



SIG CNOW-WORKSHOP
SATURDAY 10TH DECEMBER FROM 10.00 – 18.00
AT IT-UNIVERSITY IN COPENHAGEN

- **10.00 – 10.15:** Opening by Organizers: Louise Harder Fischer, Joao Baptista, Bart Van den Hooff, and Liana Razmerita (in Auditorium 2)
- **10.15 – 11.00:** Keynote by Mary Beth Watson-Manheim on “Investigating Digital Human Configuration Work and Its Implications” (in Auditorium 2)
- **11.00 – 11.15:** Coffee break (in Atrium)
- **11.15 – 12.00:** Panel discussion organized by Liana Razmerita on “How to teach Changing the Nature of Work” Panel participants: Kirsimarja Blomqvist, Hila Lifshitz-Assaf, Nataliya Berbyuk Lindstrom and Antje Schwarz (in Auditorium 2)
- **12.00 – 12.45:** Keynote by Alexander Richter on "From Hybrid Work to Thriving" (in Auditorium 2)
- **12.45 – 13.30:** Lunch (in Atrium)
- **13.30 – 15.30:** Round-table discussions in Skyboxes. Please see the detailed program to the right.
- **15.30 – 16.00:** Coffee and Cake (in Atrium)
- **16.00 – 16.45:** Keynote by Margunn Aanestad on “Implementation of artificial intelligence (AI) and data analytics as reconfiguration of organizational work systems” (in Auditorium 2)
- **16.45 – 17.00:** Closing by Organizers (Auditorium 2)
- **17.00 – 18.00:** Business meeting and election (for members only)

<https://communities.aisnet.org/sigcnnow/cnow-2022>

Program for Round-table Discussions

Group 1: Workers and their work

Skybox 2A08

From 13.30 – 14.30. Facilitated by Nico Wunderlich

- **Paper 55.** *Revisiting Sociotechnical Work Principles from a Digital First Perspective.* Nico Wunderlich and Louise Harder Fischer.
- **Paper 1.** *Human Workforce in the Digital Age.* Jason Burton and Mari-Klara Stein.
- **Paper 3.** *Adapting to the Digitalization of Low-Skilled Work.* Calvin Chan.

From 14.30 – 15.30. Facilitated by Hanne Westh Nicolajsen OK

- **Paper 5.** *Data Scientists as Craft Workers: Theorizing Data work.* Konstantin Hopf, Mayur P. Joshi, Arisa Shollo and Marta Stelmaszak.
- **Paper 2.** *Workers' Meanings of AI's Characteristics, Uses and Outcomes.* Gabriel Wong, Damien Joseph and Andrew Pahl.
- **Paper 44.** *Employee cooperative startups in the digital era.* Hanne Westh Nicolajsen, Lene Nielsen, Vasiliki Baka and Fie Foged Victor.

Group 2: Human/AI configurations

Skybox 5A09

From 13.30 – 14.30 Facilitated by Kevin Carillo

- **Paper 9.** *Artificial Intelligence and the Changing Nature of Managing Human Resources: A Bibliometric Study.* Elizabeth Ramberg, Kevin Carillo and Secil Bayraktar
- **Paper 38.** *Human-AI Hybrids in Virtual Teams: The Effects of IT Identity and Trust on Knowledge Sharing and Knowledge Application.* Denise McWilliams, Adriane Randolph, Reza Vaezi and Michelle Carter
- **Paper 49.** *Towards an Employee-Centered Design for Human-AI Collaboration: How Work Design Theory Informs the Design of AI Systems.* Philipp Reinhard, Mahei M. Li and Jan Marco Leimeister

From 14.30 – 15.30. Facilitated by Malar Hirudayaraj

- **Paper 48.** *Human-in-Control: A Human-Centered Model of AI Augmentation.* Rania Afiouni and Alain Pinsonneault
- **Paper 57.** *Conceptualizing effects of AI in the Changing Nature of Work of HR Managers.* Malar Hirudayaraj and Joao Baptista
- **Paper 45.** *Developing or Undermining Expertise in the Shadow of AI?.* Marjolaine Rostain and Hila Lifshitz-Assaf

Group 3: Remote work/nomads

Skybox 2A05

From 13.30 – 14.30 Facilitated by Nicola Ens

- **Paper 17.** *Poshmark and other hustles: Neoliberal feminism in an economy of clicks.* Nicola Ens
- **Paper 25.** *Holistic Competency in Online Freelancing.* Pyeonghwa Kim and Steve Sawyer
- **Paper 10.** *Belonging on the Move: How Digital Nomads Synchronise Socio-Temporal Rhythms.* Julian Prester.

From 14.30 – 15.30. Facilitated by Nataliya Berbyuk Lindstrom

- **Paper 13.** *Building Resilience of Ukrainian Higher Education: Remote Academic Work in Times of War.* Nataliya Berbyuk Lindstrom, Aleksandre Asatiani, Ludmyla Grynevych and Natalia Kononova

- **Paper 4.** *Teleworking is the New Normal. Understanding Employee Adjustment to Telework: A Coping Perspective.* Ransome Bawack, Kevin Carillo, Gaëlle Cachat-Rosset, Josianne Marsan, Alain Klarsfeld & Tania Saba
- **Paper 29.** *How Might we Flow with the Go? Developing a Collective Thrive Model for Next-Gen Real-Time Work.* Maylis Saigot, Pernille Rydén and Omar El Sawy

Group 4: Platforms and algorithms

Skybox 5A05

From 13.30 – 14.30. Facilitated by Hila Lifshitz-Assaf

- **Paper 35.** *Creativity in the digital age: The effect of search algorithms on the ideation process.* Ben Wolfson, Moran Lazar and Hila Lifshitz-Assaf
- **Paper 6.** *How to Govern the Crowd? Governance Mechanisms in Crowd Work.* Anna Hupe and Ulrich Bretschneider
- **Paper 8.** *Location-based monitoring at work: When does transparency help to increase the acceptance of monitoring?.* Christian Jandl, Setareh Zafari, Florian Taurer, Martina Hartner-Tiefenthaler, and Sebastian Schlund

From 14.30 – 15.30. Facilitated by Steve Sawyer

- **Paper 34.** *“Gig Communities”: Unearthing Practices of Learning and Innovating on Digital Platforms.* Shuang Frost
- **Paper 36.** *Upwork just did what? Studying digital platforms (or how to observe something that does not want to be observed).* Steve Sawyer, Isabel Munoz, and Michael Dunn

Group 5: Algorithmic Management

Skybox 5A01

From 13.30 – 14.30. Facilitated by Monideepa Tarafdar

- **Paper 27.** *Algorithmic Commitment and the Autonomy Paradox in Online Labor Platforms.* Yaping Zhu and Jeffrey Mullins
- **Paper 22.** *Fair and Unfair Algorithmic Management Practices – Perspectives of Workers on Digital Labor Platforms.* Laura Schulze, Manuel Trenz, Zhao Cai, and Chee-Wee Tan
- **Paper 39.** *Algorithmic Control: Does One Size Fit All?* Hui Hao, Monideepa Tarafdar and Traci J. Hess

From 14.30 – 15.30. Facilitated by Marta Stelmaszak

- **Paper 7.** *Working in an Analytical Cage: The Paradox of Agency in Workplace Datafication.* Marta Stelmaszak and Aleksa Aaltonen
- **Paper 12.** *Tensions between Affordances and Valuations of People Analytics among Stakeholders.* Maren Gierlich-Joas, and Joschka Hüllmann

Group 6: Hybrid work

Skybox 3A01

From 13.30 – 14.30. Facilitated by Kathrin Kirchner

- **Paper 15.** *Who should come to the office? – Toward a decision support tool for hybrid work.* Kathrin Kirchner and Christine Ipsen

- **Paper 18.** *The role of ICT permeability when working-from-home: An examination of work and family outcomes.* Rui Sundrup, Manju Ahuja, and Massimo Magni
- **Paper 32.** *Getting IS-Professionals on Board in Hybrid Work – An Organisational Discontinuity Theory Perspective.* Stefan Faltermaier, Susanne Kiener, and Marina Fiedler

From 14.30 – 15.30. Facilitated by Niki Panteli

- **Paper 26.** *Leadership for fostering employee engagement in Hybrid work.* Blooma John, Niki Panteli and Zeena Alsamarrai
- **Paper 33.** *Beyond insecurity, “Work instability” as a defining component of uncertainty in the hybrid working era.* Gislene Haubrich, Ella Hafermalz, Maura Soekijad, and Marleen Huysman
- **Paper 46.** *Interorganizational Collaboration in Times of Hybrid Work Arrangements: An Experiential Computing Perspective.* Adeline Frenzel-Piasentin, Marina Hauser, Moritz T. Bruckner, and Daniel J. Veit

Group 7: Covid and Organizational Change

Skybox 4A05

From 13.30 – 14.30. Facilitated by Anna Sigridur Islind

- **Paper 14.** *Privacy is Out of Office: The Anatomy of Privacy Challenges in Digital Workplaces.* Mena Teebken, Ioanna Constantiou, and Thomas Hess
- **Paper 37.** *Fine-tuning Sociotechnical Change in Digital Work.* Alessio Maria Braccini, Anna Sigridur Islind, Aurelio Ravarini and Helena Vallo Hult
- **Paper 11.** *Return of the manager: Do next generation hybrid workplaces need good managers more than good leaders?* Kaie Kaas-Ojaverre, Kristjan Jasinski, Maris Zernand-Vilson and Mari-Klara Stein.

From 14.30 – 15.30. Facilitated by Stefan Klein

- **Paper 40.** *Investigating changing work practices: An Activity theory approach.* Emma Gritt and Emma Forsgren
- **Paper 41.** *Transformation of higher education during and after COVID-19.* Stefan Klein and Mary Beth Watson-Manheim
- **Paper 42.** *Tired of Tech: Knowledge Workers’ Experience of Exhaustion from Digital Tools and Technologies.* Sienna Helena Parker and Roni Shen

Group 8: The Changing Workplace/ Professional Identities in the digital age

Skybox 4A09

From 13.30 – 14.30. The Changing Workplace. Facilitated by Helena Vallo Hult

- **Paper 47.** *Adaptability in the digital workplace.* Lan Li
- **Paper 56.** *Conceptualizing Workplace Learning in Healthcare Digital Transformation.* Ann Svensson and Helena Vallo Hult
- **Paper 50.** *How Low Code Development Platforms are Changing the Workplace.* Edona Elshan, Mahei Li, and Ernestine Dickhaut

From 14.30 – 15.30. Professional Identities in the digital age. Facilitated by Anne-Sophie Mayer

- **Paper 19.** *Mining Sensor-Based Data Affecting Journalists’ Professional Identities.* Irina Boboschko, and Claudia Loebbecke
- **Paper 23.** *The Future of Professions Revisited: The Case of Digitalization in Dentistry.* Anne-Sophie Mayer, Anastasia Sergeeva, and Fabian Hable
- **Paper 30.** *Standardization of Psychotherapy? - Identity Work of Psychotherapists with a Blended Therapy Solution (Research-in-progress).* Fumi Kurihara, Ekaterina Jussupow, and Annamina Rieder

Group 9: Systems design and development/Digital Organizing

Skybox 3A05

From 13.30 – 14.30. Systems design and development. Facilitated by Davide Secchi

- **Paper 31.** *Effects of Team Structure in the Implementation of Potentially Disruptive Innovations.* Davide Secchi, Rasmus Gahrn-Andersen, and Maria Festilia
- **Paper 43.** *Disentangling the Potentials of Low Code Development Platforms - A Functional Affordance Perspective.* Ernestine Dickhaut, Edona Elshan and Andreas Janson
- **Paper 53.** *Workspace Design for Creativity, Collaboration, and Innovation: An Exploration of the Digital Impact.* Jon Beard

From 14.30 – 15.30. Digital Organizing. Facilitated by Kirsimarja Blomqvist

- **Paper 54.** *Temporary digital organizing for complex problem solving.* Kirsimarja Blomqvist
- **Paper 20.** *Facing organisational culture in the remote setup: An investigation of job satisfaction in European countries.* Antje Schwarz
- **Paper 24.** *Organizational Learning in the Age of Work-From-Home.* Ruilin Zhang, Jungpil Hahn, and Jun Wang