Both theoretical essays and empirical studies are welcome. Innovative approaches to the study of work and organization and related phenomena are particularly desirable. Representative topics include, but are not limited to the following:

- Blockchain technology impact on work and organization
- New forms of IT-enabled work (e.g., crowdwork; e-lancing)
- Design, management, and practice of work in hyper-digital environments
- Robots, automation, and work
- Technological shifts from paid to unpaid work
- Sharing economy and peer to peer work arrangements
- e-HR: people analytics, algorithmic management

- IT as an enabler of meaningful work
- Psychological aspects of digital workplace (e.g., Technostress)
- Digital or e-leadership
- Labor market and IT: end of capitalism; surveillance capitalism
- Future professions and the unbundling of expertise
- New forms of organizing (beyond traditional hierarchal structures)
- Distributed ledger based organization

Associate Editors

- Dubravka Cecez-Kecmanovic, UNSW Business School
- Xuefei (Nancy) Deng, California State University Dominguez Hills
- Eveline Hage, University of Groningen
- Marleen Huysman, VU University Amsterdam
- Jannis Kallinikos, London School of Economics
- Stefan Klein, University of Münster
- Harris Kyriakou, IESE Business School, University of Navarra
- Jungwoo Lee, Yonsei University
- Jan Marco Leimeister, University of St. Gallen and Kassel University
- Attila Marton, Copenhagen Business School
- Jonathan Wareham, ESADE Business School

Reference:

Barley, S. R., & Kunda, G. (2001). Bringing work back in. *Organization Science*, 12(1), 76-95.