



Call for papers

The psychology of organizational change: Understanding and dealing with change recipients' reactions

8th-10th of June 2016

Athens University of Economics and Business, Athens, Greece

Submission deadline 29th of February 2016

Organizers: Maria Vakola, By Rune and Shaul Oreg

We are pleased to announce the call for papers for this *European Association of Work and Organizational Psychology* sponsored Small Group Meeting (SGM). The meeting will be held at the Athens University of Economics and Business, Athens, Greece.

Conference theme:

The aims and objectives of this small group meeting is to explore, analyse and understand how individuals within organizations react and respond to organizational changes and how formal organizational leaders can effectively deal with these reactions and responses. Organizational change is considered an integral part of organizational life. Up to 70% of all major change initiatives, however, fail (Cartwright & Schoenberg, 2006). A number of authors have observed that the extent to which change recipients embrace organizational change significantly contributes to its potential success (Bartunek, Rousseau, Rudolph, & DePalma, 2006; Oreg, Vakola, & Armenakis, 2011).

In 'the psychology of organizational change' we refer to the manner in which employees – managers and non-managers - think, feel and behave in response to organizational change. Given the multiple, and often conflicting, aims for organizations' short-term gains (efficiency) and cultural long-term gains (effectiveness) following change, and the complexity involved in recipients' experiences during change, much research is required to better understand the change phenomenon.

We aim to attract empirical and/or conceptual research on various forms of change, ranging from employee-initiated changes of their tasks and relationships at



work to organization-initiated large scale changes such as restructuring or cultural changes. This broad variety in types of change will allow us to investigate at greater depth change recipients reactions' to change, the antecedents of these reactions, the underlying change processes and the organizational consequences and practices that follow change. More specifically, this SGM focuses on the following themes:

- **Individuals' and teams' reactions and responses to change:** we aim to examine how specific antecedents are linked with the response to change and how these responses are manifested at the individual and/or team level.
- **Leadership and organizational practices:** how change leaders and managers deal with change recipients' positive, negative, or ambivalent responses and how consequences of these reactions impact various outcomes at the individual, work and organizational levels.

Expected outcomes and contribution of this SGM

This SGM will present an opportunity for change management researchers to share their findings and discuss them with members of their academic community, improve research and consider the practical application of findings. The anticipated outcomes of this SGM are:

- A better understanding of change recipients' reactions across levels of study and types of change
- An agenda for future research to advance both theory and practice on the psychology of change
- Extending and strengthening the network of change researchers, as a means for addressing unresolved theoretical and methodological issues
- An opportunity to develop papers for submission to special issues of EJWOP and JCM and to plan a symposium for EAWOP bi-annual conference

Meeting format, location and date

The format of this small group meeting (20-25 participants) is designed to foster in-depth discussions, constructive feedback and research collaboration. Each paper will be presented to the entire group of participants. Twelve presentations will be invited from prominent researchers in the area of psychology of change and change management. The meeting will run over two and a half days, between the 8th and 10th of June 2016. The meeting venue will be at the Athens University of Economics and Business (AUEB), Athens, Greece. The meeting will be held either at the premises of the university, which is located at the centre of Athens, or at a nearby hotel. The remaining



presentations will be selected through a standard review process, in which submissions will be pre-screened by the organising committee and then sent out for double blind peer-review.

The organising committee looks forward to welcoming you to Athens, Greece, the historical capital of Europe, http://www.visitgreece.gr/en/main_cities/athens. Tea, coffee and lunches are provided by courtesy of EAWOP sponsorship. A conference dinner and a guided tour of the Acropolis museum will be held on 9th of June 2016 and provided by courtesy of Athens University of Economics and Business. Registration fee is €70 and a reduced fee of €50 applies for PhD students. Participants need to provide for their own travel and accommodation costs.

Submission of extended abstracts

Extended paper abstracts (up to 1000 words) should be submitted by the **29th of February 2016** to Maria Vakola (mvakola@aueb.gr), either as an MS Word or pdf document. Participants will be notified of the committee's decision by the **4th of April 2016**. Accepted abstracts will be distributed among meeting participants before the meeting. Abstracts of empirical papers should contain information about the methods used and results obtained. Conceptual papers should address specific unanswered questions and/or make specific and novel predictions. All identifying information should be removed from abstracts before submission. The author(s) should also submit a cover letter with their details and a statement that the work submitted has not been previously published.

More information and up-dates

Please visit our website <http://sgmchange.weebly.com/> for more information and updates; For queries, please contact the meeting host, Maria Vakola, at mvakola@aueb.gr