



Understanding Organisation

PhD Autumn School - September 12th - 16th 2011

UCD Michael Smurfit Graduate Business School

The focus of this Autumn School, Understanding Organisation, is organisation per se, processes of organising and the response of those who are 'the organised'. The School will consider the development of organisational theory from a variety of theoretical perspectives as well as the variety of research approaches to the study of organisation. There are 30 places and there is no tuition fee. There are 10 bursaries valued at €300 each. Details of the application process and the School can be obtained from Jane O'Mara at jane.omara@ucd.ie.

Schedule

Monday 12th September

9.00 Welcome and Introduction. Ciarán Ó hÓgartaigh, Dean
UCD School of Business and John Geary, UCD

Module 1. Introduction

9.15 – 12.30 An Overview of Theories and Research
Approaches to the Study of Organisation. Karan Sonpar,
UCD and Nick Turner, University of Manitoba

Module 2. Organisation as Effectiveness

14.00 – 17.00 Longitudinal Studies and Institutional Theory
Karan Sonpar, UCD and Sandy Herschcovis, University of
Manitoba

Tuesday 13th September

Module 2. Organisation as Effectiveness (contd.)

9.00 – 12.30 Institutional Theory. Patricia Reay, University of
Alberta

14.00 – 17.00 Studying Conflict and Co-operation: The
Contribution of Stakeholder Theory. Edward Freeman,
University of Virginia

Wednesday 14th September

Module 3. Organisation as Control, Consensus and Conflict.

9.00 – 12.30 How do Organisations Work? Contributions from
Employment Relations. John Geary, UCD

14.00 – 17.00 Has Conflict Disappeared from the Workplace?
Work Relations in the Contemporary Workplace Paul
Edwards, University of Birmingham

Thursday 15th September

Module 4. Understanding Organisation as it Happens.

9.00 – 12.30. Organisation Theory as an Interpretive Science
Seamus Kelly and Paul McGrath, UCD

Module 5 Roundtable discussion

14:00 - 17:00 Future directions and challenges for under-
standing and undertaking research in organisations and of
organisation.

7pm The Autumn School Dinner

St Stephen's Green Hibernian Club

Friday 16th September

Module 4. Understanding Organisation as it Happens (contd.)

9.00 – 12.30. Understanding Organisation as it Happens:
Challenges, Confusions and Debates

- Phenomenological Approaches to Understanding
Organisation. Lucas Introna, University of Lancaster.
- Practice Theory as a Means of Understanding
Organisation Matthew Jones, Judge Business School,
University of Cambridge
- Critical theory and organisation. Seamus Kelly, UCD

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Biographies

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John Geary is Professor of Industrial Relations and Human Resources and Director of Doctoral Studies at UCD School of Business. John holds a doctorate from the University of Oxford and worked at Warwick Business School prior to coming to UCD. He was Jean Monnet Fellow at the European University Institute, Florence (2001-2002), and has been a visiting professor at the Università di Modena e Reggio Emilia (2008) and at the Research Centre for Equality, Social Organisation and Performance, Department of Economics, University of Oslo (2010). His recent book (with Bill Roche) is *Partnership at Work* and his research has appeared in the *British Journal of Industrial Relations* and *Industrial Relations* (Berkeley). His research interests include the politics of pay settlement, union organisation and strategy, employee voice, labour law, and employment practices in multinational companies.

Karan Sonpar moved to UCD Business School from Instituto de Empresa Business School in Spain. He earned his PhD at University of Alberta, Canada in 2008. His research interests are behavioural strategy, stakeholder theory, institutional theory, and using qualitative methods and archival data for theory-elaboration. His work in these and other areas appears in the *Journal of Management*, *Journal of Business Ethics*, *Human Relations*, *Organisational Research Methods*, and *Academy of Management Best Paper Proceedings*.

Séamas Kelly is Lecturer at UCD School of Business, and former Director of the Centre for Innovation, Technology & Organisation (CITO). He holds a Bachelor's degree in Electrical Engineering from University College Cork, and a PhD in Management Studies/ Information Systems from the University of Cambridge. Séamas' primary research interests are in the area of ICT-enabled change processes (IS innovation), with a particular emphasis on the social/organisational aspects of information systems implementation and use. Key themes, here, include change management and its politics, the role of ICT in facilitating novel modes of organising, and the relationship between knowledge, technology and organisation.

Paul McGrath is a Lecturer at UCD School of Business. His primary research interests are the history in organisational studies, practice perspectives on organisational learning, organisational identity and public sector restructuring. Dr McGrath has published in the *Journal of Management History*, *Organisation, Culture and Organisation* and *Administration*

Nick Turner is Associate Dean of Graduate Research Programmes at the Asper School of Business, University of Manitoba. His research interests include work design, occupational health and safety, and transformational leadership. He has published in *Human Relations*, *Journal of Applied Social Psychology*, and *Journal of Business Ethics*.

Sandy Hershcovis is Associate Professor at the Asper School of Business, University of Manitoba. Her research interests include employee well-being, with specific interests in the psychology of workplace aggression and sexual harassment. Her research investigates how the nature of the relationship between perpetrators and victims influences victim responses to workplace aggression; how observers of workplace aggression react; and the nature of victim attributions for different forms of workplace mistreatment.

Dr Hershcovis has published in *Journal of Organisational Behavior*, *Journal of Applied Psychology*, *Organisational Behavior*, *Journal of Business Ethics* and *Journal of Occupational Health Psychology*.

Trish Reay is an Associate Professor in the Department of Strategic Management and Organisation at the University of Alberta School of Business. She is Chair of the Health Care Management Division of the Academy of Management for 2012. Her research interests include organisational and institutional change, organisational learning, professional role identity and knowledge transfer. Her research has appeared in *Academy of Management Journal*, *Organisation Studies*, *Journal of Management Studies* and *Human Resource Management*. She is currently an Associate Editor for *Family Business Review*, and a Guest Editor for forthcoming special issues of *Family Business Review* and *British Journal of Management*.

R. Edward Freeman is University Professor and Elis and Signe Olsson Professor at the Darden School, University of Virginia. He is Academic Director of the Business Roundtable Institute for Corporate Ethics and adjunct Professor of Stakeholder Management at Copenhagen Business School. His research interests are stakeholder theory and philosophy of business.

Paul Edwards is Professor of Employment Relations at Birmingham Business School. He was previously at Warwick Business School, and was Director of the Industrial Relations Research Unit. He is a Fellow of the British Academy. Currently an Associate Editor of *Human Relations*, he becomes the journal's editor-in-chief in 2012. Research interests include personnel policy and practice in multinational firms and employment relations in small firms. His books include *Conflict at Work* and (with Judy Wajcman) *The Politics of Working Life*.

Lucas D. Introna is at the Centre for the Study of Technology and Organisation, Lancaster University. Previously he lectured at the London School of Economics and Political Science. His research interest is the study of technology and its consequences for society. In particular he is concerned with the ethics and politics of technology. He is co-editor *Ethics and Information Technology* and acted as associate editor for *Management Information Systems Quarterly* and *Information Systems Research*. He is also a founding member of the International Society for Ethics and Information Technology and an active member of IFIP WG 8.2, The Society for Philosophy in Contemporary World (SPCW). His most recent book is *Management, Information and Power* (Macmillan).

Matthew Jones is University Lecturer in Information Management at the Judge Business School, University of Cambridge. His current research interests are concerned with the social and organisational aspects of the design and use of information systems and the relationship between technology and organisational and social change. He has published in *Organisation Studies*, *MIS Quarterly*, *Accounting Organisations and Society*, *Human Relations*, *Information and Organisation* and the *Cambridge Journal of Economics*