Call for Papers for a Conference on
The Impact of Organizational and Management Control on People’s Lives

Organizational and management control theory and practice have undergone rapid developments and achieved significant refinement in recent years. Yet, the effects of organizational and management control on managers’ and employees’ conditions of work, job satisfaction, stress, psychological health, and general well-being have remained somewhat sidelined. When they have been considered, analyses have either concentrated on beneficial effects only or taken a rather cynical perspective of control as a tool of domination and repression.

We therefore aim at exploring and discussing issues related to the impact of control on managers’ and employees’ lives from a broad and open perspective – considering positive as well as negative aspects. This calls for particular attention to such issues as, for example:

- The impact of change in control practices on role stress or satisfaction and on individuals’ capacity to make sense of their professional life.
- The role of formal as well as informal forms of control on motivation, sense of belonging, or work pressure, stress or psychological well-being.
- Innovative solutions to reduce organizational and management control-induced dysfunctional stress and factors that moderate the control-stress relation.
- The role of university education in shaping managers’ positive or negative perceptions of organizational and management control.
- How individual-level effects of organizational control practices lead to group-level and firm-level organizational outcomes such as employee turnover, employer attractiveness, firm innovativeness and performance.

Preliminary Program
The conference will feature keynote speeches as well as paper sessions and an early-stage project workshop session. Confirmed keynotes are:

- Laurie Burney, Baylor Univ., Waco/TX
- Jean-Paul Bouchet, VP Observatoire des Cadres, Paris/France

Deadlines
We invite submissions of two types of contributions: (a) full papers adhering to standard article style and formatting practices and (b) extended abstracts (1000 words) of early stage projects to control2013@essec.edu, no later than December 5th, 2012.

The scientific committee will select papers and extended abstracts in a blind process based on their novelty, academic quality and relevance to the conference theme.

Authors of accepted full papers are expected to serve as discussant of another paper. They will be invited to submit their revised papers for publication in a collective book.

Registration is required before January 31st 2013. Participation fee for non-presenting authors or conference attendants without a paper is 50 EUR and serves to cover expenses for lunch, coffee, and conference documentation; Ph.D. students are encouraged to apply for a waiver of the participation fee. See details on the conference webpage.