



Program and Abstract Proceedings of the International Conference on Critical and Radical Humanist Work and Organizational Psychology, 11th–13th July 2022, University of Innsbruck

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In cooperation with the Erich Fromm Study Center at the IPU International Psychoanalytic University Berlin (Prof. Dr. Thomas Kühn, Dr. Rainer Funk) and the Critical Division (CWOP) of the “Future of Work and Organizational Psychology” (FOWOP) movement. Financially supported by the Institute of Psychology, Research Area EPoS "Economy, Politics & Society", and the Vice Rectorate for Research of the University of Innsbruck.

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Vice Rectorate for Research
Research Area EPoS
Economy, Politics & Society

**I-CROP Innsbruck Group on Critical Research
in Work and Organizational Psychology**



INTERNATIONALE
PSYCHOANALYTISCHE
UNIVERSITÄT BERLIN



ERICH FROMM
STUDY CENTER
BERLIN

INTERNATIONAL PSYCHOANALYTIC UNIVERSITY BERLIN

**Critical and Radical Humanist Work and Organizational Psychology
– International Conference –**

Date and Location: 11th –13th July 2022, University of Innsbruck

Conference Program

Pre-Conference “FOWOP” Day*

| Monday July 11th | Pre-Conference Workshops – Track C / Room: 50109/3 |
|------------------------------------|---|
| 13:00 – 15:00 | Workshop 1 Proposal for the Handbook of Critical Work and Organizational Psychology (Organizer: Gazi Islam, Parisa Dashtipour) |
| 15:00 – 15:30 | Coffee Break – Room: 50113 |
| 15:30 – 18:00 | Workshop 2 Visions and Values of Critical Work and Organizational Psychology (Organizers: Zoe Sanderson**, Edina Dóci) |

* Dedicated to activities by the Critical Division (CWOP) of the “Future of Work and Organizational Psychology” Initiative; additional pre-conference workshops were held in virtual format in December 2021 and May 2022 (announcements included in the full program); please contact the organizers for access to materials and recordings

** Zoe Sanderson plans to use outputs of this session for her PhD research; more information will be provided (see abstracts).

Overview Conference Day 1

| Tuesday July 12th | Slots | Main Track / Room: HS3 | |
|-------------------------------------|--------------------------------|---|--|
| 09:00–09:15 | Opening Session | Welcoming Message Marc Deiser (Austrian Trade Union Federation, ÖGB Tyrol) | |
| 09:15 – 10:00 | | Opening Speech Wolfgang G. Weber Some Lineages and Resources of Critical and Radical Humanist WOP | |
| 10:00 – 11:00 | Keynote 1 | Keynote Speech by Rainer Funk Productivity in Face of a "Pathology of Normalcy". Erich Fromm’s Contribution to Critical Psychology | |
| 11:00 – 11:15 | Break 1 | Coffee – Room: 50113 | |
| | | Track A / Room: 50101/1 | Track B / Room: 50105/2 |
| 11:15 – 12:45 | Sessions Slot 1 (Day 1) | Session 1A Radical Humanism in the Tradition of Erich Fromm | Session 1B Positions, Prospects, and Problems of Critical WOP I |
| 12:45 – 14:00 | Lunch Day 1 | | |
| | | Main Track / Room: HS3 | |
| 14:00 – 15:00 | Keynote 2 | Keynote Speech by Thomas Teo (Virtual) Subjectivity and Work | |
| 15:00 – 15:15 | Break 2 | Coffee – Room: 50113 | |
| | | Track A / Room: 50101/1 | Track B / Room: 50105/2 |
| 15:15 – 16:45 | Sessions Slot 2 (Day 1) | Session 2A Positions, Prospects, and Problems of Critical WOP II | Session 2B Stratification, Marginalization, and Inequality at Work |
| 16:45 – 17:00 | Break 3 | Coffee – Room: 50113 | |
| 17:00 – 18:30 | Sessions Slot 3 (Day 1) | Session 3A Psychology and Ideology of the Neoliberal Workplace I | Session 3B <u>Symposium: Precarious Employment</u> |

Program Conference Day 1

Tuesday July 12th: Sessions and Presentations

Session 1A: Radical Humanism in the Tradition of Erich Fromm **Tuesday 11:15–12:45; Room: 50101/1 (A)**
 (Chairs: Rainer Funk / Wolfgang G. Weber)

- **John Mendy:** ‘Having’ and/or ‘being’ in society and business organizational contexts
- **Fabrizio Maciel:** Cultural criticism of social domination in contemporary capitalism: A dialogue between Erich Fromm and Christophe Dejours
- **Sünje Lorenzen:** Productive orientations and risk taking in work

Session 1B: Positions, Prospects, and Problems of Critical WOP I **Tuesday 11:15–12:45; Room: 50105/2 (B)**
 (Chair: Thomas Höge)

- **Parisa Dashtipour, Duarte Rolo & Nathan Gerard:** How not to throw the baby out with the bathwater: From ‘blank’ to ‘troubled’ subjectivity in critical work and organizational psychology
- **Vincent Angel et al.:** Which epistemology for which contributions of work and organizational psychology to society? Risks of normalization of research and practices
- **Ralph Sichler:** Transhumanistic and posthumanistic perspectives on work and organizational psychology – Overcoming or failing the radical humanist view?

Session 2A: Positions, Prospects, and Problems of Critical WOP **Tuesday 15:15–16:45; Room: 50101/1 (A)**
 (Chair: Severin Hornung)

- **Susannah Mulvale:** (Mental) Revolution in the air: A critical history of industrial psychology in early 20th century United States
- **Gazi Islam:** Critical positions in work and organizational psychology: Theoretical and practical considerations
- **Laura Röhlmann:** Is there right research in the wrong life? – A research presentation on activist well-being analyzing criticality and instrumentality in the research process

Session 2B: Stratification, Marginalization, and Inequality at Work **Tuesday 15:15–16:45; Room: 50105/2 (B)**
 (Chair: Zoe Sanderson)

- **Edina Dóci:** Psychological stratification – and why we need to talk about it
- **Andy Brookes:** Critical performativity in WOP: Challenging socially unsustainable organizational practice and imagining alternatives
- **Maha Yomn Sbaa:** Are we missing inequalities within minority groups in the workplace? Migrant workers’ perceptions of decent work and psychological capital (short presentation based on poster submission)
- **Nilima Chowdhury:** The make-it-work woman: Work-based micro-marginalizations and psycho-discursive practices of self-othering (pre-recorded virtual presentation)

Session 3A: Psychology and Ideology of the Neoliberal Workplace I **Tuesday 17:00–18:30; Room: 50101/1 (A)**
 (Chair: Christine Unterrainer)

- **P. Matthijs Bal, Andy Brookes, Dieu Hack-Polay & John Mendy:** Hypernormalization in contemporary workplaces
- **Maida Mustafić, Michaela Knecht, Cosima Dorsewagen & Andreas Krause:** Development and validation of an indirect control questionnaire
- **Thomas Höge, Severin Hornung & Christine Unterrainer:** Measurement of neoliberal ideological beliefs: Dimensions, correlates and critical outlook

Session 3B: Symposium: Precarious Employment from the Perspective of the Subject: Lessons Learned for Humanization of Work and Social Justice **Tuesday 17:00–18:30; Room: 50105/2 (B)**
 (Organizers / Chairs: Lisa Hopfgartner, Christian Seubert)

- **Carla Czilczler, Christian Seubert & Lisa Hopfgartner:** What makes work precarious? Identifying indicators for precarious employment
- **Franziska J. Kößler:** Fighting COVID without an economic “mask”
- **Lisa Hopfgartner, Christian Seubert, Franziska Sprenger & Jürgen Glaser:** Subjective experience of precariousness in migrant live-in care work in Austria
- **Ellen McWhirter & Ishbel McWha-Hermann:** Social justice and career development: Progress, problems and possibilities

Overview Conference Day 2

| Wednesday July 13 th | Slots | Main Track / Room: HS3 | | |
|------------------------------------|-------------------------------|---|--|---|
| 09:00 – 10:00 | Keynote 3 | Keynote Speech by Ruth Yeoman Meaningfulness and Organising for Sustainable Futures | | |
| 10:00 – 10:15 | Break 1 | Coffee – Room: 50113 | | |
| | | Track A Room: 50101/1 | Track B Room: 50105/2 | Track C Room: 50109/3 |
| 10:15 – 11:45 | Sessions Slot 4 (Day 2) | Session 4A Alternative and Emancipatory Organizational Practices I | Session 4B Critical Perspectives on Meaning at Work | Session 4C <u>Workshop:</u> Developing a Checklist-Tool for Criticalizing Research |
| 11:45 – 13:00 | Lunch Day 2 | | | |
| | | Main Track / Room: HS3 | | |
| 13:00 – 14:00 | Keynote 4 | Keynote Speech by Martin Parker (Virtual) Can CWOP Learn from CMS? | | |
| 14:00 - 14:15 | Break 2 | Coffee – Room: 50113 | | |
| | | Track A Room: 50101/1 | Track B Room: 50105/2 | Track C Room: 50109/3 |
| 14:15 – 15:45 | Sessions Slot 5 (Day 2) | Session 5A Psychology and Ideology of the Neoliberal Workplace II | Session 5B Alternative and Emancipatory Organizational Practices II | Session 5C <u>Workshop:</u> What Can we Learn from Critical Management Studies? |
| 15:45 – 16:00 | Break 3 | Coffee – Room: 50113 | | |
| 16:00 – 17:30 | Sessions Slot 6 (Day 2) | Session 6A Alternative and Emancipatory Organizational Practices III | Session 6B <u>Symposium:</u> The Living Wages Movement | Session 6C <u>Workshop:</u> Critical WOP – Outlook and Actions |
| 17:30 – 17:45 | Break 4 | Coffee – Room: 50113 | | |
| | | Main Track / Room: HS3 | | |
| 17:45 – 19:15 | Closing Session | Panel Discussion: Prospects and Contestations of Critical and Radical Humanist Work and Organizational Psychology: Are we Ready for Taking Over? | | |
| 19:15– 19:30 | | Closing Speech and Farewell Wolfgang G. Weber & I-CROP | | |

Program Conference Day 2

Wednesday July 13th: Sessions and Presentations

Session 4A: Alternative and Emancipatory Organizational Practices I **Wednesday 10:15–11:45; Room: 50101/1 (A)**
(Chair: Wolfgang G. Weber)

- **Andrea Birbaumer:** The situation of work and organizational psychology in Austria – work with obstacles
- **Sylvia Rothmeier-Kubinecz:** Ethics in occupational safety & health
- **Wolfgang Kötter:** Oldies but goldies: Timeliness and relevance of sociotechnical systems design in times of digital transformation

Session 4B: Critical Perspectives on Meaning at Work **Wednesday 10:15–11:45; Room: 50105/2 (B)**
(Chair: Ruth Yeoman)

- **Tatjana Schnell:** Meaning at work – private matter or organisational corrective?
- **Johanna Lisa Degen, Francesco Tommasi & P. Matthijs Bal:** Money never loves you back: Subjective meaning-making of life, love, and work
- **Francesco Tommasi, Johanna Lisa Degen & P. Matthijs Bal:** To live a decent life: A critical perspective on meaningful work through literary fiction analysis

Session 4C: Workshop: Developing a Checklist-Tool **Wednesday 10:15–11:45; Room: 50109/3 (C)**
for Criticalizing Research (Organizers: Laura Röllmann, Matthijs Bal, Severin Hornung, Zoe Sanderson)

Interactive Session

Session 5A: Psychology and Ideology of the Neoliberal Workplace II **Wednesday 14:15–15:45; Room: 50101/1 (A)**
(Chair: Wolfgang G. Weber)

- **Martin Morf:** Effects of corporatized customer abuse on customers and employees
- **Thomas Kühn & Helen Stokes:** Invisible struggles between competition and collaboration – Narrative constructions of success and dealing with uncertainty in the workplace
- **Lars Uhlig, Bettina Kubicek, Ute Hülshager, Christian Korunka & Roman Prem:** Testing the learning hypothesis of the challenge-hindrance stressor framework for workload and cognitive demands

Session 5B: Alternative and Emancipatory Organizational Practices II **Wednesday 14:15–15:45; Room: 50105/2 (B)**
(Chair: Christine Unterrainer)

- **Erika Spieß, Julia A. M. Reif & Johannes Arendt:** In between mindfulness and daydreaming: Otium at work and in the leisure time
- **Cornelia Strecker, Thomas Höge & Stefan Höfer:** Socio-moral climate in the hospital
- **Sebastian Bobeth, Thomas Kühn & Rainer Funk:** Erich Fromm and the humanist transformation of the workplace: Does the Economy of the Common Good foster the productive social character orientation?

Session 5C: Workshop: What Can we Learn from **Wednesday 14:15–15:45; Room: 50109/3 (C)**
Critical Management Studies? (Organizers: Zoe Sanderson, Severin Hornung, Martin Parker)

Interactive Session (Zoe Sanderson plans to use outputs of this session for her PhD research, more information provided)

Session 6A: Alternative and Emancipatory Organizational Practices III **Wednesday 16:00–17:30; Room: 50101/1 (A)**
(Chair: Wolfgang G. Weber)

- **Roberto Frega:** Employee involvement: An unlikely inspirational source for democratizing the workplace?
- **Christine Unterrainer, Thomas Höge, Wolfgang G. Weber & Severin Hornung:** Psychological and organizational features of successful democratic enterprises: A systematic review of qualitative research
- **Christina Hörhager & Wolfgang G. Weber:** Political economic threats and regenerative resistance of a democratic enterprise: The case of Wagner & Co Solartechnik GmbH

Session 6B: Symposium: The Living Wages Movement: Wednesday 16:00–17:30; Room: 50105/2 (B)
Human Capabilities as the Currency of Work and Organisational Psychology
(Organizers: Christian Seubert, Lisa Hopfgartner)

- **Ishbel McWha-Hermann & Rosalind Searle:** Psychology's contributions to research on living wages: A systematic review
- **Stuart C. Carr, Jarrod Haar, Darrin J. Hodgetts, James H. Liu, Shiloh Groot & Sarah Kapeli:** Linking wage to wellbeing: Subjective work-related precariousness (SWEP) (pre-recorded virtual presentation)
- **Timothy Oghenetega & Ines Meyer:** "Why should I pay more?" Value systems underlying South African employers' willingness to endorse living wages
- **Sara Wurzer, Christian Seubert, Lisa Hopfgartner & Ines Meyer:** Everyone can make a difference: Are consumers willing to pay a price premium for South African wine that permits workers a living wage?

Session 6C: Workshop: Critical WOP – Outlook and Actions Wednesday 16:00–17:30; Room: 50109/3 (C)
(Organizers: Gazi Islam, Franziska J. Kößler, John Mendy, Francesco Tommasi, Severin Hornung)

Interactive Session

Closing Session: Panel Discussion: Prospects and Contestations Wednesday 17:45 – 19:15
of Critical and Radical Humanist Work and Organizational Psychology: Main Track / Room: HS3
Are we Ready for Taking Over? (Moderation: Christine Unterrainer)
Panel members: Edina Dóci, P. Matthijs Bal, Johanna Lisa Degen, Thomas Kühn,
Laura Röllmann, Severin Hornung, Zoe Sanderson, Gazi Islam

Opening statements:

- Edina Dóci: Deterritorializing and reterritorializing WOP
- P. Matthijs Bal: Criticalizing our Colleagues?
- Johanna Lisa Degen: Why a critical stance comes without didactic
- Thomas Kühn: The urge for a revolution of hope
- Laura Röllmann: Creating niches or intervening from within - How individual theories of change influence our strategies towards transforming WOP
- Severin Hornung: Or should we even aspire to? Dialectics of resistance and assimilation in times of crisis
- Zoe Sanderson: Building a house we want to live in: the importance of how we do CWOP
- Gazi Islam: Critique of practice and critique by practice: collaborative possibilities in critical WOP

Keynote Speakers

(Introduction: Wolfgang G. Weber & I-CROP)

Main Track / Room: HS3

Keynote 1: Dr. Rainer Funk (Tuesday 10:00–11:00, Room: HS3, in-person speech)

Productivity in Face of a "Pathology of Normalcy". Erich Fromm's Contribution to Critical Psychology

Founder of the International Erich Fromm Society. Erich Fromm Institute Tübingen and International Psychoanalytic University Berlin, Germany

Keynote 2: Prof. Dr. Thomas Teo (Tuesday 14:00–15:00, Room: HS3, virtual live speech)

Subjectivity and Work

Historical, Theoretical, and Critical Studies of Psychology Graduate Program. Department of Psychology, York University, Toronto, Canada

Keynote 3: Dr. Ruth Yeoman (Wednesday 09:00–10:00, Room: HS3, in-person speech)

Meaningfulness and Organising for Sustainable Futures

Fellow, Kellogg College. University of Oxford, UK

Keynote 4: Prof. Dr. Martin Parker (Wednesday 13:00–14:00, Room: HS3, virtual live speech)

Can CWOP Learn from CMS

Professor of Organisation Studies, Lead for the Bristol Inclusive Economy Initiative. University of Bristol, UK

Poster Session: Emerging Perspectives in Critical and Radical Humanist Work and Organizational Psychology

(Organizers: Christine Unterrainer, Severin Hornung)

Standing Exhibition during the Conference – Room: 50113

- **Maximilian Bast, Elise Claßen, Luis Ochsenkühn:** Platform cooperativism: A model for an equitable and democratic economy*
- **Samantha Bermühler:** Interventions for women's equality in leadership positions from a critical feminist perspective*
- **Bürgerhausen Andreas & Greiner Dennis:** Critical psychology in WOP: Let's implement gradual change!*
- **Carla Czilczer, Timo Schrijner, Philipp Schroeder & Moritz Streit:** Towards a radical engagement in management and organization studies: An analysis scheme for research projects in the Anthropocene*
- **Corinna Eber, Valentin Kelm, Christina Prüß & Alexandra Röder:** Quantified self-methods as a manifestation of biopolitics and neoliberal concepts of human capital*
- **Julian Goldhammer:** Management control and its impact: Empirical research on management control in a social NGO with organizational cynicism and burnout as possible outcomes*
- **Benny William Bruno Greif:** Neoliberal governmentality – power in the gig economy*
- **Benny William Bruno Greif:** In search for the homo economicus: Qualitative exploration of personal belief systems (worldviews) about human nature and the relationship to neoliberal ideology
- **Severin Hornung & Thomas Höge:** The dark side of idiosyncratic deals: Humanistic versus neoliberal conceptions of workplace flexibility
- **Severin Hornung, Thomas Höge & Christine Unterrainer:** Constructing a multi-level dialectic model of neoliberal economism and radical humanism in society, organizations, and individuals
- **Severin Hornung, Matthias Weigl, Bettina Lampert, Christian Seubert, Thomas Höge & Britta Herbig:** Societal transitions of work and health as subjectification: A critical research summary
- **Stefan E. Huber:** A plea for the cultivation of academic practice as a political practice
- **Eva Kastl, Diana Zorn, Christoph Wild & Moritz Steinkogler:** Sustainability: Challenges through climate change from the perspective of critical management studies – Climate protection through reduced meat consumption*
- **Moritz Martin:** Social character and culture industry: How neoliberalism warps culture*
- **Lucas A. Maunz & Jürgen Glaser:** Rethinking self-actualization at work: Critical suggestions for a redefinition
- **Niklas Oppelt, Naemi Reimeir, Christopher Stief & Bastian Vogel:** Four faces of power in organizational structures*
- **Daniel Roose & Jürgen Glaser:** An epistemological critique of the concept of self-actualization
- **Maha Yomn Sbaa:** Are we missing inequalities within minority groups in the workplace? Migrant workers' perceptions of decent work and psychological capital
- **Amelie Schlereth, Laura Thomaseth & Roman Wolpert:** The Foxconn suicides: Suicide as the last resistance against systematic exploitation under totalitarian power structures*
- **Dominik Wille:** In search of new methods: Methods of critical psychology and their potential for critical work and organizational psychology*

*Student posters: Selected from student projects in various courses (B.Sc. and MSc.-level) in Applied Psychology taught at the University of Innsbruck between 2020 and 2022.

Abstract Proceedings

Pre-Conference Day – Monday, July 11th

| | | |
|-----------|----------------------------|--|
| Workshops | Pre-Conference “FOWOP” Day | Monday, July 11 th 13:00– 18:00, Room: 50109/3 (C) |
|-----------|----------------------------|--|

Pre-Conference Workshop 1: (13:00 – 15:00) Proposal for the Handbook of Critical Work and Organizational Psychology

Organizers:

Gazi Islam (Grenoble Ecole de Management and IREGÉ, France)

Parisa Dashtipour (Middlesex University, London, UK)

This session will discuss with potential contributors and interested audiences about the upcoming proposal for a “Handbook of Critical Work and Organizational Psychology”, to be submitted in Fall 2022. The workshop will cover potential topics and structure of the Handbook, to make sure it covers important traditions in Critical W-O Psychology, reaches the desired scope and depth of topics. The goal of the workshop will be to consolidate a version of the proposal, so will instrumental in developing the eventual text. In this sense, it is a unique opportunity to impact the developing field of Critical W-O Psychology. Our focus will be in generating ideas as a group about a.) important topics b.) structure of the text c.) process for realization of the text, including timetable and review process, as well as interaction with the publisher.

Pre-Conference Workshop 2: (15:30 – 18:00) Visions and Values of Critical Work and Organizational Psychology

Organizers:

Zoe Sanderson (University of Bristol, UK)

Edina Dóci (Vrije Universiteit Amsterdam, Netherlands)

As a network we’ve been making an intentional effort to promote critical perspectives in w/o psychology (CWOP) for several years now – and some of us have been involved in this work for much longer. At this conference, we would like to pause and consider what common threads now bind CWOP together and explore what we hope for its future. To help this process, Zoe Sanderson will share some initial findings from her research into the development of CWOP that relate to these topics. The workshop will then provide an opportunity for us to articulate the values that (should) underpin CWOP, and jointly imagine our vision for it. From these discussions we hope that shared understandings will emerge that can catalyse the next stage of the growth of CWOP.

Zoe Sanderson would like to use the outputs of this session for her PhD, which is about CWOP. She also hopes to reflect on the whole conference in her research diary. More information on her research will be provided during the session, including details of how to opt out; if you have any questions beforehand please email zoe.sanderson@bristol.ac.uk.

Abstracts – Conference Day 1 – Tuesday, July 12th

| | | |
|-------------------|--------------------------------------|--|
| Keynote 1: | Keynote Speech by Rainer Funk | Tuesday, July 12th 10:00– 11:00, Room: HS3 |
|-------------------|--------------------------------------|--|

Keynote: Productivity in Face of a "Pathology of Normalcy". Erich Fromm's Contribution to Critical Psychology

Rainer Funk (Erich Fromm Institute Tübingen; IPU International Psychoanalytic University Berlin, Germany)

Erich Fromm recognized that certain economic requirements and their impact on the organization of work lead people to develop passionate strivings that harm them and the common good, but are nevertheless experienced by them as "normal", "reasonable" and increasing economic productivity. This is only possible if the knowledge and emotional experience of what makes individuals and organizations psychologically productive and successful is repressed. The pathogenic effects of work life can then not be recognized and felt, but rather are experienced as "normal". A Critical Psychology must uncover such "psychological defects", which are experienced as "normal" by the many, and expose them in their alienating effects in order to develop work organization strategies to make the human being the subject of work again. The presentation uses the concept of social character, developed by Erich Fromm, to name today's prevalent basic strivings that lead to "psychological defects". Even if these do not usually manifest themselves in mental suffering, they are nevertheless counterproductive for the psychological success of individuals, organizations and society.

Rainer Funk, born 1943, studied philosophy and theology at the Universities of Tübingen and Würzburg and in 1972 started a dissertation on Erich Fromm's social psychology and ethics (finished 1977; published as: "Mut zum Menschen", 1978; English: Erich Fromm: "The Courage to Be Human", 1982). In 1974, he became Erich Fromm's (last) assistant in Locarno, Switzerland, and from 1975 on prepared a 10-volume German edition of the Erich Fromm Collected Works published in 1980 and 1981. In his last will, Fromm designated Funk to become his sole Literary Executor and dedicated his library and literary estate to him. From 1989 onwards, Funk published Fromm's unpublished writings in more than 20 languages, including a 12-volume German edition of the Erich Fromm Collected Works in 1999. In connection with the Erich Fromm centenary, he published a pictured biography of Erich Fromm. In 2014, he edited 25 English Fromm titles as e-books, and in 2016 the e-book-version of the 12-volumes German Collected Works. Under the title "Life Itself is an Art" ("Das Leben selbst ist eine Kunst") he published an introduction into life and work of Erich Fromm (2018/2019). Beyond his editorial work and his publications on Fromm, Funk published papers and books on social psychological topics. Funk particularly analyzed a new character orientation that is enthusiastic about constructing reality anew and without boundaries, but suffers from an unconscious Ego weakness. This "Ego-oriented character" is documented in 2005 in "Ich und Wir. Psychoanalyse des postmodernen Menschen" ("Living by the Manual. Ego-oriented Social Character – pathogenic Effects of globalization", International Forum of Psychoanalysis, 19(2), 2010, 84-91). In 2011 he published another social psychological book ("Der entgrenzte Mensch") that discusses the de-limitation of reality, work situation and personality and is focused on the unbounded self. To cope with unconscious weakness, the Ego-oriented social character prefers to replace all limited human powers by an enacted, virtualized and simulated personality.

Funk lectured for many years at the Universities of Bremen, Reutlingen and Fulda in Germany. Since 2013 he teaches at the International Psychoanalytic University (IPU) in Berlin. In the US, he lectured in San Antonio (1990), Washington (1994, 2000), New York (2000, 2006, 2017), Bloomington and Indianapolis (2004). For more than 30 years, he belonged to the Executive Board of the International Erich Fromm Society (<http://fromm-gesellschaft.eu/index.php/en/>); he is the director of the Erich Fromm Foundation and the Erich Fromm Institute Tübingen (<http://erich-fromm.org/en/>) and co-director of the Erich Fromm Study Center at the IPU in Berlin (<https://efsc.ipu-berlin.de/>).

| | | |
|--------------------|---|---|
| Session 1A: | Radical Humanism in the Tradition of Erich Fromm | Tuesday, July 12th 11:15 – 12:45, Room: 50101/1 (A) |
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‘Having’ and/or ‘being’ in society and business organizational contexts

John Mendy (University of Lincoln, UK)

In this paper, I investigate the seeming didactic of Fromm’s notions of mere ‘having’ (i.e. the destructive nature of what we value in life) or ‘being’ (i.e. the things that we actually, passionately pursue as a meaning giving in life) in four case examples from businesses and society. When Fromm developed the notions in his work ‘To have or to be’ in 1976 followed by ‘The Art of Being’ in 1989 it was intended to develop a conceptual framework to help in diagnosing and understanding the dynamics in current-day organizations and societies and communities in terms of the conscious, semiconscious and unconscious states or levels of having and being. Put differently, the notions serve as an appraisal to help us analyze/evaluate what is actually happening in us as beings (societal and organizational) but also serve as a guide of how to change ourselves in more creative and radical (but humanist) ways than what would have been permissible within our current state of instrumental ‘having’. Although the didactic nature of the divide might appear simplistic given the complex contexts in which present day organizations and society are in, it helps us surface and develop knowledge on the reductionist and didactic nature of things like instrumentalization vs humanizing, theory and practice, becoming creative vs becoming instrumentalized, being treated like a cog in an organization’s wheels vs being treated with dignity and respect and so on. To make sense of the rather more complex nuances and manifestations of ‘having’ or ‘being’ I examine how these have been produced in materialistic content in present organizations and society. By so doing, I extend Fromm’s depiction of ‘having’ and ‘being’ as I surface their various replications in current organizational and social contexts. Additionally, with the help of the four cases (two on ‘having’ and two on ‘being’), I develop insights into how these two constructs are being operationalized at various levels (individual, organizational and societal) via race, ethnicity and identity theory and enactment in present day society and business organizations. Perceptions of individual, organizational and societal identity facilitate these entities not only to conceptualize who or what they are (i.e. their ‘having’) but also who or what they are becoming (i.e. their ‘being’) as a way to bring to the fore the problematics, tensions and complexities involved in the conscious, semiconscious and unconscious internalizations and externalizations of the concepts in order to show the divide between what individuals, organizations and society wants to have (e.g. productivity and performance-driven) and what they are in practice (e.g. the instrumentalization of the ‘being’). As a way out, I provide an extension of ‘having’ or ‘being’ by 1) providing examples from society and business organizations where both notions exist alongside each other as an alternative narrative to Fromm’s originally apparent didactic piece; 2) an alternative narrative provides the basis for an updated (or amended) version of Fromm’s conceptualization and 3) a reengineering of how to internalize and externalize notions of ‘having’ or ‘being’ shows ways of actually practicalizing *both* constructs at work, in society and individuals’ lives (see four cases on race, ethnicity, identity and employment relations crises in current company and social contexts).

References

- Fromm, E. (2014). The essential Fromm: Life between having and being. Open Road Media.
 Fromm, E. (1997). On Being Human. London
 Weinreich, P. (1986). The operationalisation of identity theory in racial and ethnic relations. Theories of race and ethnic relations, 299-320.

Cultural criticism of social domination in contemporary capitalism: A dialogue between Erich Fromm and Christophe Dejours

Fabício Maciel (Federal Fluminense University, Brazil)

In this communication, I would like to outline a cultural critique of social domination in contemporary capitalism, through a dialogue between the works of Erich Fromm and Christophe Dejours. For Fromm, especially in his book "The sane society", social domination can be understood through his theory of social alienation, which he sophisticates, in addition to Marx, with the development of his normative humanism. This criticism allows Fromm to theorize the cultural foundations of the pathology of normalcy as the main sociological issue of contemporary capitalism. Its idea of social character allows us to perceive the specific human type that reproduces and naturalizes the typically modern relations of domination. On the other hand, Dejours' analysis, especially in his book "Souffrance en France: la banalisation de l'Injustice sociale", shows precisely how social domination becomes a culture in the daily practice of the business world and consequently of capitalism as a whole. Therefore, with his thematization of a psychopathology of work, Dejours realizes that social domination in capitalism is based on the daily construction of fear, on the part of the working class, and the trivialization of injustice by both dominants and those dominated in the hierarchy of work. This theoretical analysis is based on an empirical research underway in Brazil, about executives and their role in reproducing the moral hierarchy of work in capitalism. In this sense, both Fromm and Dejours attribute to executives an active role in trivializing social injustice in contemporary capitalism.

Productive orientations and risk taking in work

Sünje Lorenzen (Neubrandenburg University of Applied Sciences, Germany)

My presentation at the "Critical and Radical Humanist Work and Organizational Psychology - International Conference" in Innsbruck is on the relation of psychoanalytic social psychological, economic and social philosophical theoretical perspectives. With the approaches of the psychoanalyst and social psychologist Erich Fromm, the social and economic psychologist Marie Jahoda and the economist Joseph Schumpeter, I seek to show and develop the dialectic of productive orientation (A concept by Erich Fromm) and risk taking (A concept by Joseph Schumpeter) in work in a business psychological perspective. For an empirical clarification of my arguments, I use short text passages from interviews I have conducted. I am interested in the term "risk entrepreneur" as described and elaborated by the economist Joseph Schumpeter in his "Theorie der wirtschaftlichen Entwicklung" (1912) in an economic perspective. Risk entrepreneurs, risk taking and risk ventures are not only found in the field of economics. It can be found every work. Risk taking is about aspects of the desire for adventure and the desire for the artistic in everyday work. It is about a dialectic of a thirst for adventure and a thrive from anxiety, which can be found in every work, especially pronounced, as can be shown in risk taking in the economic field.

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| Session 1B: | Positions, Prospects, and Problems of Critical WOP I | Tuesday, July 12th 11:15 – 12:45, Room: 50105/2 (B) |
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How not to throw the baby out with the bathwater: From ‘blank’ to ‘troubled’ subjectivity in critical work and organizational psychology

Parisa Dashtipour (Middlesex University, London, UK)
 Duarte Rolo (University of Paris, France)
 Nathan Gerard (California State University, Long Beach, USA)

In this conceptual paper, we argue that in situating human subjectivity at work within broader political and social contexts, critical work and organizational psychology scholars should take care to not reproduce the problem of “blank subjectivity.” Defined as the inadequate theorizing of the psychological, the spectre of blank subjectivity haunts both mainstream and critical scholarship alike in their respective domains. We suggest that psychosocial perspectives can be used to develop in-depth understandings of the psychological that allow for a tension between the individual and the social-political without collapse of one into other. Although varied, psychosocial approaches share in offering a notion of “troubled subjectivity”. This notion problematizes the image of the human subject as “blank” in topics explored by work and organizational psychology. We conclude by applying a “troubled subjectivity” lens to the popular topic of motivation in WOP.

Which epistemology for which contributions of work and organizational psychology to society? Risks of normalization of research and practices.

Vincent Angel (Université de Bordeaux, Bordeaux, France)
 Jacques Pouyaud (Université de Bordeaux, Bordeaux, France)
 Davy Castel (Université Picardie Jules Vernes, Amiens, France)
 Yvon Miossec (CNAM, Paris, France)
 Brigitte Almudever (Université Toulouse – Jean Jaurès, Toulouse, France)
 Isabelle Faurie (Université Toulouse – Jean Jaurès, Toulouse, France)
 Christophe Demarque (Université Aix-Marseille, Aix-en-Provence, France)

We are a group of French researchers in Work, Organizational and Vocational Psychology. We would like to submit a digest of the second symposium that will take place during the next AIPTLF congress (Paris, 2020). In this presentation we will dispute the social consequences or social utility of our discipline’s epistemic foundations. Specifically, we will dispute the consequences of science as normalized thinking or of science as a social normalizer (of work and workers). One contribution, reviewing critical approaches of WOP combined with a multidisciplinary approach discusses methods, epistemology, and ethic defining norms and circumscribing frontiers of work, organizations and workers (Blustein, 2013; Hooley, Sultana, & Thomsen, 2017, 2018; Wong, 2015). This analysis, draws alternative histories of past and future forms of work, organizations and workers that have existed (Defourny & Nyssens, 2017; Polanyi, 1944). Another contribution, discusses the normative prescription of social and professional inclusion through the norm and legitimacy’s construction of employment and employability. A third one, questions the place of subjectivity of workers in WOP and the risk of its rationalization. Finally, the last one, suggests new well-being interventions based on a conceptualization of workers as active subjects. Through this symposium, we will debate about the pertinence of qualifying these perspectives as critical, as ethical or oppositional (Adorno, 1979; Butler, 2016; De Lagasnerie, 2017), and as counter-movements (Polanyi, 1954).

Transhumanistic and posthumanistic perspectives on work and organizational psychology – Overcoming or failing the radical humanist view?

Ralph Sichler (University of Applied Sciences, Wiener Neustadt, Austria)

Current discourses of philosophy discuss transhumanism and posthumanism as new and alternative perspectives for better understanding of the (post-)modern human condition. The contemporary conduct of human life is thoroughly entangled with technological solutions for daily or professional more and more intricate challenges. Further technological devices look like to be better problem solvers than human beings which at least artificial intelligence (AI) seems to have proven in recent times on several occasions. Transhumanism and posthumanism appear as critical continuation or as radical overcoming of traditional humanistic approaches we can find in philosophy and psychology from Renaissance to Humanistic Psychology. On the one hand they discuss topics like the human condition, education, gender, emancipation and such distinctions like individualism/collectivism, nature/culture by picking up and expanding the ways humanism has treated them. On the other hand they basically question and criticize anthropocentric concepts like human being, body and mind. Although both – transhumanism and posthumanism – show a distinctive understanding of the mentioned concepts, they widely agree that technological progress and particularly the way how human and technological affairs are currently intertwined should be taken into consideration when philosophical and anthropological questions such (1) what currently and in future means (the conduct of) human life and (2) how human life could be improved or enhanced (especially by using modern technology) should be replied. The aim of my paper is to apply the mentioned discourse on subjects and questions concerning the recent state of work and organizational psychology. With reference to the current change of occupational conditions which is roughly characterized by such terms as digitalisation, new work, work (or industry) 4.0, it will be demonstrated how the transformation of the world of work is termed, analysed and evaluated by humanistic, transhumanistic and posthumanistic approaches. Particularly it is intended to demonstrate that recommendations regarding humanisation of work and human enhancement differ subject to diverse metatheoretical perspectives given by traditional humanism, radical humanism, transhumanism and posthumanism.

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| Keynote 2: | Keynote Speech by Thomas Teo (Virtual) | Tuesday, July 12th 14:00– 15:00, Room: HS3 |
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Keynote: Subjectivity and Work

Thomas Teo (York University, Toronto, Canada)

After outlining a critical theory of subjectivity, which includes the notion of the entanglement of socio-, inter- and intra-subjectivity, the role of work in such a project is discussed. Traditional psychology is challenged because of its neglect of labor and interaction, whereas in philosophical approaches that emphasize the primacy of interaction, frequently examined as dialogue, conversation and narration, which form the basis of a relational ontology, the role of work is equally denied or ignored. It is argued that work (paid or unpaid) plays a significant role in the conduct of everyday life, and hence in subjectivity. Labor and associated categories such as wealth, money, debt, income inequality, dispossession, economic privilege, production, etc. hardly appear in reflections on subjectivity. Suggestions on how work could be understood from a philosophical perspective and integrated into a critical theory of subjectivity are presented. Issues of wealth as the result of work and its emerging mentalities (socio-subjectivity) are discussed, including a neoliberal mentality, anti- and deglobalizing subjectivities, and a fascist mindset. The case is made for the importance of a comprehensive theory of subjectivity in which the world is included.

Thomas Teo is a professor of psychology in the Historical, Theoretical, and Critical Studies of Psychology Program at York University, Toronto, Canada. He has been active in the advancement of theoretical, critical, and historical psychology throughout his professional career. His research has been meta-psychological to provide a more reflexive understanding of the foundations, trajectories, and possibilities of human subjectivity. He was born in London, England and earned his Mag. rer. nat. and Dr. phil. in psychology from the University of Vienna in Austria. From 1992 to 1995 he worked as a post-doc and research scientist at the Max Planck Institute for Human Development and Education in Berlin, Germany. He started his professional track at York University in Canada in 1996. He is co-editor of the *Review of General Psychology* (Sage), editor of the *Palgrave Studies in the Theory and History of Psychology*, and co-editor of the *Palgrave Studies in Indigenous Psychology*. He is former president of the International Society for Theoretical Psychology, of the American Psychological Association's Society of Theoretical and Philosophical Psychology (Division 24), and former chair of the History and Philosophy of Psychology Section of the Canadian Psychological Association. He is Fellow of CPA and APA. He has research record with more than 300 academic publications, refereed, and invited presentations. His research program contributes to the psychological humanities.

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| Session 2A: | Positions, Prospects and Problems of Critical WOP II | Tuesday, July 12th 15:15 – 16:45, Room: 50101/1 (A) |
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(Mental) Revolution in the air: A critical history of industrial psychology in early 20th century United States

Susannah Mulvale (York University, Toronto, Canada)

The poster uses text and graphical material to illustrate the results of a critical analysis of the books of two key figures in the early history of industrial psychology in the United States: Hugo Münsterberg's (1913) *Psychology and Industrial Efficiency* and Lillian Gilbreth's (1914) *Psychology of Management*. These texts mark the inception of industrial psychology in the US as one of the first fields of applied research. The second industrial revolution brought rapid technological changes that included the mechanization of workplaces, the implementation of scientific management, and the deskilling of work. Worker resistance to these changes was evident in high levels of participation in labour unions and strikes. Münsterberg and Gilbreth argued industrial psychology could help stabilize labour relations and normalize new forms of work. They emphasized that psychological research was value-neutral, lending it legitimacy, yet they took for granted that its aim should be to increase industrial profits and efficiency for the benefit of capitalists, rather than to advance the interests of workers. Münsterberg defended psychologists as exempt from deliberations about the ends to which research was put and his work unilaterally neglected the worker perspective. Offering a corrective to this neglect, Gilbreth's industrial program of workplace reforms on the surface promoted the well-being of workers, but the disciplinary and surveillance structures she proposed call her humanistic claims into question. Conceptions of work in Marxist theories offer alternative perspectives to those of early industrial psychology and can help with the imagination of a critical psychology of work today.

Critical positions in work and organizational psychology: Theoretical and practical considerations

Gazi Islam (Grenoble Ecole de Management and IREG, France)

Critical perspectives have been a marginal yet continued presence in work and organizational (W-O) psychology. Assessing critical scholarship in W-O psychology involves taking into account its diverse forms based on the background against which they occur. Moreover, as firms increasingly seek to integrate humanistic and "new age" elements into their human resource and marketing campaigns, critical scholarship must face processes of cooptation, normalization, and institutionalization, among others. How should critical scholars best take into account the contextual aspects of their critical discourses, to determine how, when and for what audiences they engaged in critique? Because many W-O psychologists work within business school contexts, this question takes specific resonance because many of our critical traditions are "imported" into management from adjacent fields such as sociology, philosophy, or psychology. The proposed session aims to interrogate how critical inquiry can best take into account its diverse contexts in its theoretical and practical realization. Comparing critical W-O psychology to the critical management studies tradition as a crucible in which various critical traditions have been mingled, reconfigured and redeployed across audiences, we discuss the relevance for critical W-O psychology in terms of theory and practice, as well as for the strategizing and institution building aspects of critical W-O psychology.

Is there right research in the wrong life? – A research presentation on activist well-being analyzing criticality and instrumentality in the research process

Laura Röllmann (Leipzig University, Germany)

The overarching goal of my PhD was to analyze how the well-being of people striving for social change could be fostered using knowledge from work and organizational psychology. On the one hand, adopting a radical humanistic stance, I wanted to promote the well-being of activists. On the other hand, I aimed to contribute to emancipatory social change by supporting activists to balance different spheres of their lives and enabling them to stay in activism on a long-term basis. I planned to carry out two studies for the assessment of activist well-being, create an evidence-based workshop designed for activist groups, and conduct an evaluation study that appraises the workshop. In the end, I conducted three quantitative studies on the relationship between proactive behavior and well-being in different work contexts (paid labor, family, activism). I will briefly touch upon the reasons for this change of plans and present the study on activist well-being (N = 163, from 29 activist groups). The focus of this presentation will be on the extent of criticality and instrumentality in the concrete case, and on the question of how criticality and instrumentality can and should be balanced in research. I am further going to address alienation in research processes and possible consequences for research results and the individual researcher. The presentation will bring up questions that each of us may face in the course of our research process. The discussion will be focused toward both pragmatic solutions and visionary prospects for the participants.

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| Session 2B: | Stratification, Marginalization, and Inequality at Work | Tuesday, July 12th 15:15 – 16:45, Room: 50105/2 (B) |
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Psychological stratification – and why we need to talk about it

Edina Dóci (Vrije Universiteit Amsterdam, Netherlands)

‘Are you pro-active, ambitious and confident? Then we need you for this job!’ We know that to be successful at work and reach leadership positions, one must be ambitious, pro-active, agentic, self-confident, perseverant and optimistic. In other words: to make it, one must be rich in psychological capital. It is no surprise that organizations look for ‘psychologically fit’ people in their selection processes. What is more unsettling is that work psychology scholarship has often stepped into the same logic, focusing its energy on trying to identify the psychological profile required for leadership and high-flying careers, rather than asking where that psychological capital might come from in the first place. Through its overly exclusive focus on individual psychological traits and its insufficient attention for the social basis of people’s personality and behaviour, dominant academic discourse internalizes the meritocratic assumption that power and status in organizations are vested in individuals who are inherently ‘fit for the job’ and thus, deserve it. As a result, some critical questions are rarely asked in WOP scholarship: Do all people have equal access to psychological capital? If so, then why those who have the psychological capital to rise high in organizations usually look the same (white, male etc.)? And what are the effects of having status, and being groomed for leadership, on one’s psychological capital? Might psychological capital also be the result of status, rather than only the basis for status? I argue that hegemonic WOP discourse ignores the elephant in the room: the systemic inequalities in people’s access to psychological capital. I postulate that there exists a psychological stratification system in organizations and society. In other words, there are systematic psychological inequalities that shape people’s chances for advancement in their careers. I suggest that these psychological inequalities follow the same demarcation lines as economic and social inequalities, which means that psychological resources are unequally distributed among people from different social classes, ethnic backgrounds, genders, and so on. The core idea is that belonging to high status, dominant social groups not only opens the doors for good connections, good jobs, wealth and a high quality life, but it also eases and supports the development of those psychological qualities necessary for the pursuit of these goals and for having successful and satisfying careers. Members of social groups that have higher status and more power develop higher levels of psychological capital than members of lower status groups, because they have better chances in life to achieve their goals, satisfy their needs and control their circumstances. Moreover, higher status people’s social environment is more likely to recognize their competences, cater to their needs, accept their dominance, and respond positively to their assertive and agentic behaviours in reaction to their higher (symbolic) status when compared to the responses that lower status people receive to similar behaviors. Consequently, one’s position in the social structure shapes one’s expectations, aspirations, plans, and behaviors, which in turn reinforce existing social structures and hierarchies. The relationship between the individual and the structure is, therefore, recursive in nature. In conclusion, I am calling for a sociological approach to be adopted to studying psychological capital.

Critical performativity in WOP: Challenging socially unsustainable organizational practice and imagining alternatives

Andy Brookes (University of Lincoln, UK)

Despite the extensive body of knowledge produced by critical scholars in both management and WOP it remains the case that socially unsustainable organisational practice is widespread. There is extensive evidence that socially unsustainable organizational practice has a direct impact on the health and morbidity of people working in organizations [6]. For example, the World Health Organisation recognises the phenomenon of work-related mental illness to the extent that burn out due to occupational factors is now included in the international classification of diseases. It is important to develop a deeper understanding of why socially unsustainable practices are so resilient and resistant to change [1]. Critical scholars recognise that inequality and injustice are deeply embedded, or institutionalised, in mainstream organisational practice and that the organisational elites that benefit from the prevailing situation have little incentive to change [3]. Is it ethically defensible for scholars to remain on the side-lines, simply building on this existing body of critique or is there a case for a critical performativity approach that seeks to have a greater real world impact [7]? This opens up the research agenda to involve work that explores, and experiments with, alternative organisational modes and forms that are socially sustainable and do not leave such destructive social footprints [2, 4, 5]. This paper will argue that if the explanations for the resilience of unsustainable organisational practice are primarily political then critical scholars need to adopt a more active and political approach for producing and disseminating knowledge [6].

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Are we missing inequalities within minority groups in the workplace? Migrant workers' perceptions of decent work and psychological capital*

Maha Yomn Sbaa (University of Bologna)

The impact of socio-structural factors and power relations on workers' experiences have been largely disregarded in Work and Organisational Psychology (WOP) research (Doci et al., 2022). Therefore, critical WOP researchers have recommended including the voices of workers whose needs might not be accurately represented in current research (Blustein et al., 2019; Bal & Doci, 2018; Fletcher & Beauregard, 2021). Recently, there has been a call for more attention to study the experiences of migrants in the workplace (Al Ariss et al., 2012; Binggeli et al., 2013) as they have been considered as a disadvantaged group in European labor markets (Butschek and Walter, 2014). In fact, migrant workers are often constrained by necessity, resulting in taking any eventual job to be able to economically support themselves and their families (Di Nuovo et al., 2022). A recent report on migrants' well-being in Italy (OECD, 2017) shows that migrants' employment rate and atypical working hours are worse than natives', reflecting poor decent work conditions. Although the Decent Work Agenda (ILO, 2008) emphasizes the importance of equity, fairness, and freedom from oppression in the workplace, a high level of incivility continues to be observed in the workplace (Flores, 2013; Fouad et al., 2016). According to the Psychology of Working Framework (PWF; Duffy et al., 2016) decent work focuses on the opportunity to obtain satisfactory work, and prospects for individual development, and social integration. In fact, decent work is likely to promote Psychological capital (Ferraro et al., 2017), i.e., the extent to which one believes in one's capacity to achieve goals, cope well with life's strains and shape life's circumstances in ways that satisfy one's needs (Luthans, et al., 2007). However, Doci and colleagues (2022) argue that Psychological Capital is unequally distributed among social groups (e.g., members that have higher status and more power have better chances to develop higher levels of psychological capital). In light of this, it is crucial when examining migrant workers, to account for other socio-structural factors that produce further inequalities within this population (e.g., educational gaps, socio-economic status, race, and religion). Through an intersectionality lens, this study seeks to investigate the extent to which migrant workers perceive their work to be decent and how these perceptions can affect Psychological Capital. Decent Work conditions will be measured through the Decent Work Questionnaire (DWQ) developed by Ferraro and colleagues (2018) and Psychological Capital will be assessed through the Psychological Capital Questionnaire (PCQ; Luthans et al., 2007). Both scales will be disseminated through an online survey using Qualtrics. Participants will be recruited through NGOs and associations working with migrants in Italy and Europe. The survey will be open to any third-country national working in the EU.

***Short presentation based on poster submission.**

The make-it-work woman: Work-based micro-marginalizations and psycho-discursive practices of self-othering*

Nilima Chowdhury (University of St. Gallen, Switzerland)

Critical feminist health scholars like Michelle LaFrance, Jane Ussher and Simone Fullagar have long been arguing that women's emotional distress is directly linked to restrictive gender norms, patriarchal social structures and sexism. While research has demonstrated that experiences of sexual abuse and gender-based violence are risk factors for developing various forms of emotional distress such as depression, anxiety and post-traumatic stress, the impact of regular, cumulative micro-marginalizations on women's wellbeing remains under-theorized and under-researched. Drawing on data from my doctoral research on young professional women's accounts of emotional struggles and depression at work (Chowdhury & Gibson, 2019; Chowdhury, Gibson & Wetherell, 2019) as well as preliminary data from a critical feminist cultural change intervention in three New Zealand-based organizations, I explore how a practice-based approach to theorizing subjectivity can link the gendered workplace with the intra-psychic. The 'gendered organization' is premised on the ideal of the white, middle-class, heterosexual, able-bodied, male worker and practiced accordingly (Acker, 1990; 2006). Women (and other marginalised groups) are thus regularly – and often by default – made to feel that they are lacking and do not belong. Blending dialogical self (Hermans, van Kempen, & van Loon, 1992) and practice theory (e.g., Gherardi, 2000; Reckwitz, 2002, Scheer, 2012) to extend commonly used definitions of 'work stress' based on the notion of micro-marginalizations, I propose that women's experiences of being devalued, overlooked or excluded at work engender particular dialogical processes or psycho-discursive practices of 'self-othering'. The resulting feeling of 'never being good enough', a recurring affective component in my participants' accounts, in turn provides the affective foundation for (organizationally valued or even expected) practices of heightened emotion and self-management which I have termed the make-it-work woman. Drawing on and at the same time reinforcing contemporary idealized femininities, which are rooted in neoliberal and postfeminist discourses, young professional women expend a considerable amount of mental and emotional resources on navigating unequal/discriminatory workplaces. By practicing the self in this way, women do not only carry a large part of the emotional burden of working in sexist environments but also (inadvertently) contribute to perpetuating gendering practices in organizations. I conclude the paper by discussing possible ways forward and suggest that organizational change agendas need to be located at the intersection of organizational and individual practices.

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***Pre-recorded virtual presentation.**

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| Session 3A: | Psychology and Ideology of the Neoliberal Workplace I | Tuesday, July 12th 17:00 – 18:30, Room: 50101/1 (A) |
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Hypernormalization in contemporary workplaces

P. Matthijs Bal (University of Lincoln, UK)
 Andy Brookes (University of Lincoln, UK)
 Dieu Hack-Polay (University of Lincoln, UK)
 John Mendy (University of Lincoln, UK)

This paper explores hypernormalization, or the normalization of absurdity, in contemporary society and workplaces. Hypernormalization was originally coined by Russian-born anthropologist Yurchak (2003, 2005) to understand the split between ideological discourse and practice in the last decades of the Soviet Union. In particular, Yurchak focused on the essential role of reproduction of form in maintaining hypernormalized practices. The perfect replication of ideological discourse in the late Soviet Union enabled the system to continue to exist until ‘it was no more’ (Yurchak, 2005). In the current paper, we extend the understanding of hypernormalization to describe the absurdities dominating in contemporary society and workplaces. Moreover, we develop an understanding of how hypernormalization is maintained at both collective and individual level through ideology and internalization. Ideological investment and internalization enable individuals to psychologically manage the discrepancies rising from the perpetual gap between authoritative discourse (e.g., companies’ commitment to climate action) and really-existing practices (e.g., companies’ continued investment in fossil fuels). We subsequently present three ways through which resistance to hypernormalization unfolds: first, problematization through counter-logics may shed light upon the absurdity of a practice. Second, resistance to absurdity is a necessary step out of hypernormalization. Third, imagination and experimentation may provide ways out of hypernormalized practices in the workplace. We exemplify our model through presentation of two illustrative cases on the hypernormalization of inequality in society and of bureaucracy in the contemporary university.

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Development and validation of an indirect control questionnaire

Maida Mustafić (FHNW University of Applied Sciences and Arts Northwestern Switzerland, Brugg, Switzerland)
 Michaela Knecht (FHNW University of Applied Sciences and Arts Northwestern Switzerland, Brugg, Switzerland)
 Cosima Dorsemagen (FHNW University of Applied Sciences and Arts Northwestern Switzerland, Brugg, Switzerland)
 Andreas Krause (FHNW University of Applied Sciences and Arts Northwestern Switzerland, Brugg, Switzerland)

In work sociology, indirect control is defined as a modern performance management practice based on specific organizational framework conditions (e.g., performance indicators, goals). Indirect control offers many opportunities for organizational and employee development and growth. However, it also bears risks of fostering self-endangering behavior and, thereby, of impairing the health of employees. Therefore, researchers and practitioners who apply organizational diagnostics as well as psycho-social risk assessments should consider the facets of indirect control. However, up to date, there is no adequate assessment instrument available. Therefore, in the current study we developed a questionnaire assessing indirect control based on the theory of indirect control, the action-regulation theory, and the job demands-resources (JD-R) model. Using manifest exploratory factor analyses, latent confirmatory factor analyses and correlations, we constructed 46 items reliably assessing 16 facets (3 regulation demands, 6 regulation resources, and 7 regulation hindrances). Convergent and discriminant validity was established with psycho-social risks, leadership, work engagement, and health indicators. The questionnaire allows new insights into health impairment and motivational processes in modern work organizations.

Measurement of neoliberal ideological beliefs: Dimensions, correlates and critical outlook

Thomas Höge (University of Innsbruck, Austria)

Severin Hornung (University of Innsbruck, Austria)

Christine Unterrainer (University of Innsbruck, Austria)

Providing critical momentum for the Future of Work and Organizational Psychology movement, a notable achievement has been to spark debate within the European Association of Work and Organizational Psychology regarding pervasive and widely unchallenged influences of neoliberal ideology on contemporary workplace practices and research. Building on this conceptual debate, the presented work outlines the development, psychometric properties and empirical correlates of a new self-report measure for analyzing the psychological internalization of socially corrosive neoliberal ideological beliefs. Theoretically, the questionnaire is based on the three-dimensional conceptualization of neoliberal “political logics” by Bal and Doci (2018), capturing personal beliefs regarding (1) instrumentality, (2) individualism, and (3) competition. In contrast to neutral definitions that conceptualize “ideology” as every system of beliefs structuring reality and integrating collectives, we refer to ideology as body of meanings and practices that encode certain interests relevant to social power (e.g., Eagleton, 1991). Neoliberal ideological beliefs are the internalizations of these “political logics” of neoliberal ideology at the individual level. The presentation will include a brief description of the multi-stage development process of the instrument and present the final 18-item version. Factor structure and psychometric properties were tested in two samples of $N = 664$ and $N = 1,017$ employees in Austria and Germany. Additionally, we included scales measuring a broad set of hypothetically convergent and discriminant constructs. Exploratory and confirmatory factor analyses corroborated the three-dimensional structure. Moreover, we identified characteristic positive and negative correlations with convergent and discriminant constructs: i.e., ideologies of market competition and shareholder interest, emphasis of self-interest vs. other-orientation, self-reported prosocial and moral behavior, economic system justification, social dominance orientation, discrimination and group-focused enmity, economic system justification, counterproductive work behavior, interpersonal trust, pro-environmental attitudes, political left-right self-placement, and the dark triad personality (narcissism, Machiavellianism, psychopathy). A limitation of the study is that the samples were not representative for the employed population of Austria and Germany. Moreover, the applied quantitative approach is only addresses the “political logic” of neoliberal ideology but not the more unconscious aspects of ideology like the “fantasmatic” or psychodynamic logics (see Bal & Doci, 2018; Glynos, 2008). We will present an outlook foreshadowing the development of a complementary second measure, addressing dialectically opposed humanistic ideals of emancipation, individuation and solidarity. Moreover, we will cast a spotlight on other methodological approaches to analyzing the internalization of neoliberal ideology, especially with regard to the deeper “fantasmatic” or psychodynamic logics of neoliberal ideological belief systems. We therefore argue for an epistemology of methodological pluralism in critical research of work, organizational, and economic psychology, which considers and tries to compensate or reconcile the particular limitations of quantitative and qualitative approaches as well as their specific strengths. The developed scales for measuring neoliberal ideological beliefs are intended to help to fill a gap between the extensive and rich conceptual literature on neoliberal ideology and the very few empirical studies on this topic in working contexts. Thus, the presented work contributes to efforts to expand empirical knowledge about the potential detrimental and socially corrosive consequences of neoliberal ideology and to promote the development and implementation of alternative ways of organizing, managing, working and living.

References

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| Session 3B: | Symposium: Precarious Employment | Tuesday, July 12th 17:00 – 18:30, Room: 50105/2 (B) |
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Symposium: Precarious employment from the perspective of the subject: Lessons learned for humanization of work and social justice

Organizers / Chairs:

Lisa Hopfgartner (University of Innsbruck, Austria)

Christian Seubert (University of Innsbruck, Austria)

Precarious forms of employment and their negative consequences for employees' health and well-being as a side-product of neoliberal market orientations have widely been ignored by work and organizational psychologists (WOP). Hence, scientific research from a psychological perspective is largely lacking, whereas sociologists have taken up the debate on precarious employment. With the advent of neoliberalism, so-called standard employment relationships continuously eroded in Europe, while atypical forms of employment, deunionization, insecurity, and social inequality increased worldwide. As researchers in WOP we feel committed to a humanistic perspective on work from the employee's point of view. It is therefore important to shed light on the complex intertwining of neoliberalism, precarious forms of employment and their subjective experiences in various jobs, organizations, industries, countries, and societies. This symposium contributes to a critical perspective of WOP by presenting, on the one hand, studies that examine different aspects of precarious employment with different approaches and data sources (quantitative longitudinal panel data, interview data, documents) from the perspective of the subject. On the other hand, the contributions try to reveal how WOP failed to critically reflect neoliberal ideology by focusing mainly on privileged and higher-income workers. First, Czilczler, Seubert, and Hopfgartner performed an empirical test of a comprehensive model of precarious employment, encompassing objective conditions, subjective experiences, and individual health- and work-related outcomes, using longitudinal panel data representative of the German working population. Two qualitative studies examine aspects of precarious employment, one in non-medical hospital staff, i.e., cleaners, textile suppliers, and food suppliers (Kößler) and one in migrant live-in care work in Austria (Hopfgartner, Sprenger, & Seubert). By analyzing social justice with a critical perspective, McWhirter and McWha-Hermann identify conditions (e.g., precarious work, neoliberalism) that perpetuate the status quo and restrict progress toward social justice for all. The authors call for critical consciousness in research and practical WOP. We discuss lessons learned for the future of WOP aiming to focus more on humanization of work and to uncover neoliberal ideology in research in order to enable social justice and decent working conditions for workers all around the globe.

What makes work precarious? Identifying indicators for precarious employment

Carla Czilczer (University of Innsbruck, Austria)

Christian Seubert (University of Innsbruck, Austria)

Lisa Hopfgartner (University of Innsbruck, Austria)

Labor market changes of recent decades have established insecure, atypical employment relationships and, concomitantly, increasing displacement of standard employment relationships. As these changes are associated with increased precarization risks, the concept of precarious employment has gained relevance, although it is by no means clear what is meant by "precarious". Previous research proposes conceptualizations of both objective characteristics of precarious employment relationships and associated subjective experiences. In our study, we first point out commonalities and differences among those concepts. Then, we address the identification of relevant characteristics of precarious employment empirically based on representative, longitudinal data of two Working Time Surveys with a two-year time lag made available by the German Federal Institute of Occupational Safety and Health (Bundesanstalt für Arbeitsschutz und Arbeitsmedizin; BAuA), encompassing a total of 23,000 participants. The emerging model was tested using structural equation modeling. Consistent with earlier work, we identified employment insecurity, gross earnings, and lack of workplace rights as main objective indicators. Regarding subjective dimensions, we identified indicators representing reproductive–material, social–communicative, legal–institutional, status and recognition, as well as meaningful–subject-related dimensions. Preliminary results of cross-sectional and longitudinal analyses showed direct associations of objective and subjective indicators of precarious employment with participants' psychosomatic and mental health and with their ability to work. Indirect pathways will be further examined. While previous empirical studies predominantly focused on single aspects of precarious employment, we build on multidimensional conceptualizations to gain a more comprehensive understanding of the relevant factors that constitute precarious employment over time. With individual experiences assessed differentially, our future aim is to examine how exactly specific conditions affect individual perceptions to both identify early-warning subjective indicators and unfavorable objective conditions. Together, this allows for more clarity in the abundance of concepts surrounding precarious employment.

Fighting COVID without an economic "mask"

Franziska J. Kößler (Humboldt-Universität zu Berlin, Germany)

The COVID crisis exacerbates social inequalities and affects precariously employed workers, the industrial reserve army that often covers short-term or seasonal work demands, especially hard. While the COVID crisis reduced many job opportunities for precariously employed workers, e.g. in the gastronomic and tourism sector, other sectors, e.g. the healthcare sector, intensified and extended work or sometimes even sought additional workers. However, the latter jobs are often associated with a higher virus exposure and are therefore associated both with an increased infection risk and additional burdens due to corresponding protection requirements. Thus, due to the COVID crisis these workers simultaneously face an economic threat (i.e., unemployment) and a health threat (i.e., Sars-CoV-2-infection) and are forced to choose between being (further) employed or protecting their health. Such an employment-health dilemma (EH dilemma) does neither uniquely occur during the COVID crisis nor uniquely with precarious workers in healthcare, but this specific constellation can exacerbate its intensity. This study explores how the EH dilemma, COVID-specific stressors, and precarious employment affect these workers' physical and mental health. For this purpose, we will conduct 60 semi-structured interviews with precariously employed workers in hospitals of three different non-medical occupational groups with different levels of virus exposure (cleaners, textile suppliers, and food suppliers). Interview manuals will be collaboratively developed with the works council and analyzed using qualitative content analysis. At the conference, we will present and discuss preliminary results of these interviews with a focus on the conceptual underpinnings and materialistic aspects of the EH dilemma.

Subjective experience of precariousness in migrant live-in care work in Austria

Lisa Hopfgartner (University of Innsbruck, Austria)

Christian Seubert (University of Innsbruck, Austria)

Franziska Sprenger (University of Innsbruck, Austria)

Jürgen Glaser (University of Innsbruck, Austria)

The care of elderly people in Austria has usually been the family's, more precisely, the woman's responsibility. As an increasing number of women stepped into employment during the transition to the 21st century, this job now shifted predominantly to women from Southeast Europe. Since the 1990s, a transnational market has evolved that continues to attract migrant care workers mainly from Romania and Slovakia. For a long time, this market has been hardly regulated by politics. However, since 2007 live-in care work has been legalized by law, but the majority of live-in care workers is self-employed, which makes labor law and social protection hardly applicable. By 2020, over 60,000 migrant live-in care workers were registered in Austria (Austrian Economic Chambers, 2020) most of them are from Romania. In our study, we examined migrant live-in care workers' subjective experiences of work-related precariousness by using a five-dimensional (reproductive–material, social–communicative, legal–institutional, status and recognition, meaningful–subject-related) concept of precarious employment as framework. We conducted semi-structured interviews with seven live-in care workers from Romania and analyzed the interview data by using thematic analysis. The findings may serve as both a starting point for larger-scale quantitative studies and provide valuable information for politics, activists, and organizations supporting migrant live-in care workers.

Social justice and career development: Progress, problems and possibilities

Ellen McWhirter (University of Edinburgh, Scotland)

Ishbel McWha-Hermann (University of Edinburgh, Scotland)

Drawing on scholarship in the fields of vocational and industrial/organizational (VIO) psychology, we propose a definition of social justice and assess progress and problems in achieving it. Using a critical psychology lens, we find that the historical focus on higher-income settings and workers with relatively privileged status reflects the neoliberal underpinning implicit in most VIO psychology. We identify six marginalizing conditions which act at macro levels to perpetuate the status quo and restrict progress toward social justice: group bias, forced movement of people, poverty, unemployment and precarious work, lack of decent work, and neoliberalism. We highlight the importance of unpacking issues of context, power and perception implicit in extant research, and draw attention to the multiple ecological levels across which social justice operates. Attending to these issues, a set of recommendations and agenda for future research are proposed which challenge the field to 1) extend the scope of the locations and ecological levels at which research and practice are carried out, 2) highlight who is and is not served and benefitted by research and practice, and 3) question the underlying values and ideological assumptions of existing VIO research and practice. We call for greater critical consciousness amongst VIO psychologists in order to ensure the relevance and benefit of our research and practice for all workers around the globe.

Abstracts – Conference Day 2 – Wednesday, July 13th

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| Keynote 3: | Keynote Speech by Ruth Yeoman | Wednesday, July 13 th 09:00– 10:00, Room: HS3 |
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Keynote: Meaningfulness and Organising for Sustainable Futures

Ruth Yeoman (University of Oxford, UK)

Humanity has disrupted the ecological conditions for life upon earth. To maintain complex civilisation within planetary boundaries, we must secure a whole ‘system of systems’ transformation of our activities. Successful transition demands that we act together through our many public, private and civic organisations. I shall explore the ethical dimensions of making organisations that can help us improve our collective decision-making and at the same time become persons whose acting and being is consistent with the sustainability imperative. I shall outline a human capability for ethical organising – a capability for collectively creating organisations with the capacity to mediate improved decision-making rooted in relational modes of being. A human capability for ethical organising is directed towards making organisations that generate life-value, or those resources by which we cultivate the relational and material conditions for stewarding and sustaining all living beings and things. The ‘value of meaningfulness’ and ‘mutuality as an organising principle’ afford conversion factors for translating our general “will to form” into a human capability for ethically desirable organising. Meaningful work provides action contexts for people to discover, protect and develop values that matter to them. The moral value of meaningfulness is also productive for breaking into vicious cycles of corporate alienation that prevent the emergence of organisations as collective moral agents, characterised by integrity and empathy. I shall conclude that we need a fresh democratic dispensation – one that covers our associational life across all fields of endeavour.

Dr Ruth Yeoman is a Fellow of Kellogg College, University of Oxford. Her research focusses on meaningfulness and mutuality in work, organisations and systems. Ruth has published two monographs: *Ethics, Meaningfulness, and Mutuality* for the Routledge Studies in Business Ethics (2020), and *Meaningful Work and Workplace Democracy: a philosophy of work and a politics of meaningfulness* for Palgrave Macmillan (2014). She is co-editor of the *Oxford Handbook of Meaningful Work*. At Kellogg College, she managed the Centre for Mutual & Co-owned Business. For Oxford’s Said Business School, she established the Mutuality in Business programme. She was, until recently, an Associate Professor of Business Ethics at Northumbria University. In 2021, as Senior Visiting Fellow at the Humanities and Social Change Centre, the Humboldt, she commented upon Professor Axel Honneth’s Benjamin Lectures.

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| Session 4A: | Alternative and Emancipatory Organizational Practices I | Wednesday, July 13th 10:15 – 11:45, Room: 50101/1 (A) |
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The situation of work and organizational psychology in Austria – work with obstacles

Andrea Birbaumer (Society of Critical Psychologists / Gesellschaft kritischer Psychologen und Psychologinnen, GkPP)

The legal framework or the lack thereof – which will be outlined briefly – perpetually create extremely precarious working conditions in legally gray areas for work and organizational (W/O) psychologists. A look at the practical activities of colleagues in various occupational fields aims to demonstrate where there is a need for action to sharpen the portrayed image of the professional field, to improve the framework conditions, and to provide legal protection. As a professional association for psychologists, the Austrian Society of Critical Psychologists (Gesellschaft kritischer Psychologen und Psychologinnen, GkPP) has been working on these issues for years and is vigorously pursuing the anchoring of W/O psychology in various legal materials. The "Certification W/O Psychology" by the professional associations and the respective trainings offered are proof of the successful attempt to set quality standards and to promote seriousness and transparency for years- "a seal of approval - but nothing more!". A workshop on "Stories from the practice of W/O psychologists" as well as from the professional-political and qualification practice could be a contribution from the working reality, which complements well the critical discussion of theories in the context of the conference.

Ethics in occupational health and safety – experiences from practice

Sylvia Rothmeier-Kubinecz (Allgemeine Unfallversicherungsanstalt, AUVA, Vienna, Austria)

At present, the rapid development of networked artificial intelligence (AI) leads to a radical rethinking of the worker's interaction with technology. The answer is more than ever a new and humane design of the interface between person, technology and organisation. The drastically more interwoven interaction with technology makes it necessary to take a much more detailed look at the effects on people's thinking, knowledge and actions. Whether we are talking about autonomous vehicles or the so-called deserted plants, there are undoubtedly activities that should be taken away from humans because they are monotonous, stressful or dangerous. The notion "ethically acceptable" is an implicit, but not an established category in occupational health and safety. The question is, whether there should be undertaken efforts to establish this category. Furthermore it is an undeniable fact that computers, as long as they remain tools used by humans, are supportive and helpful. However, what really is helpful for workers, what should remain within their effective range and what should be excluded is rarely discussed with psychologists or other experts in occupational health and safety. Practice shows that not everything technically possible is also ethically permitted. The question will be investigated why we are nevertheless so technology-believing, considering so little the effects on the human being. Besides blind faith in technology, one possible reason is that the "psychological" aspects of the activity are all too often forgotten, and conceptual confusion does the rest.

Oldies but goldies: Timeliness and relevance of sociotechnical systems design in times of digital transformation

Wolfgang Kötter (GITTA mbH, Gesellschaft für interdisziplinäre Technikforschung Technologieberatung Arbeitsgestaltung, Berlin, Germany; University of Innsbruck, Austria)

Socio technical System Design (STS) is a term and an approach to systems design dating back to the 1940 's and Early 1950's, when Eric Trist, Ken Bamforth and Fred Emery found out, that a new technology in coal mining developed and implemented without participation of the miners failed, while the same technology after involvement of the miners led to both higher productivity and better working conditions. Key messages and arguments of this contribution: 1. The STS-approach now exists since more than 70 years, but its relevance is still increasing, and in times of the ubiquity of Internet of Things/Internet of Everything, Big Data, AI-based automation etc. etc. it is more timely than in any time before. 2. The key challenge in combining or even uniting the STS approach and the perspective of radical humanist and democratic work and organizational psychology is the use of prospective task design as a source and guideline for Sociotechnical Requirement Engineering. 3. The human and ergonomic design of work systems in times of Lean Digitalization/Cyber Physical Production Systems (CPPS), AI-based automation and the so-called digital transformation of economy and society (including new ways and levels of mobile, flexible and hybrid work processes and systems) leads inevitably to the definition of minimal degrees of freedom for task allocation, process and organization design on the system of systems - level. At least these three aspects will be covered and discussed.

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| Session 4B: | Critical Perspectives on Meaning at Work | Wednesday, July 13th 10:15 – 11:45, Room: 50105/2 (B) |
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Meaning at work – private matter or organisational corrective?

Tatjana Schnell (MF Specialized University, Oslo, Norway; University of Innsbruck, Austria)

Workers are increasingly asking questions about the meaning of their work, thus challenging the neoliberal model underlying the organisation of work and economy. According to research undertaken in the Global North, it was the Millennials who first resisted the prevailing ideology, while today employees of all ages expect their work to be meaningful. And it is not a "luxury good" that only academics demand. Meaningful work is operationalised in terms of significance, coherence, purpose, and belonging. Who profits from my work? Is it coherent with my values and life plan? Can I identify with my organisation's goals? Am I seen and valued as a human being at my workplace? The fact that more and more people are asking these questions holds a great potential for change. Employers who are unable to honestly address them face problems in recruitment, retention and job satisfaction. Yet, a large proportion of managers cling to the narrative of economic success being the ultimate goal of any organisation, leaving common good and worker-centred concerns secondary. They blatantly ignore that the organisation of work affects life realities at all levels: corporate, private, societal, global and ecological. Instead, the rationale of utility and the (alleged) desire of the customer are invoked as guiding principles. Based on a published dispute (*Arbeit und Arbeitsrecht*, 5/22, p. 40-43) between manager Dr Bodo Antonic and the speaker (Tatjana Schnell), this session invites the audience to examine the significance of meaningful work and to discuss whether, where and how it can contribute to a humanisation of work, and a transition towards sustaining life on this planet.

Money never loves you back: Subjective meaning-making of life, love, and work

Johanna Lisa Degen (European University of Flensburg, Germany)

Francesco Tommasi, (University of Verona, Italy)

P. Matthijs Bal (University of Lincoln, UK)

This research originates from observations in the therapeutic practice with subjects on career tracks and their suffering from the consequences when work and private life are put against each other under neoliberal conditions of life. 15 narrative stories are analyzed using the method of crystallization to reconstruct subjective reasoning and meaning-making behind seemingly absurd actions, like purposefully missing the birth of the own children in favor of everyday work incidents. The findings reveal striking interrelations of the subjects' meaning of and relationship with work, including significant effects on relationship formations in friendship, romance, family, and marriage, where neoliberal shaping of the career trajectories become threats to community and humanism; Firstly, such threats are constituted on a pragmatic level, where work becomes the technical core of life through focus, time, dedication, and overall personal investment. Secondly, on an emotional and affective level, the emphasis on work and the career becomes a threat to the private and the social self, where loyalty, identification, and (romantic) love are projected into the relationship with work and the workplace. The findings are discussed against a critical theoretical background of Erich Fromm and aim to move beyond the stereotypical division of society in supposed perpetrator-victim causalities, usually blaming managers for their actions, to instead elaborate understandings of (all) subjects' reasonable mode of being in restrictive contexts. Finally, we aim to formulate questions about possible measures and practices toward a humanist order of life, love, work, and society.

To live a decent life: A critical perspective on meaningful work through literary fiction analysis

Francesco Tommasi, (University of Verona, Italy)

Johanna Lisa Degen (European University of Flensburg, Germany)

P. Matthijs Bal (University of Lincoln, UK)

Given its positive implications at the workers, organizations, and societal level, the phenomenon of meaningful work is receiving considerable attention by scholarly authors and practitioners. The literature in the field has seen an extensive spread of contributions referring to different disciplines. However, the expanding views on meaningful work conceptualizations reflect a certain level of contestations between authors in the field. This paper investigates the phenomenon of meaningful work and interrogates the complexity and variety of ways by which meaningful work can be experienced. To pursue these aims, the paper presents an analysis of Primo Levi's *The Wrench* and relates to it as a means to extend the knowledge on the subject of meaningful work in the context of work and organizational psychology. Levi's fictional novel is an explicit attempt at proposing an emancipatory account on the meaning of work, in which the author advances the idea that work is meaningful independently of individual experience and social representations. As such, work is conducive to human flourishing and makes life worth living. Drawing on this ideal of work, the analysis illustrates the organizational and institutional duties and responsibilities for meaningful work.

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| Session 4C: | Workshop: Developing a Checklist-Tool for Criticalizing Research | Wednesday, July 13th 10:15 – 11:45, Room: 50109/3 (C) |
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Workshop: Developing a checklist-tool for criticalizing research

Laura Röllmann (Leipzig University, Germany)

P. Matthijs Bal (University of Lincoln, UK)

Severin Hornung (University of Innsbruck, Austria)

Zoe Sanderson (University of Bristol, UK)

Promoting critical research in WOP. While academics generally agree that the goal of universities is to train students for reflective and critical thinking, we as WOP psychologists often do not aim for the same objectives in our research. We believe that it is our responsibility as work psychologists to be critical of workplace affairs. Differences in power and resources define employees' organizational experiences and trajectories, and workplace inequalities manifest in organizational structures and are reproduced by organizational practices. Individuals' psychological experiences and behaviours are integral parts of these systemic processes. In our research, we must critically reflect on the individual's role within these systemic processes and the effects of these processes on the individual. As WOP researchers, we have responsibility to respond to societal problems and normative concerns in the workplace. However, how do we get closer to this? — Searching concrete steps towards a more critical future of WOP. Many of us find themselves stuck in the dilemma of wanting to promote more critical WOP research but working in a system that does not foster such research or even teaches what such research might look like. We therefore developed a checklist that researchers can apply to their own research at every stage of the research process to see if they could make decisions in favor of a more critical contribution. It is still work in progress. The workshop aim is, following from the participants needs for criticalizing their research, to present the current state of the checklist, familiarize with it, and to collaboratively work on its further development as well as on additional ways for spreading it.

In case you want to have a look at it beforehand, the checklist can be found here:

https://www.researchgate.net/publication/335928062_Checklist_for_Researchers_Interested_in_Conducting_Critical_WOP_Research

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| Keynote 4: | Keynote Speech by Martin Parker (Virtual) | Wednesday, July 13th 13:00 – 14:00, Room: HS3 |
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Keynote: Can CWOP Learn from CMS?

Martin Parker (University of Bristol, UK)

Thirty years ago, I happened to be becoming a management academic in the UK at a time when Critical Management Studies was becoming a thing. Historical accident, that's all, but it gave me a view on the invention of a sub-discipline, as well as some opinions about what has worked and what didn't. Hence this talk. A message in a bottle from the past of the CMS to the future of CWOP. In my talk, I will discuss the institutionalisation of CMS, through conferences, journals, book series and so on. In that sense, CMS has been an academic success, but there are some big questions about its impact more generally. After all, it doesn't seem to have altered the trajectory of most business schools, most of the time, and even in the UK (where it is arguably strongest) it is mostly marginal and sometimes even actively expelled. More widely, there is little evidence that CMS has informed practice in organizations, or public policy, or political manifestos. After thirty years, has it made much difference 'outside' the academy? Can CWOP do better - be academically credible and have demonstrable impact on the practice of occupational psychology?

Martin Parker is Professor of Organization Studies at the University of Bristol School of Management and Lead for the Inclusive Economy Initiative. His recent books are 'Shut Down the Business School' (Pluto Press 2018), 'Anarchism, Organization and Management' (Routledge 2020) and 'Life After Covid19' (University of Bristol Press 2020).

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| Session 5A: | Psychology and Ideology of the Neoliberal Workplace II | Wednesday, July 13th 14:15 – 15:45, Room: 50101/1 (A) |
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Effects of corporatized customer abuse on customers and employees

Martin Morf (University of Windsor, Canada)

An analysis of corporatized customer abuse (CCA) from the perspective of the divide between "subjective" (phenomenological, human experience oriented) and "objective" (scientific, observation-oriented) approaches. The particular variant of this divide deployed here is that between the poles concrete and abstract. Customers (consumers, clients) are presented as 'subjective' and concrete individuals, corporations as abstract legal entities operating on the basis of data, reason, procedures, contracts, and regulations. A mismatch between the needs of customers and corporations is identified and attributed in substantial part to the concrete flesh-and-blood nature of the former, the abstract nature of the latter. This mismatch is illustrated by close and literal reading of specific clauses of contracts which corporations routinely require customers to accept, increasingly with the explicit affirmation that they "have read and understood" what are typically lengthy documents replete with legal terms and convoluted phraseology few will have read and fewer will have understood. Two potential consequences are examined: first, the cynicism on the part of disaffected customers facing corporations which point to obscure clauses in their contracts and second, the conflict between specific personal and abstract corporate values experienced by a corporation's frontline employees selling its services and products and handling customer relations. Some efforts to contain corporate overreach on the part of academics, WOP and other professionals, legislatures, and consumer protection organizations will be reviewed.

Invisible struggles between competition and collaboration – Narrative constructions of success and dealing with uncertainty in the workplace

Thomas Kühn (IPU International Psychoanalytic University, Berlin)

Helen Stokes (University of Melbourne, Australia)

We will draw on a series of qualitative interviews conducted in 2016 with young people (aged 26 – 30) in five metropolitan areas in Germany who had completed post graduate qualifications in the last five years and had been in the workforce for at least three years. This research explores how young people develop affiliations with different work cultures (both competitive and collaborative) that then defines how they construct their identity as a worker and their sense of belonging in the workplace within a context of global risk and uncertainty. We focus in particular on the way in which success is reflected and taken as a reference for one's own career development. Different modes of how the relationship between collaboration and competition is seen become apparent. Even if the young adults do not identify any obvious conflicts between the perceived need for good teamwork and a simultaneous competitive orientation, the interviews reveal breaks and tensions that the interviewees are not aware of. We critically examine this finding against the background of alienation, normative subjectivation and hegemonic neoliberal success narratives. In doing so, we show, for example, to what extent an apparently harmonious cooperation and associated team spirit are to be understood as a result of existential threats from uncertain social conditions and associated implicit norms of competition and prevent rather than promote the expression of genuine shared feelings and the development of a participative organizational culture.

Testing the learning hypothesis of the challenge-hindrancer stressor framework for workload and cognitive demands

Lars Uhlig (University of Graz, Austria; Maastricht University, Netherlands)

Bettina Kubicek (University of Graz, Austria; Maastricht University, Netherlands)

Ute Hülshager (Maastricht University, Netherlands)

Christian Korunka (University of Vienna, Austria)

Roman Prem (University of Graz, Austria)

The challenge-hindrancer stressor framework has been criticized for focusing too strongly on the appraisals of stressors, while disregarding their objective characteristics. In this study we build on action regulation theory to propose that, unlike suggested by the challenge-hindrancer stressor framework, only cognitive demands are beneficial for learning while workload hinders learning. Further, we examine whether the context variables job control, the level of a stressor, and the type of occupation shape the proposed effects of challenge stressors on learning, motivation, and strain. Results based on 417 independent samples collectively including 319,306 individuals showed that workload was negatively related to learning and motivation and positively related to strain. Cognitive demands were positively related to learning and motivation and negatively related to strain. For care and social worker and for measures of overload, detrimental effects of workload were stronger. We found no significant moderations effects for country-level job control. Taken together, we did not find the suggested pattern of challenge stressors with simultaneous beneficial and detrimental effects for neither workload nor cognitive demands. Further, our findings suggest that a more nuanced theoretical approach that incorporates context variables is needed to predict the effects of challenge stressors.

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| Session 5B: | Alternative and Emancipatory Organizational Practices II | Wednesday, July 13th 14:15 – 15:45, Room: 50105/2 (B) |
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In between mindfulness and daydreaming: Otium at work and in the leisure time

Erika Spieß (LMU Munich, Germany)

Julia A. M. Reif (Universität der Bundeswehr München, Germany)

Johannes Arendt (LMU Munich, Germany)

In a state of otium, people elude the strict corset of time that often prevails at work. However, given recent developments in the world of work and increasing digitalization, it is becoming more and more difficult to find otium. This also holds for leisure time, which is more and more characterized by performance standards and competition. In industrial and organizational psychology, the topic of otium has been largely neglected to date. The term “otium” (German: “Muße”) appears in traditional industrial psychology in the form of “idleness”, as a negative counterpart to work performance. A construct that might be related to otium is mind wandering. Mind wandering or “daydreaming” is a psychological state in which a person’s thoughts deviate from the actual task. Mind wandering, in a work and organizational context, is discussed as a counterpart to “mindfulness” and is often associated with negative performance-related consequences, although mind wandering can also lead to creative results. Otium represents an opportunity to approach things at work and in leisure time with more composure and creativity and thereby to gain more freedom and quality of life. The incremental value of otium for work and organizational psychology could thus consist in a non-functionalistic approach that suggests more serenity and freedom from purpose. Future (work and organization) psychological research should therefore devote to the conceptualization, theoretical and empirical examination of the construct “otium”.

Socio-moral climate in the hospital

Cornelia Strecker (Humane Arbeit GmbH – human-oriented work solutions; University of Innsbruck, Austria)

Thomas Höge (University of Innsbruck, Austria)

Stefan Höfer (Medizinische Universität Innsbruck, Austria)

In the hospital work setting, multi-professional collaboration is crucial for a meaningful success of the work and the health of patients and employees. One example is to make ethically correct decisions. A positive socio-moral working climate can provide a supporting organizational resource in this regard. The socio-moral climate (SMC) is conceptualized as part of the organizational climate including five dimensions (e.g., reliable appreciation and support, open and free communication, participative cooperation), which are able to promote (moral) personality development and health of employees. It has never been examined in a hospital work setting, nor have relevant influencing factors and effects been examined in this setting before. To address these issues we conducted a quantitative survey on SMC with N=217 hospital physicians in Austria and developed a SMC observation tool. The observation of SMC was applied in three different medical disciplines. Furthermore, eight interviews were conducted. Analyses of the SMC observation showed a satisfying observer agreement and the SMC total values per discipline corresponded with the results of the quantitative survey. Interview and survey results showed the importance of the SMC dimension “reliable, constant appreciation and support” for motivation and health outcomes. Identified antecedents of the SMC were leadership styles and the understanding of hierarchical levels. We innovatively developed and conducted a comprehensive mixed-methods study on SMC in hospitals, based on a theoretical concept of moral competence anchored in philosophical humanism. Moreover, the findings provide interesting approaches for personal (moral) development and (organizational) well-being of employees, both, for research and practice.

Erich Fromm and the humanist transformation of the workplace: Does the Economy of the Common Good foster the productive social character orientation?

Sebastian Bobeth (IPU International Psychoanalytic University Berlin, Germany)

Thomas Kühn (IPU International Psychoanalytic University Berlin, Germany)

Rainer Funk (IPU International Psychoanalytic University Berlin; Erich Fromm Institute Tübingen, Germany)

Erich Fromm's transformation theory follows the vision of a socio-economic system based on principles of humanism. To judge the success of a socio-economic system and its organization of work, we can utilize Fromm's concept of social character. The concept describes a mode of thinking, feeling, and acting that fosters a certain mode of production in many people. It can foster (productive social character orientation) or inhibit (non-productive social character orientation) the successful development of humans and their contribution to the common good. We can assume that the current socio-economic system largely fosters non-productive social character orientations such as the marketing orientation (e.g., conformism, consumerism) or the ego-orientation (e.g., individualism, dissolution of boundaries) for the majority of its members. An alternative system fostering the productive orientation, however, would facilitate its members to tap their full human development potential in terms of, e.g., creativity, own thinking and feeling, autonomy, self-efficacy, empathy, solidarity, responsibility, participation, and sustainability. At the Erich Fromm Study Center Berlin, we are aiming to investigate proposed practical alternatives to the current socio-economic system in terms of their relation and contribution to the productive character orientation. As an application example, we are currently preparing a qualitative interview study to investigate the psychological effects of the Economy for the Common Good (ECG) on employees in ECG organizations. We will present and discuss first findings on the occurrence of productive characteristics in the ECG framework as well as conceptual and methodological challenges of the investigations ahead.

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| Session 5C: | Workshop: What can we learn from Critical Management Studies? | Wednesday, July 13th 14:15 – 15:45, Room: 50109/3 (C) |
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Workshop: What can we learn from Critical Management Studies?

Organizers:

Zoe Sanderson (University of Bristol, UK)

Severin Hornung (University of Innsbruck, Austria)

Martin Parker (University of Bristol, UK)

We propose to explore and deliberate what an emerging critical and humanistic movement in WOP can learn from the struggles and successes of Critical Management Studies (CMS). We plan to engage with one of the founders of the field, Professor Martin Parker, who will hold a virtual keynote speech on the same topic directly prior to this workshop. Similar to the nascent goals of critical WOP, from its beginnings in the UK in the late 1980s CMS has questioned dominant ideologies, institutions, interests, and identities. It aims to inspire social reform as well as resistance to and/or emancipation from constraining influences through negation, deconstruction, re-voicing or de-familiarization. Denaturalization, reflexivity, and non-performativity have been suggested as constitutive features of the field. Since critical w/o psychology is at a much younger stage of development, we have much to learn about praxis and theory in developing critical movements from CMS. Professor Martin Parker (University of Bristol) has witnessed and shaped UK-based CMS at many of its formative milestones and is well-positioned to reflect upon the historical and institutional contexts of its growth. In addition to extensive scholarship on alternative organisations, he has recently published the controversial book 'Shut Down the Business School: What's Wrong with Management Education' and is currently leading the Bristol Inclusive Economy Initiative. After summarizing the core thoughts about what lessons can be learned from CMS, as laid out by Prof. Parker in his keynote, workshop participants would discuss and develop this topic from the background of their distinctive perspectives and experiences. In this process, we will try to incorporate a virtual question and answer session with Prof. Parker and interested attendees. In order to allow deeper reflection on our core question, the organizers aim to support participants to wrestle with the praxis and theory of developing more critical and humanistic approaches to research in their own disciplinary, institutional, and national contexts.

We are keen to use the content and outcomes of these sessions as widely as possible, for instance, to develop the existing work of the Future of Work and Organizational Psychology movement (www.futureofwop.com). Zoe Sanderson would like to use the outputs of this session for her PhD, which is about CWOP. She also hopes to reflect on the whole conference in her research diary. More information on her research will be provided during the session, including details of how to opt out; if you have any questions beforehand please email zoe.sanderson@bristol.ac.uk.

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| Session 6A: | Alternative and Emancipatory Organizational Practices III | Wednesday, July 13th 16:00 – 17:30, Room: 50101/1 (A) |
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Employee involvement: an unlikely inspirational source for democratizing the workplace?

Roberto Frega (CNRS Centre National de la Recherche Scientifique, Paris, France)

The idea of workplace democracy is enjoying a new renaissance. Yet its theorization remains too dependent upon concepts that have been forged for other purposes, and under socio-economic circumstances that have been well superseded. Particularly in political theory, workplace democracy continues to be understood through the institutional lenses of representative and participatory mechanisms. In my talk I contend that theories and practices of workplace organization have developed insights that need to be included in our understanding of the nature and value of democracy at work, even when the term 'democracy' is not explicitly used. This is notably the case with practices and discourses of 'employee involvement' upon which this paper focuses. The talk aims to bridge divides between political theory and management and organization studies in theorizing workplace democracy. To achieve this aim, I propose a new definition of democracy I consider better suited than mainstream accounts to highlight the democratizing potential of managerial practices of employee involvement. I conceptualize employee involvement as an offshoot of early 20th century humanistic psychologies, from which it inherits an emancipatory ambition. This view will be discussed also in light of recent and sustained claims to the contrary, particularly within critical management studies. My claim will be that employee involvement stood the challenge of mainstream criticism, once it is understood as a necessary yet not sufficient condition for the democratization of the workplace. I will notably contend that besides representation/participation and employee's voice, employee involvement must be considered the third necessary pillar of workplace democracy, endowed with distinctive normative features that neither representation/participation nor voices can aptly capture.

Psychological and organizational features of successful democratic enterprises: A systematic review of qualitative research

Christine Unterrainer (University of Innsbruck, Austria)

Thomas Höge (University of Innsbruck, Austria)

Wolfgang W. Weber (University of Innsbruck, Austria)

Severin Hornung (University of Innsbruck, Austria)

In organizational psychology the positive effects of democratically structured enterprises on their employees are well documented. However, the longstanding viability as well as economic success of democratic enterprises in a capitalistic market environment has long been contested, for instance, giving rise to widespread endorsement of the "degeneration thesis" and the so-called "iron law of oligarchy". By investigating 70 qualitative studies that examined altogether 67 democratic enterprises, plus the Mondragon Cooperative Cooperation network, within the last 50 years, the present systematic review provides evidence that such enterprises are also able to economically survive and prosper. The majority of studied enterprises (61.1%) either resisted pressures towards democratic degeneration or subsequently regenerated after undergoing degenerative processes. Only 10.4% fully degenerated in accordance with the degeneration thesis and the "iron law of oligarchy", while 28.4% of the democratic enterprises showed diverse and mixed forms of degeneration and regeneration tendencies, indicating that the notion of an "iron law" needs to be rejected and revised. Further, this systematic review provides an overview of organizational and external conditions, non-/democratic or non-/participative practices and psychological phenomena that contribute to the degeneration, regeneration and resistance to degeneration (i.e., retention). The described examples of such practices and phenomena may help practitioners to implement and maintain democratic structures and processes in contemporary organizations.

Political economic threats and regenerative resistance of a democratic enterprise: The case of Wagner & Co Solartechnik GmbH

Christina Hörhager (University of Innsbruck, Austria)

Wolfgang G. Weber (University of Innsbruck, Austria)

The German solar company Wagner & Co. Solartechnik GmbH was successfully organized democratically for 35 years and was employee-owned until its bankruptcy in 2014. In this research, conducted in the course of a master thesis at the University of Innsbruck, long-time employee-owners and founders of Wagner & Co. were interviewed about their experiences with democracy in the company. The research interest here was focused on the question, what specific work-related, motivational and social psychological processes are activated by and characterize work in democratic companies and what influence these factors have within the company. Furthermore, the concrete democratic structures at Wagner & Co. as well as their advantages and disadvantages from the subjective point of view of the interviewees were investigated. The research also provides an overview of the last years of the company before its takeover by a Dutch solar corporation, and identifies and discusses the reasons for its success over many years as well as the reasons behind the company crisis.

As a background of this presentation, a previous documentation (in German language) on the company Wagner & Co. conducted in 2005 by the Applied Psychology Unit of the University of Innsbruck is available via the following links:

<http://www.youtube.com/watch?v=9WC9xvTgpWI>

<http://www.youtube.com/watch?v=dEGyRvzAH38>

<http://www.youtube.com/watch?v=2Lj6zc3lLqo>

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| Session 6B: | Symposium: The Living Wages Movement | Wednesday, July 13th 16:00 – 17:30, Room: 50105/2 (B) |
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Symposium: The living wages movement: Human capabilities as the currency of work and organisational psychology

Organizers / Chairs:

Christian Seubert (University of Innsbruck, Austria)

Lisa Hopfgartner (University of Innsbruck, Austria)

The UN 2030 Agenda for Sustainable Development promotes decent work, employment creation, social protection, rights at work, and social dialogue as key drivers for sustainable livelihoods for all human beings. In contrast, mainstream work and organisational psychology (WOP) has a strong focus on highly-skilled individuals holding secure jobs in high-income countries, thus effectively marginalizing vast numbers of individuals working in low-skilled and/or low-pay jobs and suffering from precarious working and employment conditions. Project GLOW (Global Living Organisational Wage) explicitly focusses on these marginalized individuals around the globe by investigating living wages (in contrast to minimum wages) that allow for quality of life and work life (instead of mere economic subsistence) by enabling meaningful participation in organisations and society. In project GLOW, human capabilities according to Amartya Sen (i.e., the ability and freedom to be and do whatever one reasonably values) are central indicators for adequate wage levels. In this symposium, we offer overviews of existing research on living wages and novel research on employer-side concerns and opportunities associated with living wages. In the first contribution, McWha-Hermann and Searle prepare the field by reporting the results of an interdisciplinary systematic review of research on living wages. In particular, they highlight the contributions from the field of psychology, identify key benefits and challenges of living wages and propose a research agenda. In the second contribution, Carr, Haar, Hodgetts, Liu, Groot, and Kapeli integrate research on precarious employment and living wages to provide evidence for the link between low pay and relative deprivation, food insecurity, work-life imbalance, and job dissatisfaction. Debunking the neoliberal narrative of living wage being bad for business and, ultimately, for people, they argue why and how living wages could help turn precarious jobs into sustainable livelihoods. In the third contribution, Oghenetega and Meyer present a qualitative study on South African employers' concerns about becoming living wage employers, their underlying assumptions and value systems. They offer suggestions how to alleviate employer-side reservations and emphasize benefits instead. Aligned with this study, the fourth contribution by Wurzer, Seubert, Hopfgartner, and Meyer continues to investigate potential risks and opportunities for South African living wage employers from a sales market perspective. In a choice experiment, they investigate if European consumers prefer South-African wine that has been produced under ethically fair working and employment conditions over a conventional product, comparing the relative impact of relevant attributes of the product and information given about living wages. We conclude with an integrative discussion of all findings, particularly reflecting on whether and how human capabilities could be made the universal currency of WOP, thus putting human matters first in our discipline.

Psychology's contributions to research on living wages: A systematic review

Ishbel McWha-Hermann (University of Edinburgh, Scotland)

Rosalind Searle (University of Glasgow, Scotland)

Traditional living wage has been the purview of economists, but recently the myopia of their views has been challenged through contributions from the field of psychology. In this paper we present results from an interdisciplinary systematic review of research on living wages, exploring 117 peer-reviewed journal articles from a variety different disciplines including economics, health, urban studies and psychology. We consider the evolution of the topic reflecting the shift from macroeconomic and econometric perspectives on the costs and benefits of living wage policies, to a more person-centric consideration of the employee and how living wages can change to enable individual capabilities. Drawing together the body of research, we identify key challenges and benefits of living wages for employers, employees and their families. We position these challenges and benefits within the context of psychological research, and propose an agenda for future research on the importance of living wages for both individuals and organisations.

Linking wage to wellbeing: Subjective work-related precariousness (SWEP)*

Stuart C. Carr (Massey University, Albany, New Zealand)
Jarrod Haar (Massey University, Albany, New Zealand)
Darrin J. Hodgetts (Massey University, Albany, New Zealand)
James H. Liu (Massey University, Albany, New Zealand)
Shiloh Groot (Massey University, Albany, New Zealand)
Sarah Kapeli (Massey University, Albany, New Zealand)

Work and Organizational Psychology (WOP) has consistently denied that wage and wellbeing are substantively linked. Yet the very definition of precarious work, which Public Health has shown is corrosive for wellbeing, includes being poorly paid. WOP has missed the connection because of its focus on serving POSH jobs, thereby failing to measure wages properly, and overlooking their salience for SWEP. Funded by the Health Research Council of New Zealand, this project surveyed the everyday experiences of N=403 precariously employed workers nationally. Participants shared details of their own wage and other household income, of their wellbeing (e.g., job satisfaction, work-life balance) and SWEP (on Seubert, Hopfgartner and Glaser's [2019] Reproductive-Material sub-scale, which captured wage and income precariousness). SWEP was most closely anteceded by personal and household wage(s), with Minimum wages visibly trapping people in financial strains that threatened their wellbeing. SWEP in turn was predictive of relative deprivation, food insecurity, work-life imbalance, and job dissatisfaction. Ripple effects like these, from wages through SWEP to wider wellbeing and work engagement, directly contradict an unsubstantiated but extant neoliberal trope - that living wages are inevitably bad for people and bad for business. On the evidence, at this stage, a living wage would boost society's chances of replacing precarious jobs with Sustainable Livelihoods.

***Pre-recorded virtual presentation.**

“Why should I pay more?” Value systems underlying South African employers’ willingness to endorse living wages

Timothy Oghenetega (University of Cape Town, South Africa)
Ines Meyer (University of Cape Town, South Africa)

Living wage movements advocate for employers to treat employees fairly, which includes providing incomes high enough to cover living expenses and allow employees to save should they wish to do so. There is empirical support that living wage employees are more productive, satisfied with their work, and enjoy greater wellbeing, amongst others. At societal level, higher wages for low-income employees may stimulate the economy as individuals have greater disposable income. Anecdotal accounts suggest, however, that employers often see greater pay at low-income levels as unaffordable, or at least as a threat to organisational sustainability, leading to job losses. Such arguments are indicators of underlying value systems and beliefs related to the purpose of work and employers’ role in society. Understanding those underlying assumptions and value systems in depth might make it possible to identify in which ways employers could be encouraged to become living wage employers. This presentation will outline the results of qualitative data collected in South Africa in 2020 to elicit values and beliefs of approximately 20 Chief Executive Officers (CEOs), Human Resources (HR) Directors/Managers, and other senior management members from diverse sectors and business sizes (small, medium, and large). Based on these findings we will present suggestions for how best to engage with employers on the topic of living wages.

Everyone can make a difference: Are consumers willing to pay a price premium for South African wine that permits workers a living wage?

Sara Wurzer (University of Innsbruck, Austria)

Christian Seubert (University of Innsbruck, Austria)

Lisa Hopfgartner (University of Innsbruck, Austria)

Ines Meyer (University of Cape Town, South Africa)

In light of inadequate employment and working conditions in the South African wine industry, living wages are considered a possible solution to achieving greater socio-economic equality. However, while research shows beneficial effects of living wages for individuals, organizations, and society, employers remain reluctant. This can be explained by social dominance theory, which posits that powerful groups maintain group-based power differentials through ideological beliefs, such as the necessity of low-pay jobs for the success of organizations, contributing to the welfare of society and trickling down to boost individual quality of life. In contrast, poverty trap theorists suggest quality of life will only improve above a certain wage level that lifts people out of poverty. Such living wages bring about benefits that can outweigh cost increases. One such benefit is the increased attractiveness of ethically fair goods for consumers, possibly resulting in higher willingness to pay. In consumption decisions, this benefit may be directly experiential (e.g., price, taste, or quality) or it may occur at the psychological level (e.g., a positive feeling about the purchase). Through political consumerism, individuals use the market to advance political causes and to take responsibility. Accordingly, such consumers may be willing to pay a higher price for an ethically fair product. Existing questionnaire studies on this subject are frequently limited by the attitude-behaviour gap. The choice experiment methodology used in this study is less prone to bias resulting from a divergence between stated and actual behaviour. In our study, 201 German-speaking participants were randomized into one of three groups: information about the benefits of living wages (positive information condition), information about the adverse effects of low pay (negative information condition), no special information (control condition). In a series of 24 choice sets, participants were repeatedly asked to decide between two different wines, each being characterized by different levels of the attributes price, quality, organic production, and socially fair production (i.e., workers being paid living wages). Effects of the attributes on consumers' preferences and marginal willingness to pay (MWTP) were analysed through conditional logit models. All attributes showed significant effects. The attribute indicating socially fair production showed the second-strongest effect on consumers' preferences, reflected by a MWTP of 5.65 € (the strongest effect was found for the highest quality attribute with a MWTP of 8.35 €). Compared to participants in the control condition, those in any information condition reported an additional MWTP of 1.98 €. The positive and negative information conditions did not differ from each other in their effects on consumers' preferences. Our findings suggest that South African wine producers' readiness to pay living wages to their workers will be rewarded by consumers' acceptance of higher prices. Providing contextual information about workers' improved quality of life may strengthen consumers' preferences for ethically fair products even more.

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| Session 6C: | Workshop: Critical WOP – Outlook and Actions | Wednesday, July 13th 16:00 – 17:30, Room: 50109/3 (C) |
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Workshop: Critical WOP – Outlook and actions

Organizers:

Gazi Islam (Grenoble Ecole de Management and IREGE, France)

Franziska J. Kößler (Humboldt-Universität zu Berlin, Germany)

John Mendy (University of Lincoln, UK)

Francesco Tommasi, (University of Verona, Italy)

Severin Hornung (University of Innsbruck, Austria)

This is an open, interactive, participant-driven unconference workshop. Its organizers aim to develop a shared outlook into the future and discuss possible actions and trajectories for the Critical Work and Organizational (CWOP) stream of the broader Future of Work and Organizational Psychology (FOWOP) movement. Together with workshop participants, we aim to identify possible themes and topics of particular interest. By those means, we aim at further enhancing the conceptual and empirical developments of CWOP, including its organizational form and structure, visions and future planning of events and activities. A specific example for the latter is the EAWOP Small Group Meeting “Building the future of work and organizational psychology: Developing a practical toolkit”, scheduled for 21–23 September 2022 in Brussels, Belgium. The session organizers are looking forward to introducing the event, reporting their experiences in organizing it so far, and discussing opportunities for critical WOP researchers and others interested in this line of inquiry to participate by submitting proposals, attending, and offering insights. Further, organizers as well as participants will have the opportunity to share their personal observations and impressions of the last conference days. Questions guiding our discussions could include, but are not restricted to: “What happened (or changed) during the previous days? What seem to be emerging themes? Where do participants see CWOP going (e.g., in terms of contents, structure, processes etc.)? Where do they see converging (or diverging) theoretical (or epistemological) positions? What might be important next steps to take – in the short, medium and longer term?”. The organizers plan to subsequently compile the results of this discussion into a working document that will summarize the identified and emergent core themes and suggest future actions on organizing, promoting, teaching, implementing, and disseminating CWOP ideas, principles, values, and so on. Extending the discussion on the proposal for a handbook from the pre-conference session, we aim to deliberate possibilities for the use of multimedia (podcasts, YouTube channel) and other channels and activities to a promote and disseminate CWOP content (e.g., conference recordings). Other possible issues could relate to expanding and communicating ways to get involved with the various activities of the movement and strengthening their complementarity and continuity of activities beyond the upcoming follow-up event. Outcomes of this session are intended to be fed back to the CWOP steering committee and to inform and guide the future implementation and integration of activities and actions.

Poster Abstracts

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| Poster Session | Emerging Perspectives in Critical and Radical Humanist Work and Organizational Psychology | Standing Exhibition during the Conference in Room: 50113 |
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Poster: Platform cooperativism: A model for an equitable and democratic economy

Maximilian Bast (University of Innsbruck, Austria)

Elise Claßen (University of Innsbruck, Austria)

Luis Ochsenkühn (University of Innsbruck, Austria)

This conceptual paper aims to address the model of platform cooperativism and how it can lead to an improvement of existing conditions in the platform economy. Despite the opportunities and convenience offered by the platform economy, there is a growing awareness of its detrimental individual and societal impacts. For example, it is primarily stagnant wages, blocked rights of independent contractors, lack of digital democracy in the workplace, invisible work without recognition, and the shifting of risks to workers that significantly worsen working conditions in the platform economy. Platform cooperativism, which is based on the cooperative principle and represents a new form of digitally managed enterprises, aims to reform the digital economy and create a fair alternative to monopoly-like corporations, such as Airbnb and Uber. In so-called platform coops, the focus is on democratic control and shared ownership, strengthening the position of workers. The main objective of this paper is, due to the novelty of this topic, to provide a theoretical overview of the impact of platform cooperativism on working conditions and the position of workers in the platform economy.

Poster: Interventions for women's equality in leadership positions from a critical feminist perspective

Samantha Bermühler (University of Innsbruck, Austria)

Despite the increasing number of women in the workforce and a change in traditional gender roles, the proportion of female leaders remains low. How can this be explained? This paper will focus on measures that are intended to contribute to gender equality. These are divided into five strategies that can be differentiated from one another. In a first step, the assumptions underlying the strategies are elaborated and explained in more detail on the basis of one measure. Based on the assumptions underlying both the strategies and the various corporate cultures, the measures are evaluated. Coaching and training programs were judged to be particularly problematic. These are approaches that aim to adapt individual women to the system shaped by male norms ("fixing the woman" strategy) instead of uncovering problematic structures and structuring both organizations and society in a more equal way. An example of this is the "think-manager-think-male" phenomenon. This assumes that characteristics associated with successful managers tend to be assigned to the male gender stereotype. Due to this fact, women often see themselves exposed to other - disadvantageous - assessment standards. Building on the critical examination of the different measures, the conclusion will also provide a brief outlook on alternative approaches to equality for women. In particular, the possibility of eliminating structural inequalities through a holistic change in society plays a central role.

Poster: Critical psychology in WOP: Let's implement gradual change!

Bürgerhausen Andreas (University of Innsbruck, Austria)

Greiner Dennis (University of Innsbruck, Austria)

Social and work conditions nowadays are often characterized by values like financial growth, efficiency and power. Hereby individual differences and the actual pluralism factors which make us human are left out. This is not an unknown phenomenon in traditional psychology. For example, dividing humans by z-scores solely to increase productivity as a result of psychological interventions can lead to an establishment and maintenance of inhumane work conditions. This is why the "critical theory has attempted to uncover the ideological underpinnings of everyday actions, beliefs, and interpersonal relations. The important question arising is: How to change these circumstances deliberately and efficiently? This poster discusses the "art of change". Engagement with non-academic groups and useful methods are needed, not only critique, as critique is clearly limited and doesn't necessarily result in change. The tendency of CMS to be more theoretical and barely orientated towards daily life-issues could result in a non-practical hollow corpus of fruitless discourses. What should be apparent through this poster, there is no perfect way, meaning a completely practical approach seems flawed as well, because of missing distance. Thus, the common goal should be focused implementing change. As long as we implement change, critical views shouldn't compromise the benefits our work generate. The respective actors involved, regardless of advocating practical or radical approaches, should therefore not block each other due to theoretical differences or feel like "it's not enough". However, the individual political roles must not be lost. Hence, not solely radicalism or exclusively incremental change, but dynamism might be the solution.

Poster: Towards a radical engagement in management and organization studies: An analysis scheme for research projects in the Anthropocene

Carla Czilczer (University of Innsbruck, Austria)

Timo Schrijner (University of Innsbruck, Austria)

Philipp Schroeder (University of Innsbruck, Austria)

Moritz Streit (University of Innsbruck, Austria)

This contribution addresses the development of an analysis scheme to ensure engaged research for the Anthropocene in the field of organizational and managerial studies. It is based on ideas by Ergene and colleagues (2021). Said study already introduced basic shifts for research in the Anthropocene, guided by ideas of critical epistemology, relational ontology, interdisciplinary research and engaged scholarship. These shifts aim to provide the organizational and managerial studies with possibilities to tackle recent challenges in society and environment. The present paper extends this approach by putting the shifts and underlying criteria introduced by Ergene and colleagues into more concrete terms and building specific questions to enable the application of these criteria to research papers. The operationalization was conducted via a reflective combined process of literature research and following application. Subsequently the operationalized criteria were tested on three chosen articles from the critical management studies. The findings of these analyses were discussed. Concerning the papers, it can be stated that the criteria for critical epistemology were met by all three. Some rudiments of criteria for relational ontology and engaged scholarship were also accomplished, even if not all of them. The criteria for interdisciplinary research were seldom achieved though.

Poster: Quantified self-methods as a manifestation of biopolitics and neoliberal concepts of human capital

Corinna Eber (University of Innsbruck, Austria)
Valentin Kelm (University of Innsbruck, Austria)
Christina Prüß (University of Innsbruck, Austria)
Alexandra Röder (University of Innsbruck, Austria)

The present study, using a qualitatively-oriented, structured literature analysis, examines the different quantified self (QS) methods used in different realms of life, such as health, private and professional life, and aims to consider their various effects on daily lives. Origins of QS within private life are explained and associated psychological effects are examined. The paper further discusses health psychological trends in connection with QS in a Foucauldian light. The third topic comprises a comparison of studies investigating trial implementations of QS methods at the workplace. The data available to date are not sufficient for final judgement and further studies are needed to investigate specific effects and side effects. Especially the lack of consideration to the different ways and philosophies of QS-use calls for more systematization and process-oriented research. The opportunities that arise with QS are large and broad, ranging from increases in sport motivation and productivity to the perception of self as agentic. A main risk across the board associated with self-tracking is lack of data protection. Within the individual domains, pressure for optimization at the workplace and the orientation of private life towards QS methods stand out as major risks.

Poster: Management control and its impact: Empirical research on management control in a social NGO with organizational cynicism and burnout as possible outcomes

Julian Goldhammer (University of Innsbruck, Austria)

Management control systems are not only helpful for the warranty of the company's internal objectives, but also by influencing the actions and mindset of employees. In their interplay, they are hardly noticeable or imperceptible. Their effects on employees also vary. This work brings forms of social control and technical control into focus as well as their interplay. Furthermore, it is examined if these control systems can generate organizational cynicism as well as burnout underneath employees. Based on a study conducted in a socially oriented non-profit organization, it is demonstrated which control systems are typically implemented in this professional guild. Also, through this study it should become apparent how this is done. In addition, it should be shown what consequences this triggers for the employees. The collection of data is risen via a mix of methods at which the employees on the basis of open questions briefly clarify what the control system configuration is like in their work. Subsequently the employees are provided validated questionnaires to the constructs about organizational cynicism and burnout in order to receive notes on the question to the outcome of control systems in the field of NGOs in the social services sector. The results of this study should help to raise an awareness about control systems and their connected consequences in professional life.

Poster: Neoliberal governmentality – power in the gig economy

Benny William Bruno Greif (University of Innsbruck, Austria)

Foucault has elaborated various concepts of governmentality. One form is neoliberal governmentality. It is characterized by the fact that it exerts little direct control and intervention, which is classically associated with power in the everyday understanding, but instead manages living spaces, milieus and "freedom". To this end, it uses mechanisms that Foucault called "biopower". According to this, individuals are guided through milieus by defining the "rules of the game" and the environment in which they move, but not directly prescribing the concrete decisions that result from them. This creates a feeling of autonomy and freedom, but here too, control, power differentials and resulting conflicts and inequalities are possible, as argued by the example of the "gig economy". Companies of the "Gig Economy" are characterized by a digital platform, usually an app, through which pseudo-independent "service providers" of a certain service are referred to customers. Advertising is based on a promise of flexibility and freedom. However, this is only given to a limited extent, as they are extremely dependent on the price calculation, the mediation algorithm, customer ratings and many rankings and benchmarks that the companies set. At the same time, the companies of the platforms have hardly any responsibilities towards their service providers, as is the case in traditional employment relationships, and allow little interpersonal moderation between the parties, as there is mostly indirect influence via the platform. This can have various negative consequences for workers, including precarious employment, wage dumping, Taylorism, alienation and emotional work. There are also moderating and unclear influences that need to be further investigated, such as the type of work, inter-individual differences as well as socio-economic status and general employment relationship.

Poster: In search for the homo economicus: Qualitative exploration of personal belief systems (worldviews) about human nature and the relationship to neoliberal ideology

Benny William Bruno Greif (University of Innsbruck, Austria)

Worldview and ideology are two frequently used constructs in psychology. The former is about personal belief systems that give people meaning while the latter describes ideological belief systems usually in the context of sociopolitical attitudes. Whether they overlap, and if so how they interact with each other is rarely defined, a question which is discussed in this study in the framework of neoliberal ideology. Neoliberalism contains a concept of human beings as a "homo economicus". Conceptions of human nature are also part of the worldview definition. This possible bridge between ideology and worldview is put to the test. In an interview setting, personal beliefs about humans and human nature were explored with 8 participants, based on which the correspondence with the homo economicus concept was estimated. This correspondence was then compared with the results of the neoliberal ideological beliefs questionnaire (NLI) for each participant. Overall, a trend to consistency between their level of correspondence with the homo economicus concept and their NLI values was observed. However, a remaining proportion was not "consistent", which also varied between participants, where "less neoliberal" participants were more consistent. A recommendation out of this would be to further discuss the similarities between worldview and descriptive ideology concepts, potentially subsuming both under one term. Future research could then better distinguish ideology from this by focusing more on e.g. critical, social and psychoanalytical approaches and therefore how influences like manipulation, group-dynamics and -interests affect and "distort" belief systems and how to measure such influences.

Poster: The dark side of idiosyncratic deals: Humanistic versus neoliberal conceptions of workplace flexibility

Severin Hornung (University of Innsbruck, Austria)

Thomas Höge (University of Innsbruck, Austria)

This conceptual contribution develops theory-building on workplace flexibility. Its focus is the construct of idiosyncratic deals (i-deals), commonly defined as mutually beneficial voluntary agreements on non-standard working conditions, negotiated between individual employees and their employer. Whether their real-world manifestations reflect idealized optimistic theoretical assumptions, however, remains largely untested. Reviewing the literature, i-deals are conceptually integrated into a human resource systems framework with a paradox perspective on dialectics of employee-oriented vs. capacity-oriented flexibility. Differentiated are variabilities in human resource practices by content (functional, temporal, spatial, numerical, financial), control (employer, employee), and creation (top-down, bottom-up). I-deals introduce hybrid types of bottom-up initiated and top-down authorized flexibility. Integrating trends in institutional (managerial) logics, these systems are compared on higher-order value dimensions of humanistic ideals and neoliberal ideology: (1) individuation vs. individualism; (2) solidarity vs. competition; (3) emancipation vs. instrumentality. Based on his taxonomy, ideal-type and anti-type are contrasted as promoting: (a) self-actualization vs. self-reliance (needs vs. interests); (b) the common good vs. tournament situations (triple-win vs. winner-take-all); (c) social transformation vs. economic rationalization (development vs. performance). Antagonistic implementation principles involve: humanization vs. rationalization goals; egalitarian vs. elitist distribution; relational vs. transactional resources; need-based vs. contribution-based authorization; procedural vs. distributive justice; supplementing vs. substituting collective HR practices. To conclude, i-deals potentially introduce employee-oriented flexibility into humanistic management, but risk being misused for economic rationalization and divisive labor-political power strategies. Instrumental adoption in involvement-oriented high-performance work systems leads to internalization of tensions, reemerging in subjectification, self-exploitation, marketing orientation, and governmentality. Recommended are refined conceptualizations, measures, and research designs to differentiate i-deals from neoliberal look-alikes.

Poster: Constructing a multi-level dialectic model of neoliberal economism and radical humanism in society, organizations, and individuals

Severin Hornung (University of Innsbruck, Austria)

Thomas Höge (University of Innsbruck, Austria)

Christine Unterrainer (University of Innsbruck, Austria)

Extending previous theorizing on current challenges in work and organizational psychology, this conceptual contribution draws on the critique of neoliberal ideology in conjunction with principles of radical humanism and psychodynamic social psychology to deconstruct the normative foundations of contemporary societies, organizations, and individuals. Developed is a dialectic and dynamic multi-level model of the ideological undercurrents shaping political-economic, organizational-institutional, and socio-psychodynamic structures and processes. Integrating dialectic antipodes of genuine ideas versus interest-guided ideology with social character theory, neoliberal economic doctrines and antithetical humanist philosophical concepts are contrasted as antagonistic political, social, and psychological or “fantasmatic” logics. With regard to the more abstract political logics pervading legal and socio-cultural institutions at the societal (macro-) level, this refers to the antipodes of individualism vs. individuation, competition vs. solidarity, and instrumentality vs. emancipation. On the more applied (meso-) level of social logics shaping organizational and employment practices of the neoliberal workplace vs. humanistic management, discussed antipodes refer to self-reliance vs. self-actualization, contest vs. community, and rationalization vs. transformation. On the individual (micro-) level of fantasmatic logics, based on psychoanalytic theory, neoliberal fantasies of success, superiority, and submission are derived and positioned against humanist consciousness of evolution, equality, and empowerment. This normative fabric of advanced capitalist societies is interpreted with reference to social character theory. Specifically, foci of social relatedness (person, people, power) are suggested as criteria for structuring content dimensions and as conceptual bridges to core components of social character (ego-oriented, marketing, authoritarian). Further, parallels and communalities between analytical social psychology and theorizing on ideologies are pointed out. Stressing the fundamental unity of insights regarding external and internal realities, complementarity of denaturalization and critique of societal ideologies with critical self-reflection and personal development is emphasized and applications of the presented dialectical model are discussed.

Poster: Societal transitions of work and health as subjectification: A critical research summary

Severin Hornung (University of Innsbruck, Austria)

Matthias Weigl (LMU Munich, University Hospital and University Hospital Bonn, Germany)

Bettina Lampert (University of Innsbruck, Austria)

Christian Seubert (University of Innsbruck, Austria)

Thomas Höge (University of Innsbruck, Austria)

Britta Herbig (LMU Munich, University Hospital, Germany)

Reported is a conceptual integration and critical reinterpretation of seven exemplary survey studies on current topics of work-related well-being and mental health, based on a developed analytical framework, which draws on themes from applied psychology, occupational medicine, and industrial sociology. Employing conventional psychological theories and methodologies, the synthesized empirical studies examine motivational and stressful work characteristics, emotional labor in interaction work, health-implications of high-involvement management practices, role conflicts caused by work extensification, proactive job crafting and related approaches to work self-design, and perceived fairness of individually negotiated working conditions. Based on thematic analysis, the developed conceptual framework identifies complementary critical tendencies of "subjectification" in the form of work intensification (performance focus), internalization (goal adoption), and individualization (job personalization), embedded in broader contexts of employment insecurity (employee self-reliance). Applied structuring schemes include: a) focus on work task (activity) vs. working conditions (context); b) proximal vs. distal references to identified tendencies of subjectification; and c) positive and negative short, medium, and long-term health impacts (e.g., irritation, burnout, psychosomatic complaints vs. motivation, affective commitment, general well-being). Psychological tensions are identified as arising from dynamics between individualization of working conditions and internalization of organizational goals, coupled with work intensification. Such dysfunctional dynamics are elaborated as constituting risk factors for psychologically detrimental forms of self-management, reflecting internalized incompatibilities between work and health in the ongoing neoliberal socio-economic transformation. Discussed are theoretical and epistemological implications for the psychological study of well-being and health in contemporary work environments as well as the potential for and usefulness of integrative critical reinterpretations of mainstream research approaches and results.

Poster: A plea for the cultivation of academic practice as a political practice

Stefan E. Huber (University of Innsbruck, Austria)

The focus of this contribution is on the embeddedness of a critical and radical humanist work and organizational psychology in a broader framework of academia. In order to be a critical work and organizational psychology, it cannot refrain from reflecting on conditions enabling and framing (or impeding?) both its origin and continuance. With this poster in particular, I would like to offer the perspective that a strict humanist point of view is not merely an arbitrary choice but of utmost importance for a consistent conceptualization of academia, both from an ethical and an epistemic angle. By reflecting on some of the historical roots of modern research in ancient Greece, I shall argue that academic practice is intrinsically a political practice and that not recognizing and not appreciating it as such would result in corroding its very foundation and in consequence thereof, corroding also its social legitimacy. Furthermore, I shall outline several conceptualizations of what may define the 'political' (Arendt, 2017, 2019; Habermas, 2011a, 2011b, 2019) as well as some theoretical starting points (Neuberger, 2006) to analyze, evaluate and develop the political within academic practice. Finally, I shall argue that the political within academia requires active engagement and continued cultivation rather than attempts to minimize its influence. Uncultivated political practice, in contrast, is conceived as fueling the perceived need for exactly those managerial attempts (such as tendencies of digitization or economization) which aim to reduce (seemingly) malicious consequences of (collective) human decision making by effectively limiting the role of humanity per se, conflicting thereby fundamental humanist principles. For an academic institution founded on a humanist notion of education this implies nothing less than a moral responsibility to counterbalance such attempts by providing sufficient space for the subjective, analogous and unruly, inevitably linked to the human condition of the concrete individual, and for the also inevitably resulting imponderabilities of social action, i.e. by cultivating political practice. I hope that this poster can serve as a conversation piece with which I would like not only to provide there and then some space for the political in academia, but also to readily offer some stimulation to enrich it with the necessary life, spirit and soul.

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Poster: Sustainability: Challenges through climate change from the perspective of critical management studies – Climate protection through reduced meat consumption

Eva Kastl (University of Innsbruck, Austria)

Diana Zorn (University of Innsbruck, Austria)

Christoph Wild (University of Innsbruck, Austria)

Moritz Steinkogler (University of Innsbruck, Austria)

Climate crisis represents a growing danger to humanity and its future existence on the planet. An opportunity to slow down or stop this development lies in the reduction of the emissions of greenhouse gases. The reduction of the emission of these gases will be discussed on the individual, organizational and global level while incorporating the view of Critical Management Studies. On the individual level, the process of climate change cannot be tackled, but single decisions are still relevant. Meat consumption is seen increasingly critical, due to the high emissions that are associated with it. So the decision to eat less or no meat at all is an important step to decrease one's own carbon footprint. On the organizational level, a decrease of meat-based food in cafeterias and canteens as well as an increased offer of information regarding that topic can lead to less meat-consumption. On the global level, campaigns against meat consumption could be started by the government or retailers. There should be paid great attention to social justice when implementing these changes. To Critical Management Studies it is important to see the current capitalist system critically, and, if possible, to modify or change aspects of it, because the need for growth, that lies in the system causes social injustice as well as environmental destruction.

Poster: Social character and culture industry: How neoliberalism warps culture

Moritz Martin (University of Innsbruck, Austria)

Despite its rather early publication, the "Dialectic of the Enlightenment" is still considered a major work of the Frankfurt Schools' cultural critique. Nevertheless, the vision of Horkheimer and Adorno appears to be only limited applicable to the seemingly diversified culture industry of the 21st century. This study seeks out explain the conditions, that allowed for the changes in the culture industry, which Horkheimer and Adorno did not foresee. Employing Erich Fromm's concept of the Social Character, this study examines the libidinous forces, that underlie neoliberalism and power the production and consumption of modern popular culture. To this end, it constructs a neoliberal Social Character, drawing inspiration from historical and contemporary Social Character concepts, as described by Fromm and his successors. Using this framework, it explains the workings of the neoliberal culture industry, exemplified by contemporary traditional book publishing. Therefore, it takes a look at three books published under neoliberalism, showing the way neoliberal thinking is represented in these cultural products. Simultaneously, it draws comparisons to the claims of the Dialectic of Enlightenment, trying to update its vision to the 21st century. All examples were affected by the characteristics of the neoliberal Social Character. However, there were certain aspects, that were often infused with critical impulses. Especially instrumentality and conformity were portrayed in an ambivalent manner. The claims of the Dialectic of Enlightenment were also apparent, albeit less extreme than Adorno and Horkheimer described. Although most examples were highly standardized, some of them still made effort towards literary or narrative innovation. Affirmativity could be attested in all examples, but never in total absence of critical impulses.

Poster: Rethinking self-actualization at work: Critical suggestions for a redefinition

Lucas A. Maunz (University of Innsbruck, Austria)

Jürgen Glaser (University of Innsbruck, Austria)

Self-actualization is a popular concept with roots in ancient philosophy and early humanistic psychology. Prior research linked it to several positive outcomes including meaning in work, self-determination, and psychological well-being. To date, however, the literature lacks a unified, consistent definition of self-actualization, likely due to concept proliferation. This systematic review aimed to shed light on the problems of self-actualization definitions and to provide useful insights for a potential redefinition. To achieve this, we assessed the quality of existing empirical work, including its definitions, and identified typical components that could be used for a redefinition. Specifically, we searched the electronic databases Scopus, PubMed, PsycINFO, and Web of Science Core Collection for literature about self-actualization in the work context. The conducted evaluation of 35 unique definitions from 76 individual studies suggests that self-actualization has indeed not been defined consistently, which limits the overall quality of empirical research. In addition, based on the most frequently stated components, a core definition of self-actualization may refer to a multi-dimensional process of realizing our potential across time. The review concludes with an overview of how future theory might overcome criticisms of the self-actualization concept, like the unequal distribution of jobs that allow self-actualization, the abusive potential of the concept to justify inhumane working conditions, and the outdated view of a single true self.

Poster: Four faces of power in organizational structures

Niklas Oppelt (University of Innsbruck, Austria)

Naemi Reimeir (University of Innsbruck, Austria)

Christopher Stief (University of Innsbruck, Austria)

Bastian Vogel (University of Innsbruck, Austria)

This Poster examines three different organizational structures (e.g. sovereign, disciplinary, and post-disciplinary) for four different aspects of power (e.g. coercion, manipulation, domination, and subjectification). The structures grew historically and are based on each other in terms of subtleness or refinement, nevertheless all forms still exist in today's organizations. We shortly describe the general characteristics of the three organizational structures and then give an overview, how each of those structures features the four faces of power differently. Some examples are used to illustrate both the organizational structures and the faces of power. Finally, we close with a critical examination and discussion of the concept of the "real interests" of individuals, which is an important aspect of subjectification.

Poster: An epistemological critique of the concept of self-actualization

Daniel Roose (University of Innsbruck, Austria)

Jürgen Glaser (University of Innsbruck, Austria)

In view of an ostensible renaissance of the self-actualization concept, it seems appropriate to question what exactly self-actualization is. In psychology, Abraham Maslow introduced self-actualization in his motivation theory, taken up by other representatives of humanistic psychology in therapy (e.g. Carl Rogers) and management (e.g. Douglas McGregor). Today, self-actualization seems to be a kind of ideal applicable to individual life style as well as to the working life. The historical-genetic theory of Günter Dux builds on Piaget's genetic epistemology. It distinguishes two forms of material reasoning: a "processual-relational logic" and an "absolute logic". Since the former developed with and underlies modern understanding of nature, it must be seen as the more progressive and adequate form of thinking about the world. The latter explains phenomena by referring to an absolute origin from which they emanate. The critical analysis of the self-actualization concept reveals an absolute logic: no matter what subjective phenomena are involved, the explanation returns to a "true self" which figures as an Archimedean point of subjectivity. As with any reasoning guided by absolute logic, the explicative structure of self-actualization theories turns out to be tautological and ultimately useless. Moreover, self-actualization research must be aware of potential political ideology. Based on absolute logic and questionable methodology, Maslow exaggerated self-actualized persons in his utopian society ("Eupsychia"), justifying exclusion and eradication of inferior, not self-actualized people. Such ideological interpretations of self-actualization are an ultimate dystopia for any humanist, but even self-actualization (at work) to improve performance, needs to be reflected more critically.

Poster: Are we missing inequalities within minority groups in the workplace? Migrant workers' perceptions of decent work and psychological capital

Maha Yomn Sbaa (University of Bologna)

The impact of socio-structural factors and power relations on workers' experiences have been largely disregarded in Work and Organisational Psychology (WOP) research (Doci et al., 2022). Therefore, critical WOP researchers have recommended including the voices of workers whose needs might not be accurately represented in current research (Blustein et al., 2019; Bal & Doci, 2018; Fletcher & Beauregard, 2021). Recently, there has been a call for more attention to study the experiences of migrants in the workplace (Al Ariss et al., 2012; Binggeli et al., 2013) as they have been considered as a disadvantaged group in European labor markets (Butschek and Walter, 2014). In fact, migrant workers are often constrained by necessity, resulting in taking any eventual job to be able to economically support themselves and their families (Di Nuovo et al., 2022). A recent report on migrants' well-being in Italy (OECD, 2017) shows that migrants 'employment rate and atypical working hours are worse than natives', reflecting poor decent work conditions. Although the Decent Work Agenda (ILO, 2008) emphasizes the importance of equity, fairness, and freedom from oppression in the workplace, a high level of incivility continues to be observed in the workplace (Flores, 2013; Fouad et al., 2016). According to the Psychology of Working Framework (PWF; Duffy et al., 2016) decent work focuses on the opportunity to obtain satisfactory work, and prospects for individual development, and social integration. In fact, decent work is likely to promote Psychological capital (Ferraro et al., 2017), i.e., the extent to which one believes in one's capacity to achieve goals, cope well with life's strains and shape life's circumstances in ways that satisfy one's needs (Luthans, et al., 2007). However, Doci and colleagues (2022) argue that Psychological Capital is unequally distributed among social groups (e.g., members that have higher status and more power have better chances to develop higher levels of psychological capital). In light of this, it is crucial when examining migrant workers, to account for other socio-structural factors that produce further inequalities within this population (e.g., educational gaps, socio-economic status, race, and religion). Through an intersectionality lens, this study seeks to investigate the extent to which migrant workers perceive their work to be decent and how these perceptions can affect Psychological Capital. Decent Work conditions will be measured through the Decent Work Questionnaire (DWQ) developed by Ferraro and colleagues (2018) and Psychological Capital will be assessed through the Psychological Capital Questionnaire (PCQ; Luthans et al., 2007). Both scales will be disseminated through an online survey using Qualtrics. Participants will be recruited through NGOs and associations working with migrants in Italy and Europe. The survey will be open to any third-country national working in the EU.

Poster: The Foxconn suicides: Suicide as the last resistance against systematic exploitation under totalitarian power structures

Amelie Schlereth (University of Innsbruck, Austria)

Laura Thomaseth (University of Innsbruck, Austria)

Roman Wolpert (University of Innsbruck, Austria)

This extended abstract addresses the working conditions at Foxconn Shenzhen in China. As a result of the suicides at Foxconn in 2010/2011, studies and reviews have been published to point out social, ideological and economical causes. Based on this, a picture of daily routine becomes visible, which leads to implications for suicide prevalence at Foxconn. 80 % of the workers at Foxconn are farmers from surrounding areas (peasant workers), so called “nonmingons” with limited rights working under precarious conditions. They are exposed to massive work pressure and get systematically manipulated to reach the company’s expectations. This fact in combination with social isolation and lack of perspective are listed as the main causes for the Foxconn suicides and are founded as a manifestation of neoliberal capitalism. Based on these studies it should be shown how structures of power, the use of neoliberal and Tayloristic techniques lead from daily and collective resistance of workers to suicide as a last form of resistance. It should also show Foxconn’s counteractive measures, their efficiency, structural conditions and addresses on what terms this form of power and control is possible at all.

Poster: In search of new methods: Methods of critical psychology and their potential for critical work and organizational psychology

Dominik Wille (University of Innsbruck, Austria)

Critical Psychology can draw from an extensive list of methods. This comes as no surprise seeing as it was the explicit goal of Critical Psychology to completely re- and deconstruct psychology and its methods. It aimed to highlight and address traditional psychologies harmful influence on society and transform psychological methods to allow individual subjectivity to be taken into account and to help people to emancipate themselves. This essay will examine the methods used within Critical Psychology and their potential use for Critical Work and Organizational Psychology (CWOP). To do this end, the Author will look at whether a method is already used to study organizations, how the method is used, which epistemological or ideological issues hinder the use of this methods, and the possibilities these methods grant to CWOP. To do this, six different Methods will be analyzed, these will include In-Depth-Hermeneutics, Critical Discourse and Narrative approaches, Case Study Design, Critical Participatory Action Research, and Critical Ethnography. The knowledge generated in this first step is then used to create both a Decision Tree and an “Overview-Matrix”. The Decision Tree is intended to help researchers find the appropriate method or methods for their research. The Overview-Matrix is intended to be a condensed version of the submitted undergraduate thesis, comprising the most important details of these methods. Taken together, the Decision Tree and the Overview-Matrix can provide a quick and simple tool to help researchers to identify and consider suitable critical methods for their research questions.

Pre-Conference Online Workshops



Approaches of Critical and Radical Humanist Work and Organizational Psychology – A Pre-Conference Online-Workshop / Teach-In –

Applied Psychology I Unit / I-CROP and ODEM Research Groups
at the Institute of Psychology, University of Innsbruck, Austria

Date: December 3, 2021

Location: Innsbruck Austria / Online (via Zoom)

Local Time: 1:00 pm – 5:00 pm (= 13:00–17:00)

Central European Time (1 hour ahead of UK)

Free: No participation fee!

Registration: Please email with “CRHWOP” to:

Christine.Unterrainer@uibk.ac.at

Preliminary Program:

1. Critical Theory–The Frankfurt School Tradition:

Main representatives, critical theoretical concepts and the critique of predominant Work and Organizational Psychology (WOP) constructs in research and practice.

Presenters: Wolfgang G. Weber, Thomas Höge

Exemplary Contents:

– What means “critical” and “critique” and what not in the context of Critical Theory?

– From Horkheimer, Adorno, Fromm, Marcuse to Habermas, Rosa and Henning: Examples of their contributions (e.g. critical reason instead of economic rationality, ideology critique, social alienation, commodity fetishism, internalization of the market, types of social characters) for pluralization, socio-psychological progress and change in present WOP

– About developing content-related critique and alternatives to radical capitalist (incl. ‘neoliberal’) domination in work, organizations, and economy

– Examples of well-known instrumental and pseudo-humanistic WOP constructs: What do we miss in textbooks and high IF publications and what is the reason?

2. Critical Organizational Research from the Perspective of Sociological Paradigms

Presenter: Severin Hornung

Exemplary Contents:

– Review of different taxonomies of paradigmatic approaches to organizational research

– Critical-structuralist, normative-postpositive, interpretive-hermeneutic, dialogic-postmodern

– Comparison of ontological (theory), epistemological (methods), axiological (values) assumptions

– Concept of research paradigms, incommensurability, integration, pluralism, interplay, etc.

– Application to Critical Management Studies as both critical and postmodern pluralist paradigm

3. Present Contributions to the Dialectical Sublation (in German: *Aufhebung*) of “The End of Utopia”:

Economic and organizational democracy, Solidarity Economy, Economy for the Common Good.

Presenters: Christine Unterrainer, Wolfgang G. Weber, Thomas Höge

Exemplary Contents:

– Erich Fromm, Fritz Vilmar, Menahem Rosner, and Erik Olin Wright: About real(ized/izable) utopias from the here and now to a humane future

– Core elements of economic democracy (Wirtschaftsdemokratie) on the level of the society

– Democratic enterprises, Solidarity Economy, Economy for the Common Good – fractals of democratization and humanization of capitalist societies?

“Things are not! They are embedded within their history, their development and can be changed.”



I-CROP Innsbruck Group on Critical Research
in Work and Organizational Psychology



**Approaches of Critical and Radical Humanist Work and Organizational Psychology
– 2nd Pre-Conference Online-Workshop / Teach-In –
Applied Psychology I Unit / I-CROP and ODEM Research Groups
at the Institute of Psychology, University of Innsbruck, Austria**

Date: May 13, 2022

Location: Innsbruck Austria / Online (via Zoom)

Local Time: 2:00 pm – 6:00 pm (= 14:00–18:00)

Central European Time (1 hour ahead of UK)

Free: No participation fee!

Link:

<https://ipuberlin.zoom.us/j/69475282965?pwd=cXBzd2xHRk9CTUVHNFZdWp3U2RFUT09>

Meeting-ID: 694 7528 2965

Kenncode: 580559

Preliminary Program:

1. The Potential of a Psychodynamic and Biographical Approach for Critical Work and Organizational Psychology

Presenters: Thomas Kühn, Sebastian Bobeth

Exemplary Contents:

- The psychodynamic, humanistic and critical framework in the tradition of Erich Fromm
- The potential of the social character approach to understanding social change
- Critical leadership perspectives
- A critical life course perspective
- Lifelong identity work between status arrangement and transformation
- Alternative approaches: The revolution of hope

2. “Organizational Lifeworld” (in German: “Betriebliche Lebenswelt”) – A Field of Qualitative Social Psychological Research

Presenter: Sünje Lorenzen

The study “Betriebliche Lebenswelt” developed by Birgit Volmerg, Eva Senghaas-Knobloch and Thomas Leithäuser in 1988 at the University of Bremen, is a synthesis of phenomenological, ethnomethodological and psychoanalytical approaches with empirical social research of critical theory to understand perspectives of workers’ lifeworld.

This Teach-In reflects on the importance of this study for today’s Humanist Work and Organizational Psychology.

Exemplary Contents:

Understanding the “Organizational Lifeworld”:

- is based on perspectives of Marie Jahoda (“Objective Categories” (i. G.: “Objektive Erlebniskategorien”) of work), Konrad Thomas (“Hidden Situation” (i. G.: “Verborgene Situation”) in work) and Philippe Bernoux (“Appropriation-practice” (i. G.: “Aneignungspraxis”) in work) and many more (e.g. Adorno, Arendt, Fromm, Habermas, Uhlich).
- needs qualitative **survey methods** (Theme-centered group discussions and interviews, body- and wall-paintings) and hermeneutic **analysis methods** (“Coresentence-Method” (i. G.: “Kernsatzmethode”)).

This Teach-In also gives examples of recent research using and developing the ideas of the Bremen perspectives and their development in digital environments.

*I am. But I don` t have myself.
Therefore, we need to become. ”*



**I-CROP Innsbruck Group on Critical Research
in Work and Organizational Psychology**



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Conference Vision and Call for Participation

Wolfgang G. Weber, Thomas Höge, Severin Hornung & Christine Unterrainer

Why is this Conference Important for Future Work and Organizational Psychology (WOP) in Democratic Societies?

Problems and Goals

Mainstream scientific WOP is characterized by a remarkable contradiction: Associated research has provided many practical insights on how working conditions, work activities, leadership, and organizational characteristics are related to, for example, personal development, attitudes toward economy and society, work motivation, job satisfaction, psycho-social health, organizational commitment, and identification, extra role behavior (e.g., OCB), and compatibility of work and other spheres of life. However, the prevailing perspective of WOP as well as economic psychology aims primarily to instrumentalize and manipulate “human resources” in order to increase productivity, optimize profits, and, occasionally, appease workers. Personality promotion through work is often regarded as unrealistic or dispensable – at best, a means for the purposes of capital utilization, profit maximization, and cost reduction, but typically distrusted and constrained by employers to avoid its “problematic” social side effects. Both historical analyses (e.g. Groskurth & Volpert, 1975; Jäger & Staeuble, 1981) and more recent studies (e.g. Bal & Dóci, 2018; Lefkowitz, 2008) support this conclusion.

Promoting personality growth among workers as an end in itself, as represented by humanist philosophers and educators, and several work and organizational psychologists, leads a rather shadowy (“fringe”) existence compared to the instrumental agenda of WOP. The same applies to possibilities for strengthening the social and cultural common good and democratic system by supporting employees in developing prosocial, civic, and moral competencies within their daily work, for example, through organizational democracy and democratic leadership. Numerous social scientists and economists (e.g., E. O. Wright, 2010; Crouch, 2004) have described current developments as a radical globalization of goods, services, and labor markets, accompanied by a shift towards an increasingly one-sided system, predominantly oriented towards advancing the economic interests of big corporations and major shareholders. Furthermore, the explosive growth and dominance of the “virtual” speculative capital of the financial industry over the actually value-creating productive capital, largely suppresses any attempts to experiment with alternative and more resource-conserving economic methods beyond the capitalist logic.

Especially for employees in global supply chains and economically weak countries, extremely unhealthy and inhumane working conditions below the subsistence level are less a reminiscence, but rather a seamless continuation, if not a revival of anti-humanist Manchester capitalism. The political background is a progressive neoliberal transformation of economies in terms of worldwide de-regulation and erosion of labor laws, permanent employment contracts, employee rights of co-determination, healthy working conditions, social security systems, and mechanisms for environmental protection – orchestrated by powerful international investors, transnational corporations, lobbying groups, and colluding political bodies and decision-makers as well as their mouthpieces in the public relations and media landscape.

Work and organizational psychologists, who are engaged in research, teaching, or practice, and who aspire to better live up to their own humanist ethical values and responsibilities, should not tolerate –and thus implicitly condone– these detrimental developments any longer. Instead, we need to stand in for and enact changes towards a socially responsible and sustainable future of our discipline, which accommodates the needs and interests of all employees, instead of serving the economic elites of investors, management, and

privileged “knowledge workers”. Therefore, an important objective of the conference relates to finding and discussing ways to strengthen, develop, and better integrate existing critical approaches in our own research. Exposing and critiquing ideological biases in extant research, proposing or reporting theoretical or empirical research from critical and radical humanist perspectives, as well as building networks and planning activities for better research, teaching, and practical interventions are all projected activities for this upcoming conference. This conference aims to establish, integrate, and advance different lines of research that are explicitly dedicated to critical and radical humanist approaches and perspectives in contemporary WOP.

Theoretical Foundations

Critical theoretical and radical humanist approaches within WOP are inspired, for example, by contributions of the Frankfurt School of Social Philosophy, by Analytical Social Psychology in the tradition of Erich Fromm, by approaches of dialectical materialist psychology (e.g. Activity Theory, German Critical Psychology). These approaches span a range of theoretical and methodological pluralism without falling into eclecticism, arbitrariness, and relativism (e.g., Teo, 2015). For strengthening a scientific-humanist WOP, these approaches have in common that they take up (or at least are open to) political-economic, social-scientific, and social-philosophical criticism of the described detrimental developments of radicalizing (“neoliberal”) capitalist economic systems that endanger the foundations of civil society, like compassion, social cohesion, and democracy.

Furthermore, critical theoretical and radical humanist work and organizational psychologists advocate that human rights, human dignity, the social and psychological well-being and care for all human beings, and the protection of the natural foundations of life, should represent the guiding principles for economic activity and work. This means opposition and resistance to the economic exploitation and oppression, deprivation or deterioration of people, other living beings, and the natural foundations of life, in the name of a self-reproducing and, eventually, self-destructive system, defending, perpetuating, and advancing the particular interests of a small wealthy minority and its minions. Additionally, critical and humanist approaches share the effort to explore human development potentials within their social and historical context and to examine forms of self-actualization at and through work and other economic contexts that do not conflict with the legitimate interests and needs of other stakeholders and social groups.

Critical theoretical and radical humanist approaches in WOP endeavor to integrate social psychological, sociological, and social philosophical constructs to sketch out theoretical frameworks to better understand the closely intertwined developments of the individual psyche, the social subsystems, and the surrounding cultural-societal system, in which the individual acts and behaves. To extend the explanatory power of theoretical frameworks of WOP, critical theoretical and radical humanist approaches strive for considering the psychological processes, effects, and implications of political-economic and organizational power structures and their related ideologies. This requires that radical (“neoliberal”) capitalist structures of power, domination, competition, and inequality, and their ideological foundations are identified, exposed, theoretically analyzed, and empirically investigated. This includes, for example, systemic divergence of interest in employment and power mechanisms based on political, economic, and organizational resources of external and internal actors (e.g., financial shareholders, political-economical agents, purchasers, entrepreneurs, top managers, union actors). This conceptual work is very important, yet largely neglected in mainstream WOP. This is the case because opposing structures and system-justifying ideologies potentially pervade the values, interests, attitudes, work motivation, communication, social and moral competencies, and job-related behaviors of employees interacting in business organizations, researchers, and practitioners of WOP (e.g., Bal & Dóci, 2018).

Critical and radical humanist WOP implies an emancipatory epistemological interest (according to Horkheimer, Habermas or Holzkamp). Specifically, empirical studies are guided by the aim to identify deficiencies concerning humane criteria of work and the actual conditions people are facing in contemporary organizations. Moreover, research activities of critical and radical humanist WOP researchers, in cooperation with corresponding researchers from other disciplines, also endeavor to develop methods, concepts, and procedures that are useful for challenging, reducing, or removing work-, organization-, and management-related factors, as well as technological aspects that impede human dignity, self-actualization, solidarity, freedom, and health. This transformational research perspective requires to investigate the existing, albeit rare and dispersed, “fractals” of alternative economies. These are represented, for example, by enterprises practicing structurally anchored organizational democracy, the so-called solidarity economy, economy for the common good, and integrated living and work communities (e. g., kibbutzim, communes, food coops). Such research, which is still severely neglected within WOP, represents a future-oriented attempt of studying human development and interaction in socio-economic systems that transcend the instrumental rationality of the prevailing exploitative and oppressive system of work and economy.

At the conference, contributions from the following theoretical approaches, their variations and extensions will be discussed and ideas for their application, further development and integration in research, practice and academic teaching in WOP will be developed and exchanged:

- Critical Psychology based on the Frankfurt School of Critical Theory (including Critical Theory of the Subject)
- Radical Humanism and Analytical Social Psychology (according to Erich Fromm)
- Critical Management Studies
- Critical Psychology / Psychology from the Perspective of the Subject
- Activity Theory and Cultural Historical Psychology
- Critical traditions in Action Regulation Theory
- Self Determination Theory and criticisms of corporate capitalism

The above are approaches, which we consider important for a critical and radically humanistic reorientation and development of WOP. However, this is certainly not a complete list. Contributions from other perspectives that are normatively compatible with the above theoretical traditions are also welcome. This normative focus, however, is essential because this conference is explicitly not intended as a general work and organizational psychological event. Rather, it will be a specialized conference that aims to provide a forum to critically examine prevailing and influential theories, research, and practices in WOP. Such undertakings can draw on a strong and diverse basis in critical theoretical and radical humanist (and related) approaches, including empirical research that relies explicitly on critical concepts and methods. These approaches provide a contrast to other types of research, for example, value relativistic, economic, “neutral” non-humanist (scientific) approaches, typically presented at mainstream WOP conferences.

Exemplary Topics

At our conference, we would like to address fundamental and applied, classic, and current topics, theories, concepts, problems, and research results of a critical theoretical and radical humanist WOP. The following examples illustrate the type of topics and research that we are particularly interested in. Of course, contributions on other topics of a critical and radical humanistic WOP are also welcome.

- Conceptual analyses and critiques of current and influential theories, models, concepts, or constructs in work and organizational and economic psychology from a critical-theoretical and radical humanist perspective.
- In particular, this involves “de-naturalizing” the underlying phenomena and deconstructing the “darkside” of research that contributes to downplay, obscure or distract from the fundamentally diverging interests of economic and human actors; some examples for constructs that warrant critical

reflection are individualization, health competence, workability, employability, flexibility at work, proactivity, autonomy, self-leadership, -management, work engagement, compliance, commitment, extra-role behavior (e.g., “OCB”), job crafting, customer satisfaction, etc.

- Conceptions of man, potentials for human development and meaning at work beyond the ideology of the “homo oeconomicus”; furthermore, conceptions of altruism, prosocial, and proactive behavior beyond the instrumentality of extra-role behavior and similar constructs of the individualized “self-enterprising entreplovee”
- Theories and models of organizational behavior (including management, leadership, communication, cooperation) beyond employee instrumentalization, manipulation, and competitive exploitation
- Theoretical concepts of moral competence and behavior anchored in philosophical humanism beyond relativistic or “neutral” conceptualizations of ethical organizational culture, climate, or leadership
- Corporate moral disengagement, exploitative and destructive management and leadership practices in neoliberal organizations and their psychological consequences (e.g., self-endangering work behavior, social and moral alienation, and corrosion)
- Work and precarity, organizational injustice, social inequality, disadvantaged and marginalized employee groups, health-impeding working conditions in the sweat shops of globally distributed supply and production chains, including conceptual and empirical analyses and intervention strategies
- Work and mental health from a critical theoretical perspective reflecting societal structures and developments (e.g., mental health and socially patterned psychic defects due to social character formations; corrosion of character through conditions of flexible work and employment; critical psychoanalytic approaches; effects of the working situation on the formation of psychic and psychosomatic symptoms and disorders; social alienation, and the “pathology of normalcy”)
- Digitalization of the economy between totalitarian capitalism (e.g., shareholder-value extremism in conjunction with transnationally integrated monitoring, profiling, and disciplinary technologies) and radical humanist liberation / emancipatory perspectives
- Psychological potentials of alternative forms of work organization, entrepreneurial, and economic activity beyond radical capitalist (“neoliberal”) doctrine, e.g., solidarity economy, economy for the common good, post-growth economy, organizational democracy, social enterprises, and communitarian living and work arrangements.

The time is ripe for change in our own discipline! For an unofficial conference motto, please consult “Eskimo Blue Day” by Jefferson Airplane (“The human name doesn’t mean...”).



[A decent life for everyone. We defy the “social cold”]

