

Schedule Authors Workshop, 26.11.2024

Group Identities and Group Construction in Organizations

Zoom-Link: <https://syddanskuni.zoom.us/j/66371856715>

9:00–9:30 **Introduction**
9:30–11:45 **Paper Presentations Part 1**

2 Streams in Parallel

(10 min for the presentation, incl. Q&A; 5 min for the comment on the paper)

STREAM A

Transformative potential or symbolism? Reflections on the influence of introducing post bureaucratic management concepts on group construction and identity in organizations

(Melissa Köhler)

Discussant: Sabine Pfeiffer

Green transformation and shifting group identities: “old” and “new” engineers in German automobile industry

(Sabine Pfeiffer)

Discussant: Mia Thyregod Rasmussen

New employees – New organisation? On start-ups as sites of creolisation

(Mia Thyregod Rasmussen)

Discussant: Angela Graf / Janine Hagen / Thomas Hess

When two worlds collide: Understanding group dynamics during the adoption of big data analytics

(Angela Graf / Janine Hagen / Thomas Hess)

Discussant: Katja Schönian

STREAM B

Alumni management: the construction of an alumni social group to extend the current organizational group

(Sophia Bittner-Zähr)

Discussant: Yvonne Albrecht / Serhat Karakayal

Uncertainty about the organisational identity?

Constructing belonging and not-belonging in civil society organisation

(Yvonne Albrecht / Serhat Karakayal)

Discussant: Eva Groß / Stefanie Kemme / Joachim Häfele / Clemens Striebing / Jannick Schneider / Johanna Wührl / Mathias Weber / Simon Schmaus

The ambivalence of ingroup identification among police employees: Authoritarianism and fairness

(Eva Groß / Stefanie Kemme / Joachim Häfele / Clemens Striebing /

Jannick Schneider / Johanna Wührl / Mathias Weber / Simon Schmaus)

Discussant: Mustafa Khalil Mahmood

Dilemmas and positioning when counting micro aggressive exclusion at work – An analysis of a „small story“ of double-victimization by an international employee

(Klarissa Lueg)

Discussant: Eva Groß / Stefanie Kemme / Joachim Häfele / Clemens

Striebing / Jannick Schneider / Johanna Wührl / Mathias Weber / Simon

Schmaus

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11:45–12:30 Lunch Break

12:30–14:00 Paper Presentations Part 2

2 Streams in Parallel

(10 min for the presentation, incl. Q&A; 5 min for the comment on the paper)

STREAM A

Rethinking organizational identities: The role of identity work and regulation in a merger integration process

(Katja Schönian)

Discussant: Larissa Binder

Identity conflicts between social subunits in growing SMEs

(Larissa Binder)

Discussant: Simon Jebesen / Sylvia Rohlfer

The Impact of shared values on employee voice: How openness, value congruence, and complicity shape managers' perceptions

(Simon Jebesen / Sylvia Rohlfer / Kayonzo Pommerenke)

Discussant: Melissa Köhler

STREAM B

Constantly evolving and adjusting temporary agency workers' experiences of multiple identities

(Mustafa Khalil Mahmood)

Discussant: Henry Larsen / Jacob Buur

Students, industry, funding, deans – Group identity forming in a university

(Henry Larsen / Jacob Buur)

Discussant: Marianne Storgaard / Emma Perriton

From fixed groups to fluid groupings: Identity regulation in contemporary organisations

(Marianne Storgaard / Emma Perriton)

Discussant: Sophia Bittner-Zähr

14:00–14:15 Break

14:15–15:00 Wrap-up and next steps