

Call for ~~Extended Abstracts~~contributions

## RIPCO ANNUAL RESEARCH DAY

# Emerging Trends in Organizational Behavior Research

December 3, 2019

Hosted by  HICN Business School CNIT - La Défense, Paris, France

### **Objectives** ~~of the research day~~

The RIPCO 2019 annual research day will focus on emerging trends in ~~organisational~~organizational behavior research.

Contributions on Neuroscience and Organizational Behavior, Humanistic Management, Emotional Intelligence (EI), Artificial Intelligence and the Workplace, Time and Organizational Studies and Other OB topics, but not limited to those themes, are particularly expected. This list of emerging trends can be explored using different angles. Research papers venturing on those emerging themes are then expected, but should not neglect a mandatory scientific approach, in order to nurture research in the field of organizational behavior.

The 2019 annual research day will also be the opportunity to celebrate the 25<sup>th</sup> anniversary of RIPCO through a ceremony to reward the best articles of the journal, which will be re-published into a special issue.

## TRACK 1: Neuroscience and Organizational Behavior

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Insights from cognitive neuroscience have the potential to advance management research and devise new research questions (Becker & Cropanzano, 2010; Hills, 2012; Lindebaum, 2016; McDonald & Tang, 2014). However, neuroscientific findings and the models they have generated remain largely unknown in most disciplines devoted to predicting human behavior. In addition, the basic building blocks of social science theories are often inconsistent with neuroscientific evidence. Understanding could also be enhanced through incorporation of complexity science and systems dynamics, which provide a more integrated, albeit more difficult to research, set of approaches to phenomena than the more mechanistic, fragmented approaches more common today. Some organizational behavior scholars have suggested that a new, biologically rooted subfield be created to understand the primary causes of behavior in organizations through the mapping of neural mechanisms (Becker et al., 2011; Lee et al., 2012). Others have suggested that there is a need to integrate research on neuroscience, management, and psychology so that better understanding of decision-making processes can be gained (e.g., Laureiro-Martínez, Brusoni & Zollo, 2010).

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## TRACK 2: Humanistic Management

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Humanistic Management has been developed as a distinct perspective on management where the focus is on the human being and underlying dynamics of care and dignity (Pirson, 2017a). It aims to create a more balanced relationship between objects that can be exchanged in markets as well as less tangible items related to promoting the flourishing of human beings (Pirson, 2017b). Therefore, humanistic management as a discipline highlights who we are as human beings, as at the heart of this humanistic management, approach lies a concern for the respect for the dignity and humanity of employees, customers, and anyone else affected by the company's actions (Pirson, 2017a). While the extant humanistic management literature has focused on how organizations can be structured and managed to maximize outcomes that would benefit individuals and communities, the analysis and procedures at the human interaction level have received little attention. OB research could help address this gap by introducing its focus on the human interaction as a level of analysis.

### ▲ **TRACK 3: Emotional Intelligence**

Emotional intelligence has emerged as a topic of interest in the organizational behavior field as well. Managers, organizational leaders, and employees alike, are challenged to manage affect among intra-organizational stakeholders. Workplace relationships are charged with emotional components that are often difficult to detect and manage. Affect can influence work tasks, employer-employee relationships, productivity, and workplace satisfaction. The OB field continues to try to understand how emotions and cognition interact and how emotions moderate workplace behavior. Thus, this important area focuses on the detection and proper management of employee emotions for the sustained competitive advantage of the organization.

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### ▲ **TRACK 4: Artificial Intelligence and the Workplace**

Advances in technology (e.g., artificial intelligence, blockchain, technology acceleration, privacy in social media platforms, "big data") have rapidly outstripped our ability to develop relevant ethical and corporate social responsibility frameworks to guide organizational policies and, by extension, managerial and employee behavior. Likewise, the role that universities can play in shaping such policies is underdeveloped and in dire need of additional research. This track seeks to advance our understanding of the way artificial intelligence and technology impact business, society and human flourishing. Submissions should attempt to offer a set of frameworks that business managers can employ to help them develop policy guidance regarding the ethical use and application of advanced technologies.

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### ▲ **TRACK 5: Time and Organizational Studies**

Time is a complex phenomenon that has either been taken-for-granted in the OB literature, or avoided altogether, possibly due to fleeting and ephemeral nature of the concept of time and its measurement (Pettigrew, Woodman, & Cameron, 2001). Exploring this research perspective of time is consequential to management research as it offers the opportunity to improve the human condition within organization and society (Aken & Romme, 2009), by investigating the possibilities for managers to influence the causes of rhythms of time in organizations. The fertility of this research approach seems to be evident. On one hand, it helps managers to clearly distinguish the time phenomena linked to change of speed from those linked to change of rhythm; and on the other hand, with its focus on the causes of rhythm, it allows researchers to develop proactive organizational processes.

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## TRACK 6: Other Emerging OB Topics

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In this final track, we invite scholars to submit original work addressing other related organizational behavior topics not captured by the other stated tracks. As RIPCO is a journal that promotes impactful research in OB, this track seeks submissions that move forward research in topics within the organizational behavior domain. Papers can focus on micro, macro or meso-level work in OB that focuses on research in decision-making, workplace behavior, groups and teams, organizational structure and design, motivation, leadership, conflict management, stress, organizational communication, and related areas. Empirical or conceptual contributions are welcome.

## CalendarDeadlines

Extended abstracts submission: September 30, 2019

Advisory board's reply: October 30, 2019

## Submission norms and procedure

Extended abstracts should not exceed 3-4 1,5-spaced pages. They must describe the project through the prism of the chosen theme among those above. It should contain the following information: background, problem statement, approach, main results, core conclusions, limitations and some core references.

The best communications will be selected and will be published into a RIPCO *special issue*. Both full texts in English and French have to abide by the eligibility conditions applied to a RIPCO article. Please visit [ripco-online.com](http://ripco-online.com) for more details.

## References

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