



## **SIG 07 - IM - International Management**

With our theme **Exploring the Future of Management: Facts, Fashion and Fado**, we invite you to participate in the debate about how to explore the future of management. We look forward to receiving your submissions.

### **T07\_03 - Cultures and management**

#### **Proponents:**

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#### **Short description:**

This topic aims at exploring the complex role of cultures in organizations. It deals with cultural interactions at the interpersonal level or through the transfer of management practices across countries. It welcomes any research which adopts interactional and interpretative perspectives, as qualitative case studies, in order to account for the intricate intermingling of cultures and other dimensions in international management contexts. The topic will, among others, focus on exploring the particular cultural challenges and potentials that emanate from the arrival and integration of all kinds of migrant workers. It also welcomes papers addressing methodological issues in intercultural management.

#### **Long description:**

However global our world has become and however fast hybridizations processes go on, actors and organizations are still embedded in different cultures (d'Iribarne, 2012). Societal cultures still infuse people's mind and management practices through socialization processes. This track is dedicated to explore the complex role of cultures in organizations. It deals with cultural interactions at the interpersonal level or through the transfer of management practices across countries. The track welcomes any research which adopts interactional and interpretative perspectives (Primecz et al., 2011), as qualitative case studies (Piekkari & Welch, 2011) in order to account for the intricate intermingling of cultures and other dimensions in international management contexts. The track will, among others, focus on exploring the particular cultural challenges and potentials that emanate from the arrival and integration of all kinds of migrant workers: refugees, expatriates, SIE, etc. This issue includes a wide range of research questions at three levels: At the individual level, questions relate to the trajectories and the experiences of migrants in relation to their economic and social integration. Which stereotypes of migrants exist and how are categories of migrants linked with national stereotypes? How do migrants reconstruct their multicultural identities, what are the tensions between these multiple identities and how does



it impact their organizational roles? May migrants play specific roles as boundary spanners or other forms of social facilitators? At the organizational level, questions relate to migrants' professional integration (van Riemsdijk et al., 2016). What are the organizational socialization processes both in terms of practices (e.g. on-boarding, mentoring, training, etc.) and effects (e.g. identifications, sense of belonging)? How to articulate national, organizational and professional cultures in the integration process? What are the dynamics of multicultural teams including migrant workers? What kinds of new cultures emerge in and through social interaction? At the societal level, how may profit oriented organizations, NGO's and public institutions coordinate to ensure the continuity of the integration process? Besides this thematic focus related with EURAM 2019, the track encourages papers discussing methodological issues. Understanding cultural and social dimensions of international organizations requires ethnographic studies, thick descriptions, longitudinal field studies and qualitative inquiries. However, conducting research across cultures raise a number of specific questions: how to get access to international settings? How to compare equivalent situations across countries? How to deal with translation issues? What strategies allow academics to produce meaningful intercultural research? We welcome papers addressing such questions and telling reflexive tales of on-going or finished research.

**Keywords:**

Intercultural management  
Migrant integration processes  
Intercultural research methodology  
Negotiated cultures

**Publication Outlet:**

International Journal of Cross-Cultural management

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**AUTHORS GUIDELINES**

<http://www.euramonline.org/submissions-guidelines-2019/author-s-guidelines.html>