



Strategic Interest Group 08 – Organisational Behaviour (OB)

<http://www.euram-online.org/annual-conference-2017.html>.

Dear EURAM members and friends,

With our theme **“Managing Knowledge: Making Knowledge Work”**, we invite you to participate in debate about how we can use and develop our knowledge better so that solving problems and dealing with issues can become more effective. We look forward to receiving your submissions.

T 09_03 Organisational Cognition: Theories, Applications and Advancements

Proponents:

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Description:

The expression “organizational cognition” (OC) has been around for quite some time now (Ilgen et al., 1994; Hodgkinson & Healey, 2008; Walsh, 1995). Applications, more than theoretical developments, gave OC a place within the management literature so that a cognitive component is found more and more often in published research. Yet, what the word ‘cognition’ means within the context of organisations remains vague and highly dependent on theoretical assumptions (Bardone & Secchi, 2009). On the one hand, cognition is addressed starting from more traditional organizational characteristics, with attention to, among the many, leadership (Lord & Emrich, 2000), teams and groups (Ilgen et al., 2005), and, more recently, individual social responsibility (Crilly et al., 2008; Secchi, 2009). On the other hand, organizational behaviour is addressed from the perspective of cognition, with particular emphasis to, for example, cultural ecologies (Hutchins, 1995, 2013), human interactivity (Steffensen & Pedersen, 2013), and decision making (Bardone, 2011; Secchi, 2011).

This topic is designed to attract papers on the different aspects of cognition research applied to and concerning organizations. Research from diverse theoretical perspectives as well as from different disciplinary traditions is equally welcome. We do not want to be constrained by methodological grounds either: the topic is open to qualitative, quantitative, and computational simulation studies. We are especially hoping to attract studies that experiment with multi-methods, mixing qualitative and/or quantitative with simulation.

We are aware of the fact that there is a cognitive tradition in organizational behaviour that is older than OC, that started with the work of Herbert Simon (1947/1997) and culminated with the work on biases (Kahneman, 2003) and heuristics (Gigerenzer & Brighton, 2009). Although these studies are broader in scope, they have meaningful implications for organizations and OC and have room within the umbrella of this topic. At the same time, we would like to open the topic to recent trends in cognitive science, hoping to attract the interest of distributed and the so-called 4E cognition scholars (four Es stand for embedded, embodied, enacted, and ecological; Cowley & Vallee-Tourangeau, 2013). These approaches break with the tradition of computationalism (i.e., the human brain is a computer) and of representations (i.e., the mind stores models of external phenomena; Chemero, 2008) discussing the cognitive process as distributed among internal (brain) and external (environmental) resources (Hutchins, 1995; Clark, 2003).

Finally, the topic is also open to those researchers who take a radical and/or critical stance on the role of cognition in organizations and of organizations (i.e., the “social”) for cognitive processes. For example, the discussion of language, languaging, and communication in relation to cognition in organizations has been overlooked by management scholars so far but there is an increasing interest in the cognitive literature (Cowley, 2011). Another interesting example is that of using computational simulation (e.g., agent-based modeling) to model cognition and study emergent organizational behaviour (e.g., Secchi, 2016; Thomsen, 2016).

Publish:

The following are contacts with whom we are in contact and that expressed:

1. Springer contact in New York for an edited book (depending on the number of submissions)
2. Team Performance Management: the editor is very keen on CMT (P. Curseu, the editor, appears in our reviewers list)
3. Evidence-Based Human Resource Management: editor is very keen on CMT (we are in contact with the managing editor, F. Homberg)
4. International Journal of Organization Theory and Behavior --- they have already hosted a symposium on Org Cogn and may be open to a special issue

Journals that are a natural host for these topics:

1. Social Cognition may be an outlet for management-oriented papers
2. Applied Cognitive Psychology may be another outlet
3. Other OB-focused journals

All options are subject to submission quality and quantity.

For more information:

Contact the proponents above mentioned.

Submission Deadline: 10 January 2017 (2 pm Belgian time)

Authors Guidelines and Submission Deadline:

As an author, it is crucial to follow the guidelines and formatting instructions to prepare and submit your paper in order to have it published in proceedings.

ONE PRESENTING AUTHOR PER PAPER SUBMISSION

Each individual is limited to one personal appearance on the programme as a presenting author. This policy precludes acceptance of papers for more than one presentation. In other words, **an author can submit and present only one paper**. However, a presenter can always be a non-presenting co-author on additional papers.

Please read the instructions carefully prior to submitting:

1. Each paper can only be submitted to ONE track.
2. Submitted papers must NOT have been previously published and if under review, must NOT appear in print before EURAM 2017 Conference.
3. To facilitate the blind review process, remove ALL authors identifying information, including acknowledgements from the text, and document/file properties. (Any submissions with author information will be automatically DELETED; author information and acknowledgements are to be included in a SEPARATE document).
4. The entire paper (title page, abstract, main text, figures, tables, references, etc.) must be in ONE document created in PDF format.
5. The maximum length of the paper is 40 pages (including ALL tables, appendices and references). The paper format should follow the [European Management Review Style Guide](#).
6. Use Times New Roman 12-pitch font, double spaced, and 1-inch (2.5 cm) margin all around.
7. Number all of the pages of the paper.
8. No changes in the paper title, abstract, authorship, track and actual paper can occur AFTER the submission deadline.

9. Check that the PDF File of your paper prints correctly and ensure that the file is virus-free. Submissions will be done on-line on the EURAM 2017 website (open as of 1 December 2016: see <http://www.euram-online.org/annual-conference-2017.html>.)
10. Only submissions in English shall be accepted for review.
11. In case of acceptance, the author or one of the co-authors should be available to present the paper at the conference. A presenting author can only present one paper at the conference.