



Program (Short Version)

International Conference on Critical and Radical Humanist Work and Organizational Psychology, 11th–13th July 2022, University of Innsbruck

Edited by Severin Hornung, Christine Unterrainer, Thomas Höge & Wolfgang G. Weber (I-CROP)

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Conference Organizing Committee

Applied Psychology Unit I (ODEM / I-CROP) of the Institute of Psychology at the University of Innsbruck:

- Univ.-Prof. Dr. Wolfgang G. Weber (wolfgang.weber@uibk.ac.at)
- PD Dr. Thomas Höge (thomas.hoege@uibk.ac.at)
- PD Dr. Severin Hornung (severin.hornung@uibk.ac.at)
- Dr. Christine Unterrainer (christine.unterrainer@uibk.ac.at)

In cooperation with the Erich Fromm Study Center at the IPU International Psychoanalytic University Berlin (Prof. Dr. Thomas Kühn, Dr. Rainer Funk) and the Critical Division (CWOP) of the “Future of Work and Organizational Psychology” (FOWOP) movement. Financially supported by the Institute of Psychology, Research Area EPoS "Economy, Politics & Society", and the Vice Rectorate for Research of the University of Innsbruck.

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Vice Rectorate for Research
Research Area EPoS
Economy, Politics & Society

**I-CROP Innsbruck Group on Critical Research
in Work and Organizational Psychology**



INTERNATIONALE
PSYCHOANALYTISCHE
UNIVERSITÄT BERLIN



ERICH FROMM
STUDY CENTER
BERLIN

INTERNATIONAL PSYCHOANALYTIC UNIVERSITY BERLIN

Critical and Radical Humanist Work and Organizational Psychology

– International Conference –

Date and Location: 11th –13th July 2022, University of Innsbruck

Conference Program

Pre-Conference “FOWOP” Day*

Monday July 11 th	Pre-Conference Workshops – Track C / Room: 50109/3
13:00 – 15:00	Workshop 1 Proposal for the Handbook of Critical Work and Organizational Psychology (Organizer: Gazi Islam, Parisa Dashtipour)
15:00 – 15:30	Coffee Break – Room: 50113
15:30 – 18:00	Workshop 2 Visions and Values of Critical Work and Organizational Psychology (Organizers: Zoe Sanderson**, Edina Dóci)

* Dedicated to activities by the Critical Division (CWOP) of the “Future of Work and Organizational Psychology” Initiative; additional pre-conference workshops were held in virtual format in December 2021 and May 2022 (announcements included in the full program); please contact the organizers for access to materials and recordings

** Zoe Sanderson plans to use outputs of this session for her PhD research; more information will be provided (see abstracts).

Overview Conference Day 1

Tuesday July 12 th	Slots	Main Track / Room: HS3	
09:00–09:15	Opening Session	Welcoming Message Marc Deiser (Austrian Trade Union Federation, ÖGB Tyrol)	
09:15 – 10:00		Opening Speech Wolfgang G. Weber Some Lineages and Resources of Critical and Radical Humanist WOP	
10:00 – 11:00	Keynote 1	Keynote Speech by Rainer Funk Productivity in Face of a "Pathology of Normalcy". Erich Fromm’s Contribution to Critical Psychology	
11:00 – 11:15	Break 1	Coffee – Room: 50113	
		Track A / Room: 50101/1	Track B / Room: 50105/2
11:15 – 12:45	Sessions Slot 1 (Day 1)	Session 1A Radical Humanism in the Tradition of Erich Fromm	Session 1B Positions, Prospects, and Problems of Critical WOP I
12:45 – 14:00	Lunch Day 1		
		Main Track / Room: HS3	
14:00 – 15:00	Keynote 2	Keynote Speech by Thomas Teo (Virtual) Subjectivity and Work	
15:00 – 15:15	Break 2	Coffee – Room: 50113	
		Track A / Room: 50101/1	Track B / Room: 50105/2
15:15 – 16:45	Sessions Slot 2 (Day 1)	Session 2A Positions, Prospects, and Problems of Critical WOP II	Session 2B Stratification, Marginalization, and Inequality at Work
16:45 – 17:00	Break 3	Coffee – Room: 50113	
17:00 – 18:30	Sessions Slot 3 (Day 1)	Session 3A Psychology and Ideology of the Neoliberal Workplace I	Session 3B <u>Symposium: Precarious Employment</u>

Program Conference Day 1

Tuesday July 12th: Sessions and Presentations

Session 1A: Radical Humanism in the Tradition of Erich Fromm **Tuesday 11:15–12:45; Room: 50101/1 (A)**
 (Chairs: Rainer Funk / Wolfgang G. Weber)

- **John Mendy:** ‘Having’ and/or ‘being’ in society and business organizational contexts
- **Fabricao Maciel:** Cultural criticism of social domination in contemporary capitalism: A dialogue between Erich Fromm and Christophe Dejours
- **Sünje Lorenzen:** Productive orientations and risk taking in work

Session 1B: Positions, Prospects, and Problems of Critical WOP I **Tuesday 11:15–12:45; Room: 50105/2 (B)**
 (Chair: Thomas Höge)

- **Parisa Dashtipour, Duarte Rolo & Nathan Gerard:** How not to throw the baby out with the bathwater: From ‘blank’ to ‘troubled’ subjectivity in critical work and organizational psychology
- **Vincent Angel et al.:** Which epistemology for which contributions of work and organizational psychology to society? Risks of normalization of research and practices
- **Ralph Sichler:** Transhumanistic and posthumanistic perspectives on work and organizational psychology – Overcoming or failing the radical humanist view?

Session 2A: Positions, Prospects, and Problems of Critical WOP **Tuesday 15:15–16:45; Room: 50101/1 (A)**
 (Chair: Severin Hornung)

- **Susannah Mulvale:** (Mental) Revolution in the air: A critical history of industrial psychology in early 20th century United States
- **Gazi Islam:** Critical positions in work and organizational psychology: Theoretical and practical considerations
- **Laura Röhlmann:** Is there right research in the wrong life? – A research presentation on activist well-being analyzing criticality and instrumentality in the research process

Session 2B: Stratification, Marginalization, and Inequality at Work **Tuesday 15:15–16:45; Room: 50105/2 (B)**
 (Chair: Zoe Sanderson)

- **Edina Dóci:** Psychological stratification – and why we need to talk about it
- **Andy Brookes:** Critical performativity in WOP: Challenging socially unsustainable organizational practice and imagining alternatives
- **Maha Yomn Sbaa:** Are we missing inequalities within minority groups in the workplace? Migrant workers’ perceptions of decent work and psychological capital (short presentation based on poster submission)
- **Nilima Chowdhury:** The make-it-work woman: Work-based micro-marginalizations and psycho-discursive practices of self-othering (pre-recorded virtual presentation)

Session 3A: Psychology and Ideology of the Neoliberal Workplace I **Tuesday 17:00–18:30; Room: 50101/1 (A)**
 (Chair: Christine Unterrainer)

- **P. Matthijs Bal, Andy Brookes, Dieu Hack-Polay & John Mendy:** Hypernormalization in contemporary workplaces
- **Maida Mustafić, Michaela Knecht, Cosima Dorsewagen & Andreas Krause:** Development and validation of an indirect control questionnaire
- **Thomas Höge, Severin Hornung & Christine Unterrainer:** Measurement of neoliberal ideological beliefs: Dimensions, correlates and critical outlook

Session 3B: Symposium: Precarious Employment from the Perspective of the Subject: Lessons Learned for Humanization of Work and Social Justice **Tuesday 17:00–18:30; Room: 50105/2 (B)**
 (Organizers / Chairs: Lisa Hopfgartner, Christian Seubert)

- **Carla Czilcer, Christian Seubert & Lisa Hopfgartner:** What makes work precarious? Identifying indicators for precarious employment
- **Franziska J. Kößler:** Fighting COVID without an economic “mask”
- **Lisa Hopfgartner, Christian Seubert, Franziska Sprenger & Jürgen Glaser:** Subjective experience of precariousness in migrant live-in care work in Austria
- **Ellen McWhirter & Ishbel McWha-Hermann:** Social justice and career development: Progress, problems and possibilities

Overview Conference Day 2

Wednesday July 13 th	Slots	Main Track / Room: HS3		
09:00 – 10:00	Keynote 3	Keynote Speech by Ruth Yeoman Meaningfulness and Organising for Sustainable Futures		
10:00 – 10:15	Break 1	Coffee – Room: 50113		
		Track A Room: 50101/1	Track B Room: 50105/2	Track C Room: 50109/3
10:15 – 11:45	Sessions Slot 4 (Day 2)	Session 4A Alternative and Emancipatory Organizational Practices I	Session 4B Critical Perspectives on Meaning at Work	Session 4C <u>Workshop:</u> Developing a Checklist-Tool for Criticalizing Research
11:45 – 13:00	Lunch Day 2			
		Main Track / Room: HS3		
13:00 – 14:00	Keynote 4	Keynote Speech by Martin Parker (Virtual) Can CWOP Learn from CMS?		
14:00 - 14:15	Break 2	Coffee – Room: 50113		
		Track A Room: 50101/1	Track B Room: 50105/2	Track C Room: 50109/3
14:15 – 15:45	Sessions Slot 5 (Day 2)	Session 5A Psychology and Ideology of the Neoliberal Workplace II	Session 5B Alternative and Emancipatory Organizational Practices II	Session 5C <u>Workshop:</u> What Can we Learn from Critical Management Studies?
15:45 – 16:00	Break 3	Coffee – Room: 50113		
16:00 – 17:30	Sessions Slot 6 (Day 2)	Session 6A Alternative and Emancipatory Organizational Practices III	Session 6B <u>Symposium:</u> The Living Wages Movement	Session 6C <u>Workshop:</u> Critical WOP – Outlook and Actions
17:30 – 17:45	Break 4	Coffee – Room: 50113		
		Main Track / Room: HS3		
17:45 – 19:15	Closing Session	Panel Discussion: Prospects and Contestations of Critical and Radical Humanist Work and Organizational Psychology: Are we Ready for Taking Over?		
19:15– 19:30		Closing Speech and Farewell Wolfgang G. Weber & I-CROP		

Program Conference Day 2

Wednesday July 13th: Sessions and Presentations

Session 4A: Alternative and Emancipatory Organizational Practices I Wednesday 10:15–11:45; Room: 50101/1 (A)
(Chair: Wolfgang G. Weber)

- **Andrea Birbaumer:** The situation of work and organizational psychology in Austria – work with obstacles
- **Sylvia Rothmeier-Kubinecz:** Ethics in occupational safety & health
- **Wolfgang Kötter:** Oldies but goldies: Timeliness and relevance of sociotechnical systems design in times of digital transformation

Session 4B: Critical Perspectives on Meaning at Work Wednesday 10:15–11:45; Room: 50105/2 (B)
(Chair: Ruth Yeoman)

- **Tatjana Schnell:** Meaning at work – private matter or organisational corrective?
- **Johanna Lisa Degen, Francesco Tommasi & P. Matthijs Bal:** Money never loves you back: Subjective meaning-making of life, love, and work
- **Francesco Tommasi, Johanna Lisa Degen & P. Matthijs Bal:** To live a decent life: A critical perspective on meaningful work through literary fiction analysis

Session 4C: Workshop: Developing a Checklist-Tool for Criticalizing Research Wednesday 10:15–11:45; Room: 50109/3 (C)
(Organizers: Laura Röllmann, Matthijs Bal, Severin Hornung, Zoe Sanderson)

Interactive Session

Session 5A: Psychology and Ideology of the Neoliberal Workplace II Wednesday 14:15–15:45; Room: 50101/1 (A)
(Chair: Wolfgang G. Weber)

- **Martin Morf:** Effects of corporatized customer abuse on customers and employees
- **Thomas Kühn & Helen Stokes:** Invisible struggles between competition and collaboration – Narrative constructions of success and dealing with uncertainty in the workplace
- **Lars Uhlig, Bettina Kubicek, Ute Hülshager, Christian Korunka & Roman Prem:** Testing the learning hypothesis of the challenge-hindrance stressor framework for workload and cognitive demands

Session 5B: Alternative and Emancipatory Organizational Practices II Wednesday 14:15–15:45; Room: 50105/2 (B)
(Chair: Christine Unterrainer)

- **Erika Spieß, Julia A. M. Reif & Johannes Arendt:** In between mindfulness and daydreaming: Otium at work and in the leisure time
- **Cornelia Strecker, Thomas Höge & Stefan Höfer:** Socio-moral climate in the hospital
- **Sebastian Bobeth, Thomas Kühn & Rainer Funk:** Erich Fromm and the humanist transformation of the workplace: Does the Economy of the Common Good foster the productive social character orientation?

Session 5C: Workshop: What Can we Learn from Critical Management Studies? Wednesday 14:15–15:45; Room: 50109/3 (C)
(Organizers: Zoe Sanderson, Severin Hornung, Martin Parker)

Interactive Session (Zoe Sanderson plans to use outputs of this session for her PhD research, more information provided)

Session 6A: Alternative and Emancipatory Organizational Practices III Wednesday 16:00–17:30; Room: 50101/1 (A)
(Chair: Wolfgang G. Weber)

- **Roberto Frega:** Employee involvement: An unlikely inspirational source for democratizing the workplace?
- **Christine Unterrainer, Thomas Höge, Wolfgang G. Weber & Severin Hornung:** Psychological and organizational features of successful democratic enterprises: A systematic review of qualitative research
- **Christina Hörhager & Wolfgang G. Weber:** Political economic threats and regenerative resistance of a democratic enterprise: The case of Wagner & Co Solartechnik GmbH

Session 6B: Symposium: The Living Wages Movement: Wednesday 16:00–17:30; Room: 50105/2 (B)
Human Capabilities as the Currency of Work and Organisational Psychology
(Organizers: Christian Seubert, Lisa Hopfgartner)

- **Ishbel McWha-Hermann & Rosalind Searle:** Psychology's contributions to research on living wages: A systematic review
- **Stuart C. Carr, Jarrod Haar, Darrin J. Hodgetts, James H. Liu, Shiloh Groot & Sarah Kapeli:** Linking wage to wellbeing: Subjective work-related precariousness (SWEP) (pre-recorded virtual presentation)
- **Timothy Oghenetega & Ines Meyer:** "Why should I pay more?" Value systems underlying South African employers' willingness to endorse living wages
- **Sara Wurzer, Christian Seubert, Lisa Hopfgartner & Ines Meyer:** Everyone can make a difference: Are consumers willing to pay a price premium for South African wine that permits workers a living wage?

Session 6C: Workshop: Critical WOP – Outlook and Actions Wednesday 16:00–17:30; Room: 50109/3 (C)
(Organizers: Gazi Islam, Franziska J. Kößler, John Mendy, Francesco Tommasi, Severin Hornung)

Interactive Session

Closing Session: Panel Discussion: Prospects and Contestations Wednesday 17:45 – 19:15
of Critical and Radical Humanist Work and Organizational Psychology: Main Track / Room: HS3
Are we Ready for Taking Over? (Moderation: Christine Unterrainer)
Panel members: Edina Dóci, P. Matthijs Bal, Johanna Lisa Degen, Thomas Kühn,
Laura Röllmann, Severin Hornung, Zoe Sanderson, Gazi Islam

Opening statements:

- Edina Dóci: Deterritorializing and reterritorializing WOP
- P. Matthijs Bal: Criticalizing our Colleagues?
- Johanna Lisa Degen: Why a critical stance comes without didactic
- Thomas Kühn: The urge for a revolution of hope
- Laura Röllmann: Creating niches or intervening from within - How individual theories of change influence our strategies towards transforming WOP
- Severin Hornung: Or should we even aspire to? Dialectics of resistance and assimilation in times of crisis
- Zoe Sanderson: Building a house we want to live in: the importance of how we do CWOP
- Gazi Islam: Critique of practice and critique by practice: collaborative possibilities in critical WOP

Keynote Speakers

(Introduction: Wolfgang G. Weber & I-CROP)

Main Track / Room: HS3

Keynote 1: Dr. Rainer Funk (Tuesday 10:00–11:00, Room: HS3, in-person speech)

Productivity in Face of a "Pathology of Normalcy". Erich Fromm's Contribution to Critical Psychology

Founder of the International Erich Fromm Society. Erich Fromm Institute Tübingen and International Psychoanalytic University Berlin, Germany

Keynote 2: Prof. Dr. Thomas Teo (Tuesday 14:00–15:00, Room: HS3, virtual live speech)

Subjectivity and Work

Historical, Theoretical, and Critical Studies of Psychology Graduate Program. Department of Psychology, York University, Toronto, Canada

Keynote 3: Dr. Ruth Yeoman (Wednesday 09:00–10:00, Room: HS3, in-person speech)

Meaningfulness and Organising for Sustainable Futures

Fellow, Kellogg College. University of Oxford, UK

Keynote 4: Prof. Dr. Martin Parker (Wednesday 13:00–14:00, Room: HS3, virtual live speech)

Can CWOP Learn from CMS

Professor of Organisation Studies, Lead for the Bristol Inclusive Economy Initiative. University of Bristol, UK

Poster Session: Emerging Perspectives in Critical and Radical Humanist Work and Organizational Psychology

(Organizers: Christine Unterrainer, Severin Hornung)

Standing Exhibition during the Conference – Room: 50113

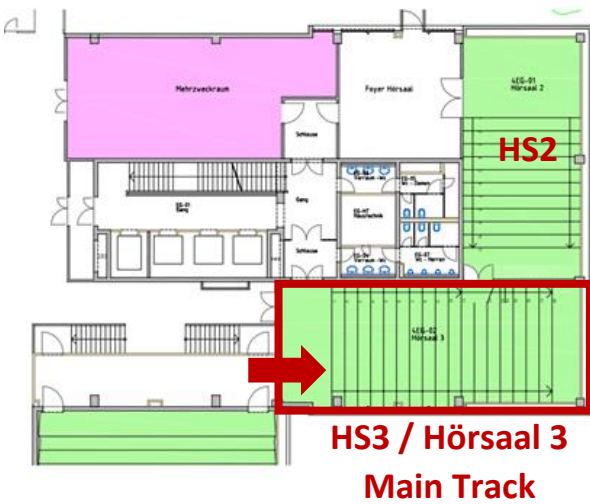
- **Maximilian Bast, Elise Claßen, Luis Ochsenkühn:** Platform cooperativism: A model for an equitable and democratic economy*
- **Samantha Bermühler:** Interventions for women's equality in leadership positions from a critical feminist perspective*
- **Bürgerhausen Andreas & Greiner Dennis:** Critical psychology in WOP: Let's implement gradual change!*
- **Carla Czilczer, Timo Schrijner, Philipp Schroeder & Moritz Streit:** Towards a radical engagement in management and organization studies: An analysis scheme for research projects in the Anthropocene*
- **Corinna Eber, Valentin Kelm, Christina Prüß & Alexandra Röder:** Quantified self-methods as a manifestation of biopolitics and neoliberal concepts of human capital*
- **Julian Goldhammer:** Management control and its impact: Empirical research on management control in a social NGO with organizational cynicism and burnout as possible outcomes*
- **Benny William Bruno Greif:** Neoliberal governmentality – power in the gig economy*
- **Benny William Bruno Greif:** In search for the homo economicus: Qualitative exploration of personal belief systems (worldviews) about human nature and the relationship to neoliberal ideology
- **Severin Hornung & Thomas Höge:** The dark side of idiosyncratic deals: Humanistic versus neoliberal conceptions of workplace flexibility
- **Severin Hornung, Thomas Höge & Christine Unterrainer:** Constructing a multi-level dialectic model of neoliberal economism and radical humanism in society, organizations, and individuals
- **Severin Hornung, Matthias Weigl, Bettina Lampert, Christian Seubert, Thomas Höge & Britta Herbig:** Societal transitions of work and health as subjectification: A critical research summary
- **Stefan E. Huber:** A plea for the cultivation of academic practice as a political practice
- **Eva Kastl, Diana Zorn, Christoph Wild & Moritz Steinkogler:** Sustainability: Challenges through climate change from the perspective of critical management studies – Climate protection through reduced meat consumption*
- **Moritz Martin:** Social character and culture industry: How neoliberalism warps culture*
- **Lucas A. Maunz & Jürgen Glaser:** Rethinking self-actualization at work: Critical suggestions for a redefinition
- **Niklas Oppelt, Naemi Reimeir, Christopher Stief & Bastian Vogel:** Four faces of power in organizational structures*
- **Daniel Roose & Jürgen Glaser:** An epistemological critique of the concept of self-actualization
- **Maha Yomn Sbaa:** Are we missing inequalities within minority groups in the workplace? Migrant workers' perceptions of decent work and psychological capital
- **Amelie Schlereth, Laura Thomaseth & Roman Wolpert:** The Foxconn suicides: Suicide as the last resistance against systematic exploitation under totalitarian power structures*
- **Dominik Wille:** In search of new methods: Methods of critical psychology and their potential for critical work and organizational psychology*

*Student posters: Selected from student projects in various courses (B.Sc. and MSc.-level) in Applied Psychology taught at the University of Innsbruck between 2020 and 2022.

Campus and Room Maps



Ground Floor (52d)



First Floor (1. OG)
(52d and 52e)

