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 Baptistia, 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/sigcnw/cnow-2022
Program for Round-table Discussions

Group 1: Workers and their work

*Skybox 2A08*

From 13.30 – 14.30. Facilitated by Nico Wünderlich

- **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 Prahl.

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 Sicil 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

From 14.30 – 15.30. Facilitated by Nataliya Berbyuk Lindstrom

• **Paper 4.** Teleworking is the New Normal. Understanding Employee Adjustment to Telework: A Coping Perspective. Ransome Bawack, Kevin Carlillo, 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

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**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

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**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 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 Aleksi Aaltonen
- **Paper 12.** Tensions between Affordances and Valuations of People Analytics among Stakeholders. Maren Gierlich-Joas, and Joschka Hüllmann

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**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 Soekijd, 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-Ojavere, 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*


• **Paper 47.** Adaptability in the digital workplace. Lan Li


• **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

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 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