

WOA 2019

YEARS

Identity and Pluralism across Organizational Studies and Practices
Palermo, 7th-8th february



Under the patronage of Università degli Studi di Palermo



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Conference Chair **Raimondo Ingrassia**

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Coordinators: **Raimondo Ingrassia**, **Guglielmo Faldetta**
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PRESENTATION

Organization theory is a vast domain in research and practice where different elements interact, originating a unique setting for multi-disciplinarity. Organizations are convenient microcosms where we can observe economic, social, political, and technological dynamics unfold and interact.

As scholars and artists alike have noted in the past, organizations are the fabrics of social life; according to Chester Barnard, the very way in which our species progresses in its evolution. As organization theorists affiliated with ASSIOA, we have grown into a vast community of ideas and approaches to reflect the multiplicity of interests, issues, and dilemmas to be explored within and across organizations.

Our journey toward ever greater richness is continuing and our WOA is a recurring landing point to share what puzzles us and recognize the existence of a community of interests and practices which is lively and supportive. Our conference is a chance to know what others are working on, to develop new ideas and create commitments in order to promote new research together.

Alongside these elements common to any conference, our WOA is an occasion to reflect on what we share, our identity as scholars and reinforce it by being aware of where we come from and where we are heading.

The twentieth WOA will engage scholars in a conversation on the interplay between identity and pluralism at a time when many changes are challenging what we know. Technology is reshaping the meaning of division of work and coordination, and even the borders of what is human in and around organizations, anticipating the emergence of robots and machine-based agents. Global socio-demographic processes are leading to massive migration processes and changes in the focus of economic processes. Societal values are changing the habits and patterns of consumption and the use of resources. Many other challenges are waiting for us to consider them in our theorizing and researching.

The next WOA will explicitly invite each of us to reflect on identity and pluralism both across our paper tracks and in selected panels where we will discuss what lies ahead of us in the light of where we have come from.

What is identity

Identity is a dynamic concept at the intersection between what's inside and what's outside, defining the differences across that border. All identity building processes unfold sharing this characteristic; be it the evolution of any human being, the professional development or the evolution of a community identity like the one shared by all among us and founded on an event: the 1982 national congress of the Accademia Italiana di Economia Aziendale in Taormina.

The identity of organizational scholars is multifaceted, because it inherits much from many pre-existing fields of science. Originated in the application to practitioners' issues and challenges organization theories have struggled to improve their scientific status, at times sacrificing the ability to have a practical impact on society.

At this time of rapid and unprecedented social, political and economic shifts, we believe that researchers have the obligation to consider how to strengthen the balance between rigor and relevance to fully take part in the changes which are occurring according to a socially responsible view of scholarship. Such a view requires to leverage rigor to address important issues, which may lie also at the border between our traditional domain and novel and even more diverse streams of research.

On this basis, we ask everybody to engage in a reflexive conversation across the traditional areas of our annual meeting:

- organizational models,
- people,
- processes,

in order to collectively define where we stand in relationship to the great challenges of our times, and how we plan to interact within our identity and across its boundaries embracing a fruitful and responsible role in our universities, local communities and national settings.

Identity, pluralism and the never ending question of means and ends

As researchers and teams of research, we are the product of an inimitable journey affected by our encounters and the context where they have taken place, originating the unbelievable variety we share when we meet in our yearly conference.

Our research stems from this unique background to address specific questions, but this background influences how we define our goals and how we plan to pursue them in terms of methodology and utmost finality.

In the unfolding of our previous experience with our present interests, we are constantly dealing with the paradoxical question of how means and ends should be seen to interact. Should we continue to believe we can keep them separated? Or should we realize they are not and therefore we are playing a greater role than we perceive? Finally, should we consider that we are path dependent and what we research is bounded to our background?

The WOA in Palermo sets the stage for a collective reflection on three corners of this multiple dilemma:

- What are the (legitimate) sources of organizational knowledge?
- How are research conversations socially constructed and how are they influenced by different context (global, European, local)?
- What is a (legitimate) research agenda in organization theory and when is it trespassing into different domains?

In order to transfer the issues at stake, the sources require us to investigate the relationship between organization theories and other neighboring domains, among which for example, Organizational Sociology, Industrial Organization, Economia aziendale, Work and Organizational Psychology, or even apparently secluded domains like Neurosciences, AI, Biotech, etc.

As for the research conversations, we have moved from being a mostly national community in the early nineties to a globally well-connected community. In this process, we have somewhat neglected our role in local communities, and it is probably time to reconcile these two relevant aspects of who we are, bringing to the global attention issues which are connected to our local sensibility and creativity. As for the research agenda we need to redefine how we set the boundaries between organizational theory and other domains, not to exclude, but to make any inclusion meaningful. We need to decide for example whether any research taking place in organizations is part of our domain or not. In the wake of an unprecedented technological shift this requires also to consider the role of technology, in the form of AI and RPA.

Our WOA in Palermo literally embodies these changes in a city which is both strong in its identity and plural in its historically becoming, having been one of the first melting pots of the Mediterranean sea. Once again we expect that Palermo can be the cradle for a creative dialectic between identity and pluralism, but we need to be conscious actors of this process dedicating time and effort to prepare ourselves for this event.

THURSDAY FEBRUARY 7

BUILDING 13 Dipartimento di Scienze Economiche Aziendali e Statistiche
Main Hall (Aula Magna Vincenzo Li Donni)

11:00 – 2:00 pm

Registration

2:00 – 2:30 pm

Welcome to WOA 2019

Rector **Fabrizio Micari**

Deputy Rector **Fabio Mazzola**

Department Director of Economics, Business and Statistics **Elio Mineo**

Deputy Department Director of Economics,
Business and Statistics **Arabella Mocciano Li Destri**

Coordinator of the Business Administration Degree **Marcantonio Ruisi**

Associazione Italiana Direzione del Personale (AIDP) - Sezione Sicilia

President Ing. **Massimo Plescia**

ASSIOA President **Marcello Martinez**

Conference Chair **Raimondo Ingrassia**

2:30 – 3:20 pm

Keynote speech

**The issue of identity and some of the reasons it has assumed
a critical importance in our times**

Yiannis Gabriel emeritus professor, University of Bath

Introduced by **Teresina Torre** ASSIOA Vice-president

3:20 – 3:45 pm

Coffee break

BUILDING 19 50 meters from the Main Hall (Aula Magna Vincenzo Li Donni)

3:45 – 5:15 pm

PARALLEL SESSIONS

Aula Anfiteatro 1

3:45 – 5:15 pm

Public Administration

Chairman: **Maurizio Decastri**

The emergence of accountability entrepreneurship
in an arm's length public organization:
an exemplary case

Walter Castelnuovo and **Maddalena Sorrentino**

Public/private collaboration and multiplicity
in the identity-mission nexus: the BikeMi case

Maddalena Sorrentino, **Giancarlo Manzi**
and **Francesco Virili**

Ambidextrous identity in public management.

The case of Apulia Region

Pamela Palmi, **Angelo Corallo**, **Antonio Caforio**
and **Angelo Scialpi**

Reforming public employment for change following
a law-driven view

Mauro Romanelli and **Eufrasia Sena**

Political discontinuity and perceptions of uncertainty:
implications for Italian public managers

Filomena Buonocore and **Davide De Gennaro**

Aula Anfiteatro 2

3:45 – 5:15 pm

Information Systems

Chairman: **Gilda Antonelli**

The forces of the dark net.

A critical realist investigation

Paolo Spagnoletti, **Federica Ceci** and **Bendik Bygstad**

Organizing the enterprise 4.0.

A proposal framework based on a cross-disciplinary
review of industry 4.0

Lia Tirabeni, **Gianluca D'Antonio**, **Paola De Bernardi**
and **Paolo Chiabert**

What(i)s(h)App(ening) in our team?

Exploring (face-to-face vs electronic) communication
networks in multidisciplinary teams

Daniele Mascia

Investigating teamworking and consequences
of interactions in teams

Leila Ahmadpour and **Daniele Mascia**

The role of human capital in the digital transition
towards industry 4.0

Niccolò Comerio, **Eliana Alessandra Minelli**
and **Andrea Urbinati**

Aula Anfiteatro 3 3:45 – 5:15 pm

Creativity and image

Chairman: **Giovanni Masino**

A diffractive methodology as a way to overcome analytical challenges in organizational aesthetic research

Federica De Molli and **Jeanne Mengis**

Literary festivals and their organizations

Luca Pareschi and **Luigi Maria Sicca**

Exploring organizational and corporate identity on social media: a literature review

Stefano Di Lauro, **Aizhan Tursunbayeva**, **Gilda Antonelli** and **Marcello Martinez**

Refocusing on novelty in organizations.

A method for research?

M. Laura Frigotto

Aula Multimediale A 3:45 – 5:15 pm

Innovation 1

Chairman: **Marco Zamarian**

Organizational sensemaking and sensegiving in new product development:

the role of social media and web 2.0

Ludovico Bullini Orlandi, **Paul Pierce**, **Cecilia Rossignoli** and **Alessandro Zardini**

Creativity and relational mechanisms:

how individuals build and activate their network in collaborative space

Ludovica Leone, **Fabrizio Montanari** and **Anna Chiara Scapolan**

Understanding the creative entrepreneurial process: how do creative entrepreneurs' motivations change along with social ties?

Viktoriya Pisotska, **Kerem Gurses** and **Richard Tee**

Understanding project structure and dynamics as key complexity drivers for project management.

The case of a software project in a system dynamics perspective

Stefano Armenia, **Primiano Di Nauta** and **Cristina Simone**

Entrepreneurial leadership and strategic decision making in micro and small firms.

A configurational analysis

Elisa Castellarin, **Daniel Pittino**, **Christina Weber** and **Herbert Gillig**

Aula Anfiteatro 4 3:45 – 5:15 pm

Organizational Behaviour 1

Chairman: **Barbara Imperatori**

Making Holacracy work: the possible role of e-HRM in deconstructing hierarchy

Aurelio Ravarini and **Marcello Martinez**

The development of an inclusive workplace and the role of HRM

Fabrizio Maimoni

Be positive and rational to make effective entrepreneurial decisions. A mediation model between positive affect, rationality and entrepreneurial decision-making effectiveness

Sara Sassetti, **Vincenzo Cavaliere**, **Laura Costanzo** and **Tapas Mishra**

Stay true to yourself: The role of emotions to preserve authenticity and to innovate

Daniela Aliberti and **Chiara Paolino**

Daily after-hours mobile use and work mental fatigue: effects on dispositions towards the organization and the spouse

Massimo Magni, **Ekaterina Netchaeva**, **Remus Ilies** and **Jingxian Yao**

Aula Multimediale B 3:45 – 5:15 pm

Health Organization 1

Chairman: **Amerigo Cicchetti**

About networks in healthcare: an exploratory study of patients' advocacy associations

Luca Giorgio, **Federica Morandi**, **Roberta Laurita**, **Eugenio Di Brino** and **Amerigo Cicchetti**

The "dark side" of technology adoption:

exploring collaborative structures and learning dynamics among surgeons in an Italian healthcare organization

Daniele Mascia and **Valentina Iacopino**

Conflict management styles in medical health managers

Marzia Ventura, **Concetta Lucia Cristofaro**, **Walter Vesperi** and **Rocco Reina**

The spread of the Electronic Health Record: the IRCCS' case

Anna Maria Melina, **Marzia Ventura**, **Rocco Reina** and **Walter Vesperi**

THURSDAY FEBRUARY 7

Aula Seminari A 3:45 – 5:15 pm

Organizational Behaviour 2

Chairman: **Guglielmo Faldetta**

The norm of reciprocity in organizational behaviors:
a systematic literature review

Deborah Gervasi and **Guglielmo Faldetta**

Does disclosing (vs. hiding) preferences about
work-life balance harm you?

An analysis among male and female newcomers

Gabriele Morandin, **Marcello Russo**
and **Aliasghar Bahoo Torodi**

The antecedents of serial entrepreneurship:
the role entrepreneurs' narcissism and human capital

Simona Leonelli and **Francesca Masciarelli**

Love and organization studies:
declining love in leadership's models

Roberta Sferrazzo and **Renato Ruffini**

"Me, Myself & I".

The antecedents, consequences
and types of impression management

Sriteja Wudaru and **Richard Tee**

Aula Seminari B 3:45 – 5:15 pm

Organizational Change

Chairman: **Francesco Virili**

Organizational resilience. A preliminary study
of the quasi-medium-sized Italian firms

Paolo Gubitta, **Diego Campagnolo**, **Martina Gianecchini**
and **Alessandra Tognazzo**

Cooperative enterprises:
towards change and managerialization

Roberta Cuel and **Diego Ponte**

Understanding long-term changes
in legally-sanctioned organizational forms.

The case of British building societies, 1832-2001

Olivier Butzbach

Organizational change and learning:
moving forward after an explorative bibliometric-based
literature analysis

Francesco Virili, **Cristiano Ghiringhelli** and **Stefano Za**

Omnichannel strategy and organizational change:
HRM challenges for luxury and fashion companies

Ilenia Bua and **Barbara Quacquarelli**

BUILDING 13 Dipartimento di Scienze Economiche Aziendali e Statistiche

Main Hall (Aula Magna Vincenzo Li Donni)

5:15 – 6:15 pm

Welcome

Gaetano Aiello AIDEA president

Round table

Searching the future without forgetting the roots

Federico Butera

Giovanni Costa

Riccardo Mercurio

Moderated by **Severino Salvemini**

6:15 – 6:40 pm

Writing for a journal – Shaping your readership

Tanya Bondarouk University of Twente

6:40 – 7:00 pm

Doctoral thesis awards

7:00 – 7:30 pm

ASSIOA assembly

7:30 – 8:00 pm

Towards the social dinner by bus

PALAZZO BRANCIFORTE Via Bara all'Olivella, 2

8:00 pm

Social dinner

FRIDAY FEBRUARY 8

BUILDING 19 50 meters from the Main Hall (Aula Magna Vincenzo Li Donni)

9:00 – 10:15 am **PARALLEL SESSIONS**

Aula Anfiteatro 1 9:00 – 10:15 am

Performance Management 1
Chairman: **Eliana Minelli**

Performance appraisal

and innovative work behaviours

Ylenia Curzi, Tommaso Maria Fabbri, Anna Chiara Scapolan and **Stefano Boscolo**

Organizational wellbeing and performance:
the case of an Italian branch of a multinational
corporation

Caterina Muzzi and **Manuela Rossini**

Control or support? The effect of HR systems
on intellectual capital and organizational performance

Alessandra Lazazzara, Edoardo Della Torre
and **Raoul Nacamulli**

Broad-based employee share ownership plans:
a multiple case study in the Italian context

Desiree Giacomelli and **Mauro Gatti**

Aula Anfiteatro 3 9:00 – 10:15 am

Technology and change
Chairman: **Luca Solari**

The paradox of the cloud:
best-of-breed solutions vs heterogeneous
control points

Nilooofar Kazemargi and **Paolo Spagnoletti**

Agent-based simulation approach for collaborative
consumption: exploring the information sharing
dynamics

Stefano Za and **Eusebio Scornavacca**

Are collaborative-robots collaborative?

An organizational perspective
Angelo Gasparre

Rediscovering sustainable peace
through information technology

Mauro Romanelli and **Maria Ferrara**

Aula Anfiteatro 2 9:00 – 10:15 am

Health Organization 2
Chairman: **Rocco Reina**

Healthcare professionals' identity conflict
and ethical behaviour in end-of-life circumstances:
a qualitative study

Lara Carminati and **Yingfei Héliot**

The bargaining style: lights and shadows from
the Italian healthcare management

Federica Morandi

Profili e competenze del middle management nel SSN

Irene Gabutti and **Americo Cicchetti**

Identifying individual and job-related determinants
of rating distortion in performance appraisal:
the case of middle management in healthcare
organizations

Federica Morandi, Daria Angelozzi
and **Fausto Di Vincenzo**

Aula Anfiteatro 4 9:00 – 10:15 am

Knowledge Management 1
Chairman: **Fabrizio Montanari**

The transfer of managerial capabilities
in a global organization

Nicole Belfanti and **Giancarlo Lauto**

Entrepreneurial learning mechanisms:
how and what entrepreneurs learn from their
experience

Michela Loi, Manuel Castriotta and **M. Chiara Di Guardo**

Linking clients' involvement and innovation
performance: the mediating role of external knowledge
sources and coordination mechanisms

Stefano Li Pira, Anna Cabigiosu and **Diego Campagnolo**

Towards a more informed decision making process:
early evidence from an entrepreneurs' community
of practice

Fabio Fraticelli and **Sara Lombardi**

FRIDAY FEBRUARY 8

Aula Multimediale A 9:00 – 10:15 am

Organization and Territory

Chairman: **Giuseppe Delmestri**

Responsabilità di impresa per la formazione continua della comunità: la necessità di integrare studi e politiche aziendali con studi e politiche pubbliche
Rossella Cappetta

Urban civic networks as an innovation-based process organising. The case of Bari metropolitan city
Alessandra Ricciardelli and Francesco Manfredi

Special economic zones' governance and organizational structures: a policy network approach for a comparative analysis on some global experiences
Sara Maryami and Marcello Martinez

The maintenance of a contested issue. Towards a theory of exchanges in shaping issue settlements
Claudio Bisaro, Giuseppe Delmestri and Mia Raynard

Aula Seminari A 9:00 – 10:15 am

Job Seeking Theory and Mismanagement

Chairman: **Raimondo Ingrassia**

Integrating a dispositional and a competence-based approach to study graduates' perceived employability: preliminary evidence from the University of Florence
Sara Lombardi, Mariacristina Bonti, Vincenzo Cavaliere and Martina Mori

Exploring millennials job seeking behaviours: what about the role of social media?
Francesca Mochi, Rita Bissola and Barbara Imperatori

Dirtying bank work: managerial strategies to lower the status of an occupation and their possible side effects
Luca Carollo and Silvia Gilardi

Uncovering the relationship between organizational identity and whistleblowing? Some preliminary evidence
Rocco Palumbo, Paola Adinolfi, Gabriella Piscopo and Rosalba Manna

Aula Multimediale B 9:00 – 10:15 am

Knowledge Management 2

Chairman: **Luigi Proserpio**

Knowledge sharing from the organizational knowing perspective: an exploratory study in Italian hospital setting
Rocco Agrifoglio, Paola Briganti, Concetta Metallo and Luisa Varriale

Technology in the process of information transformation in knowledge: the role of nurses
Caterina Galdiero, Marcello Martinez and Mario Pezzillo Iacono

Digital HR Management practices friends or foe? A humanistic management perspective
Claudia Dossena, Lorenzo Mizzau and Francesca Mochi

A literature review to explore e-learning in the universities
Teresa Anna Rita Gentile, Ernesto De Nito, Rocco Reina and Anna Maria Melina

BUILDING 19 50 meters from the Main Hall (Aula Magna Vincenzo Li Donni)

10:15 – 11:30 am PARALLEL SESSIONS

Aula Anfiteatro 1 10:15 – 11:30 am
Family Business 1
Chairman: **Chiara Morelli**

Human resources management practices in family firms and the role of awareness: a configurational model
Giulia Flamini and **Luca Gnan**

Organizational change in family firms: four different levels of emotions and behaviours
Giulia Flamini and **Damiano Petrolo**

Familiness as a cluster of organizational logics: The OLC view of family business
Francesca Ricciardi, **Elisa Giacosa** and **Valter Cantino**

Aula Anfiteatro 3 10:15 – 11:30 am
Identity and Pluralism 1
Chairman: **Luca Giustiniano**

The unrepresentable organizational metamorphosis and the dynamics of organizations
Massimo Bianchi

Pluralism and performance: a configurational analysis of human resources governance.
Anna Grandori, **Gustavo Oliveira**, **Sylvia Saes** and **Wilson Amorim**

Toward a multi-paradigmatic and pluralistic approach to cultural diversity management
Fabrizio Maimone

Language use and competition in pluralistic organizations, an analytical approach and empirical illustration
Vitaliano Barberio

Aula Anfiteatro 2 10:15 – 11:30 am
Family Business 2
Chairman: **Martina Gianecchini**

Family entrepreneurship: a multi-level systematic literature review
Cizhi Wang, **Massimiliano M. Pellegrini** and **Luca Gnan**

Family firms governance and performance inside industrial districts: a contingency approach
Daniel Pittino, **Francesca Visintin**, **Alessandro Minichilli** and **Cristiana Compagno**

Aula Anfiteatro 4 10:15 – 11:30 am
Identity and Pluralism 2
Chairman: **Filomena Buonocore**

A cross-cultural analysis of job crafting in call centers representatives
Alessandra Lazazzara, **Maria Tims** and **Raoul Nacamulli**

A study of intended, actual and experienced HRM practices among chronically ill employees: the emergence of multi-level gaps
Laura Innocenti, **Silvia Profili**, **Alessia Sammarra** and **Anna Bos-Nehles**

Identity and pluralism: studying the experience of a public network aimed at redesigning social services
Sabrina Bonomi, **Daria Sarti** and **Teresina Torre**

FRIDAY FEBRUARY 8

Aula Multimediale A 10:15 – 11:30 am

Innovation 2

Chairman: **Chiara Di Guardo**

Organizations facing novelty:
a framework to learn mindfulness

Maria Laura Frigotto, Loris Gaio, Alessandro Narduzzo
and **Marco Zamarian**

Understanding innovation processes in professional
service firms. An integrated conceptual model

Andrea Tomo, Gianluigi Mangia, Stefano Consiglio
and **Paolo Canonico**

When birds of a flock do not fly together:
diversity and innovation outcomes in international
R&D collaborations

Lucia Marchegiani, Federica Brunetta and **Enzo Peruffo**

Blockchain as innovation model:
a coordination framework for interorganizational
interactions

Francesco Bolici

Aula Seminari A 10:15 – 11:30 am

Culture and Organization

Chairman: **Luigi Maria Sicca**

Improving cultural organizations through
visitors-sensing

Francesco Cappa, Federica Rosso and **Luca Giustiniano**

Visitors-sourcing in cultural organizations

Francesco Cappa, Federica Rosso and **Luca Giustiniano**

New cultural intermediaries.

A case study on an Italian video-making organization

Davide Bizjak, Mariavittoria Cicellin, Stefano Consiglio
and **Luigi Maria Sicca**

Aula Multimediale B 10:15 – 11:30 am

Performance Management 2

Chairman: **Silvia Profili**

Performance management systems and motivation:
the moderating role of participation in decision making
and task uncertainty

Domenico Berdicchia, Enrico Bracci
and **Giovanni Masino**

Direct voice, performance-related pay
and organizational Innovation in European firms

Edoardo Della Torre, Meysam Salimi
and **Antonio Giangreco**

Linking social value to individual performance:
The role of social meaningful work and job engagement

Rita Bissola and **Barbara Imperatori**

FRIDAY FEBRUARY 8

BUILDING 13 Dipartimento di Scienze Economiche Aziendali e Statistiche
Main Hall (Aula Magna Vincenzo Li Donni)

11:30 – 11:45 pm Coffee break

11:45 – 13:15 pm **Round table**
Engaged scholarship
Domenico Bodega
Stefano Consiglio
Chiara Di Guardo
Paolo Gubitta
Giovanni Masino
Luigi Maria Sicca
Luca Solari
Francesca Visintin
Moderated by **Giuseppe Delmestri**

13:15 – 13:30 pm **Best paper ceremony - Next WOA announcement**

13:30 – 14:30 pm Farewell lunch

14:30 – 15:00 pm Towards the Cappella Palatina (walking)

15:00 – 16:00 pm Social program: Visit to Cappella Palatina (optional)
Entrance: Piazza del Parlamento

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