

**JOURNAL OF MANAGEMENT STUDIES**

*Special Issue:*

## Extending the Turn to Work:

New Directions in the Study of Social-Symbolic Work in Organizational Life

Submission Deadline: 1 May 2022

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## Information Session

1. Overview of the social-symbolic work perspective
2. Introduction to the Special Issue
3. Q&A

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# Overview of the Social-Symbolic Work Perspective

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Hochschild, A. R. 1979. <i>Emotion work</i> , feeling rules, and social structure. <i>American Journal of Sociology</i> .	Snow, D. A., & Anderson, L. 1987. <i>Identity work</i> among the homeless: The verbal construction and avowal of personal identities. <i>American Journal of Sociology</i> .	Whittington, R., Molloy, E., Mayer, M., & Smith, A. 2006. Practices of strategising/ organising: broadening <i>strategy work</i> and skills. <i>Long Range Planning</i> .
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1980

1990

2000

Gieryn, T. F. 1983. *Boundary-work* and the demarcation of science from non-science. *American Sociological Review*.

Ryen, A., & Silverman, D. 2000. Marking boundaries: culture as *category work*. *Qualitative Inquiry*.

Lawrence, T. B., & Suddaby, R. 2006. Institutions and *institutional work*. *Handbook of organization studies* (2<sup>nd</sup> ed.)

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## Social-symbolic objects

- a) A combination of discursive, relational, and material elements
- b) that constitutes a meaningful pattern
- c) in a social system

(Berger & Luckmann, Giddens, Sewell, Fairclough)

### ***Emotions as social-symbolic objects***

Culturally legitimate patterns of feeling and expression that include important bodily elements

## Social-symbolic work

Purposeful, reflexive efforts of individuals, collective actors, and networks of actors to shape social-symbolic objects

- a) heterogeneous forms of agency  
(Emirbayer & Mische)
- b) bundled into programs of action  
(Kahneman & Tversky, Haidt)
- c) that enact repertoires of practices  
(Giddens, Nicolini, Schatzki)

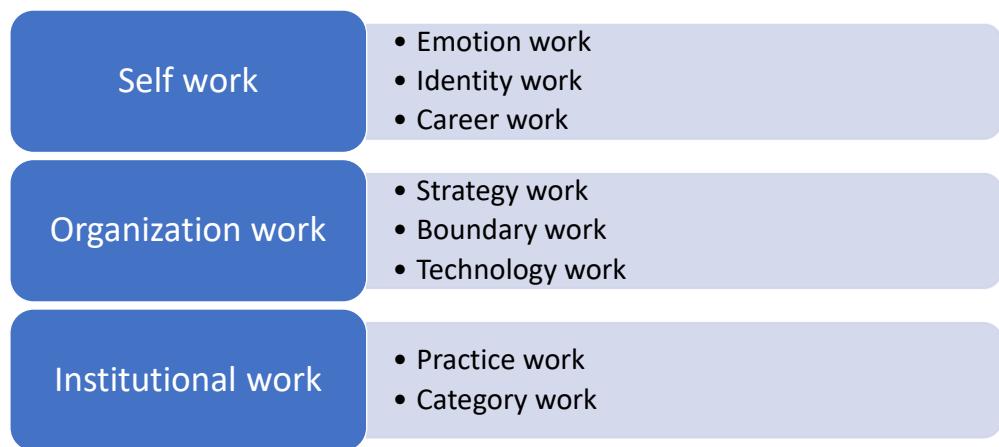
### ***Emotion work***

Purposeful, reflexive efforts of individuals, collective actors, and networks of actors to shape the expression and experience of emotions

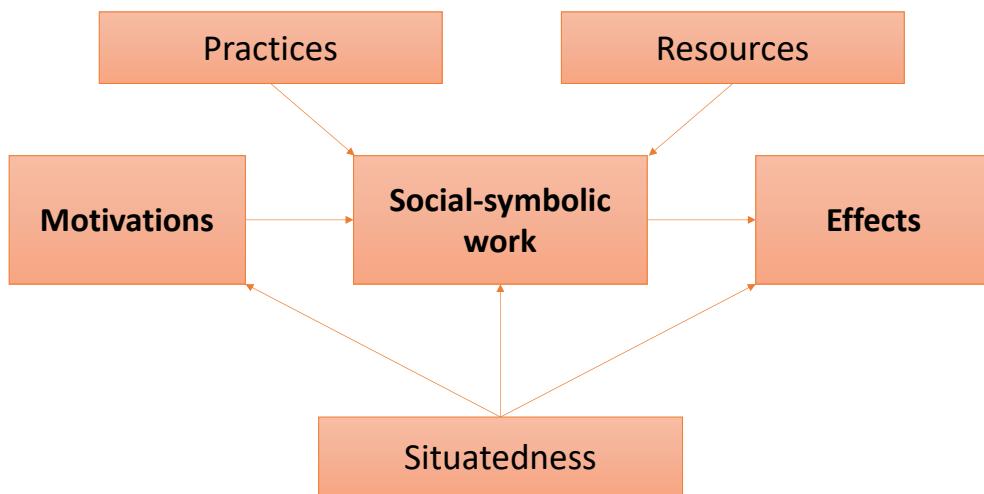
<i>Forms of Social-Symbolic Work</i>		<i>Exemplary Citations</i>
1	<b>Aesthetic work</b>	Warhurst & Nickson, 2009
2	<b>Age work</b>	Collien et al., 2016
3	<b>Authenticity work</b>	Peterson, 2005; Svejenova, 2005
4	<b>Boundary work</b>	Kreiner, Hollensbe, & Sheep, 2009
5	<b>Contextualization work</b>	Gond & Boxenbaum, 2013
6	<b>Cultural work</b>	Glynn, 2000; Lounsbury & Glynn, 2001
7	<b>Discursive work</b>	Lawrence, Phillips, & Hardy, 1999
8	<b>Emotion work</b>	Hochschild, 1979; Rafaeli & Sutton, 1987
9	<b>Idea work</b>	Carlsen et al., 2012
10	<b>Identity work</b>	Watson, 2008
11	<b>Institutional work</b>	Lawrence & Suddaby, 2006
12	<b>Interaction work</b>	Idrissou et al., 2016
13	<b>Intersectional identity work</b>	Atewologun et al., 2016
14	<b>Meaning work</b>	Benford & Snow, 2000
15	<b>Narrative identity work</b>	Ibarra & Barbulescu, 2010
16	<b>Practice work</b>	Zietsma & Lawrence, 2010
17	<b>Race work</b>	Whitaker, 2005
18	<b>Strategy work</b>	Whittington, Molloy, Mayer, & Smith, 2006
19	<b>Temporal work</b>	Granqvist & Gustafsson, 2016; McGivern et al., 2018
20	<b>Values work</b>	Gehman et al., 2013

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## Social-symbolic work in management and organization research



## A Process Model of Social-Symbolic Work



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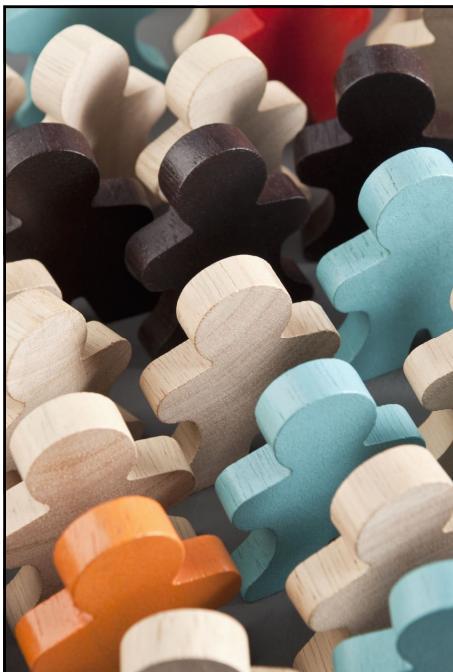
## Aim and Scope of the Special Issue

The aim of this special issue is to extend scholarship by exploring important new directions in the study of social-symbolic work.

What could these extensions look like?

- Combining and connecting (previously siloed) theoretical traditions in the study of social-symbolic work
- Exploring the potential value of focusing on social-symbolic work in the study of grand challenges and wicked problems in organizational life
- Investigating how the changing nature of work, organizations, and institutions is reshaping social-symbolic work

**\*\*Note these are only some ideas. We encourage submitting authors to push the boundaries of existing theorizing in whatever ways they see fit!**



## Combining & Connecting Theoretical Traditions

- Study combinations of different forms of social-symbolic work (e.g., emotion work *and* identity work)
- Work across levels of analysis (e.g., work conducted by individual *and* organizational actors)
- Explore the connections among different social-symbolic objects, such as emotions, identities, relationships, and categories (e.g., sequencing of different forms of work)

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## Uncovering “Work” in the Context of Grand Challenges and Wicked Problems

The role of social-symbolic work in the context of grand challenges and emerging wicked problems in social and organizational life. For instance:

- How do actors use or combine forms of social-symbolic work to tackle complex or wicked problems like sustainability, climate change, or social inequality?
- How are different forms of social-symbolic work used to make our workplaces more diverse and inclusive?

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## Changing Nature of Work, Organizations and Institutions

Investigate new forms of social-symbolic work that are emerging in response to the changing nature of work and society. For instance:

- Study how dramatic (and potentially traumatic) current events as well as less acute and more slowly evolving changes in society, technology, and the economy have altered how work and organizing is done, often in ways that require more conscious agency on the part of individuals.
- Examine how the ongoing dynamics of power embedded in cultures and social structures today impact social-symbolic work and social-symbolic objects.

## JMS Special Issue Key Dates

Date	Event	Details
October 13, 2021	Information Session	<b>TODAY</b>
February 7 & 8, 2022	Digital Workshops	<ul style="list-style-type: none"> <li>• Submit 500-word abstract in advance.</li> <li>• Get feedback from facilitators on project and its potential fit with special issue.</li> </ul>
<b>May 1, 2022</b>	<b>Submission Deadline</b>	Submit your papers through the JMS portal
October, 2022	Revision Workshop	<ul style="list-style-type: none"> <li>• Workshop for authors who received an R&amp;R.</li> <li>• Ideally, in-person!</li> </ul>

## Intentions of the Process

Help lots of scholars determine if and how their research could “fit” the Special Issue with the goals of:

- Encouraging submissions
- Promoting inclusivity
- Strengthening the quality of the submissions
- Ensuring a smooth and constructive publication process