



**University of
Zurich^{UZH}**

Distinguished Scholars Seminar Series

“Time and Organization”

Professor Tor Hernes, Copenhagen Business School

Course code: DOEC0963 (3ECTS)

Time: April 14-16, 2021

Location: via Zoom (link will be provided after application and confirmation of attendance)

Contact: Violetta.splitter@uzh.ch

Course overview

This workshop focuses on the different ways of understanding time and how our interpretation of time influences our research. The idea is 1. for the participant to think about how they currently apply time in their work, for then to 2. Learn about debates and perspectives on time, and 3. To rethink their research through the lens of time. The course will address selected debates about time in organizational research, and we will discuss how views of time may challenge how organizational are interpreted. The course is divided into five different themes about time in organizational research, as follows:

Theme 1: Experiencing time from within

Theme 2: Temporal structures

Theme 3: Pasts and futures

Theme 4: Time as resource

Theme 5: Studying time in time

The learning methods will include introductory lectures by Professor Tor Hernes, discussions based on readings, and presentations by the participants. It is important to study the readings before as participants will be asked to discuss these readings during the workshop.

It is expected that the students prepare a 1-2-page summary/reflection on the role of time in their research/thesis, which is submitted at least a week before the start of the workshop.

Schedule & Reading

April 14 (10.00-16.00)

10.00 - 11.30 Introduction and discussion of how the students take time into consideration in their thesis work/research. Each student makes a 5-10-minute presentation

11.30 – 12.30 Organization and time: A brief historical overview and current challenges, including various conceptions of time (Tor Hernes)

12.30-13.30 Break

Theme 1: Experiencing time from within

13.30-14.00. Introduction by Tor Hernes

14.00 – 15.30 Discussion of readings. Each reading is introduced by a student

Readings:

Fine, G. A. (1990). Organizational time: Temporal demands and the experience of work in restaurant kitchens. *Social Forces* 69 (1):95-114.

Flaherty, M. G. and Fine, G. A. (2001). Present, past, and future: Conjugating George Herbert Mead's perspective on time." *Time and Society* 10:147–61.

Schatzki, T. R. (2006). On organizations as they happen. *Organization Studies* 27:1863-1873.

15.30 – 16.00 Discussion and wrap-up of the day

April 15 (10.00-16.00)

Theme 2: Temporal structures

10.00 – 11.00 Introduction to temporal structures (Tor Hernes)

11.00 – 12.30: Discussion of readings. (Each reading is introduced by a student)

Readings:

Orlikowski, W. J. and Yates, J. (2002) It's about time: Temporal structuring in organizations. *Organization Science* 13(6):84–700.

Reinecke, J., and Ansari, S. (2015). When times collide: Temporal brokerage at the intersection of markets and developments. *Academy of Management Journal*, 58(2): 618-648.

Rowell, C. Gustafsson, R. and Clemente, M. (2016). How institutions matter “in time”: The temporal structures of practices and their effects on practice reproduction. *Research in the Sociology of Organizations* 48A: 303–327.

Schultz M, Hernes T (2020) Temporal interplay between strategy and identity: Punctuated, subsumed, and sustained modes. *Strategic Organization*, 18(1):106-135.

12.30 – 13.30 Break

Theme 3: Pasts and futures

13.30 – 14.30: Introduction by Tor Hernes

14.30 – 16.00: Discussion of readings. (Each reading is introduced by a student)

Readings:

Emirbayer, M., and Mische, A. (1998). What is agency? *American Journal of Sociology*, 103, 962-1023.

Hernes, T., Schultz, M. (2020). How actors translate between the on-going and the distant. A temporal view of situated activity. *Organization Theory*, 1 (online first)

Kaplan, S., and Orlikowski, W. J. (2013). Temporal work in strategy making. *Organization Science*, 24, 965–995.

Schultz, M. and Hernes, T. 2013. A temporal perspective on organizational identity. *Organization Science* 24(1):1-21.

April 16 (10.00-16.30)

Theme 4: Time as resource

10.00 – 11.00 Introduction to time as resource (Tor Hernes)

11.00 – 12.30: Discussion of readings. (Each reading is introduced by a student)

Readings:

Yakura, E. K. (2002). Charting time: Timelines as temporal boundary objects. *Academy of Management Journal*, 45, 956-70.

Geiger, D., A. Danner-Schröder, and Kremser, W. (2020) Getting ahead of time—Performing temporal boundaries to coordinate routines under temporal uncertainty. *Administrative Science Quarterly*, online first, DOI: 10.1177/0001839220941010.

Brown, S. L., and Eisenhardt, K. M. (1997). The art of continuous change: Linking complexity theory and timepaced evolution in relentlessly shifting organizations. *Administrative Science Quarterly*, 42: 1–34.

Hassard, J (2002) Essai: Organizational time: Modern, symbolic and postmodern reflections. *Organization. Studies* 23(6):885-892.

12.30 – 13.30 Break

Theme 5: Studying time in time

13.30 – 14.30: Introduction by Tor Hernes

14.30 – 15.30: Discussion of remaining questions (e.g. the relation between time and space)

15.30 – 16.30: Workshop ending. Students present how the discussions and readings have influenced how they take time into consideration in their thesis work/research. Each student makes a 5-10-minute presentation

Applications

If you are interested in participating in the seminar, please send an application with your motivation and your CV to Kalliopi Vagias (kalliopi.vagias@uzh.ch). Deadline for applications is **February 28, 2021**. After you have received a confirmation of participation you can book the course in the module booking system (for UZH members only). Once you have received a confirmation of participation, you will receive the Zoom link to participate in the course.

Course Requirements for ECTS

If you require ECTS for this seminar, we ask you to submit either (1) a synthesis of the course content or (2) a reflection on how the notions discussed in class help advance your own research project (10-pages, 1.5 line spacing, Times New Roman). Deadline for submission of the essay is **July 4, 2021**, to be sent to Violetta Splitter (violetta.splitter@uzh.ch).