Symposium: “The changing nature of work”

Date: May 28, 2018 14.30-17.00

Location: VU Amsterdam, the Netherlands (HG 2A-36)

Speakers: Beth Bechky, Stern School of Business, New York University
          Matthew Willis, Oxford Internet Institute, University of Oxford
          Pedro Monteiro, Warwick Business School, University of Warwick
          Ella Hafermalz, KIN Research, VU Amsterdam

Discussants: Beth Bechky, Stern School of Business, New York University
             Hans Berends, KIN Research, VU Amsterdam
             Dick de Gilder, Organization Sciences, VU Amsterdam

Organizers: Greetje “Gretta” Corporaal, Oxford Internet Institute, University of Oxford
            Peter Groenewegen, Organization Sciences, VU Amsterdam

The purpose of this symposium is to have active scholars share interesting research on how digital technologies (AI, algorithms), automation, and increased specialization are changing the nature of work and discuss implications for research and practice. The presentations will be 25 minutes each, including Q&A. We hope this symposium will advance research on this important topic as well as give scholars an opportunity to connect and network with the related community of faculty and researchers interested in this area.

Symposium Program
14.30-14.35 Opening and introduction – Greta Corporaal
14.35-15.00 “Occupations and Work in the Digital Age” – Beth Bechky
15.05-15.30 “Automation and Information Work: Shaping occupation work practices for the future of healthcare” – Matthew Willis
15.30-15.50 Coffee & Tea
15.50-16.15 “The Work to Make Your Work Relevant to Others. The Case of Staff Professionals in an Engineering Department.” – Pedro Monteiro
16.40-17.00 Discussion on theoretical and methodological implications, avenues for future research, and practical implications. Reflections from Beth, Hans, and Dick de Gilder
BIOGRAPHIES

Prof. Beth Bechky

Beth Bechky joined New York University Stern School of Business in July 2013 as a Professor of Management and Organizations with a courtesy appointment in NYU's Department of Sociology. She teaches courses in managing high performance teams and negotiations.

Professor Bechky is an ethnographer who studies interactions and dynamics at organizational and occupational boundaries. She is interested in how workers collaborate to solve problems, coordinate their activities, respond to surprises and innovate. She has published her work in journals such as Administrative Science Quarterly, Academy of Management Journal, Organization Science and American Journal of Sociology.

Professor Bechky is the co-editor of Qualitative Organizational Research and was formerly a senior editor at Organization Science. She was on the council of the Organization, Occupations and Work division of the American Sociological Association from 2009-2012.

Prior to joining NYU Stern, Professor Bechky held professorial positions at The Wharton School at the University of Pennsylvania and the Graduate School of Management at the University of California Davis.

Professor Bechky received a B.S. (with Honors) from the School of Industrial and Labor Relations at Cornell University, and an M.A. in Sociology and a Ph.D. in Industrial Engineering and Engineering Management from Stanford University.

Dr. Matthew Willis

Matt Willis earned his PhD in Information Science & Technology from Syracuse University. He has been a researcher in academic, government, and private institutional settings including Sandia National Laboratories, the U.S. Department of Veterans Affairs, and several university affiliated research centres where he was a contributor to multiple grants from the National Science Foundation (NSF), National Institutes of Health (NIH), Defence Advanced Research Projects Agency (DARPA), and Intelligence Advanced Research Projects Activity (IARPA).

Matt's intellectual foundation is formed by the research areas of Computer Supported Cooperative Work, Human-Computer Interaction, Sociotechnical Systems, Health Communication, and Social Shaping of Technology. Matt's research focuses on patient assemblages: the patterns, processes, and practices of patients use of technologies in supporting their health and well-being. As a researcher, Matt values interdisciplinary collaboration and multi-methodological quantitative and qualitative approaches to both data collection and analysis.
Dr. Pedro Monteiro

Pedro Monteiro is a Research Fellow at the University of Warwick Business School. Originally raised as a cultural sociologist, his fascination for knowledge and innovation lead him to become an ethnographer of work and organizations.

His academic interests fall within three areas. First, the management and unfolding of cross-expertise collaboration and knowledge circulation. Second, the use social sciences theories and methods in applied contexts with a special interest in corporate ethnography. Third, the academic (and political) development of feminist and queer theory. Pedro is founding member and a regular host of the podcast Talking about Organizations. He is also a keen thinker of how art might nurture our sociological imagination, baking and improvising at the piano.

Dr. Ella Hafermalz

Ella is Assistant Professor of Digital Innovation with the KIN Research Centre at VU Amsterdam.

Ella Hafermalz is an Assistant Professor at the KIN Centre for Digital Innovation. Her research looks at how work practices are evolving as new technologies become available in the workplace. In particular Ella is interested in remote and distributed work and how workers use technologies in innovative ways to develop a sense of belonging with one another, their clients, and the organisation as a whole.

Prof. Hans Berends

Hans Berends (1972) is Professor of Innovation and Organization at the Knowledge, Information and Innovation Research Group, School of Business and Economics, Vrije Universiteit Amsterdam. He is an organization scientist with a background in philosophy and industrial engineering, and received a PhD from Eindhoven University of Technology for a dissertation on knowledge sharing in industrial research. His work has been published in leading journals including Organization Science, Organization Studies, Journal of Management Studies, Human Relations, and Journal of Product Innovation Management.

Hans Berends' current research focuses on the organizing of digital innovation. Many of his studies take process research perspectives, explaining the emergence and development of
innovation over time. As innovation crosses the boundaries of organization, several studies are concerned with interorganizational collaboration, as well as new forms of collaboration enabled by digital platforms. Currently he is working on two NWO funded projects: Crossover collaboration for digital innovation (2015-2020) and New ways of working and human capital (2014-2019).

Hans Berends teaches various courses on innovation management at bachelor and master level, including the Strategic Management of Technology and Innovation and the Management of Digital Innovation. Besides, he teaches on research methods, including a course on Process Research Methods for doctoral students and research master students.

Dr. Dick de Gilder

Dick de Gilder is associate professor of Organization Sciences at VU Amsterdam. His research focuses on social identity processes in organizations. Within this field, he studies the effects of respect and trust on the level of identification of employees as well as their behavioural consequences. He is also interested in the effects of different types of labour contracts, such as temporary agency work, and how it affects the cooperation between temporary and permanent employees. Furthermore, he studies how identity issues affect the way organizations—and groups within these organizations—deal with errors that occur.