The Slovenian Academy of Management, together with School of Economics and Business, University of Ljubljana, and Faculty of Economics and Business, University of Zagreb is announcing its 6th International Conference on Management and Organization: INTEGRATING ORGANIZATIONAL RESEARCH: INDIVIDUAL, TEAM, ORGANIZATIONAL AND MULTILEVEL PERSPECTIVES to be held on June 11-12, 2020 in Bled, Slovenia

SINGLE- AND CROSS-LEVEL ORGANIZATIONAL RESEARCH: THEORY, METHOD AND PRACTICE

Organizations are multilevel social systems where (1) diverse employees are assigned to various jobs, embedded in multiple dyadic relationships and expected to play diverse team roles; (2) functional and/or cross-functional teams integrate individual efforts and develop intra- and inter-group dynamics; and (3) multiple departments and business processes nested within or spanning across organizational boundaries deliver value through mutual interaction. In addition, as organizations are not static entities but series of ongoing actions and recurring processes, all of these layer-specific subjects also exist across time, thus drawing our attention to time horizon as another highly relevant level of analysis.

Whereas the managerial priority in the globally digitalized world is to execute competitive strategic initiatives and achieve challenging business goals by vigilantly managing and continuously improving dynamic interactions between organizational system levels, the majority of scholars still populate disciplinary, specialized micro (organizational behavior and organizational psychology), meso (social psychology, business process management, project management) or macro (strategic management, organizational theory and design, engineering/systems management) research camps. These different thought worlds – each traditionally focused on studying organizational phenomena at different units/levels of analysis (i.e. individual/job, team/unit and organization/system) – will certainly stay strong and continue to offer valuable domain-specific insights. Nevertheless, single-level perspectives might also be incomplete and thus not always adequate for addressing the rising complexity of organizational life.

Fortunately, we are witnessing an ever-increasing amount of multilevel research in organizational studies that integrates delineated research domains and offers new lenses for understanding business practice. For instance, organizational/industrial psychologists – primarily focusing on individuals and small groups – started to investigate macro-organizational behavioral issues. Likewise, organizational/work sociologists and strategy/management scholars – mostly concerned with system-wide problems and organizational and/or industry-level issues – are showing interest in the micro-foundations of strategic management and organizational configurations across multiple levels. What is promising is that the need to bridge the macro-micro divide has been recognized by organizational science, particularly within certain research subdomains such as human resource management, leadership, organizational behavior, innovation management and organizational learning. Recent methodological advances in multilevel modeling certainly represent an additional push in putting the issue of levels upfront in scholarly discussions.
Following the key assumption of multilevel organizational research that various phenomena can be better explained by combining factors at different levels of analysis, the purpose and scope of this conference is to identify, discuss and grapple with single- and cross-level theory, research and method issues, so as to make substantive progress in our understanding of the multilevel nature of organizations. We strive to provide much needed synthesis of underlying theories and methodological approaches within the loosely-coupled community of organizational scholars by taking account of the fact that micro phenomena are embedded in macro contexts, while macro phenomena often emerge through the interaction and dynamics of lower-level elements. Such an approach may add depth and richness to our theoretical reasoning and likewise improve conversations between researchers and practitioners, by providing insightful details concerning how organizations operate and behave.

**PLENARY and KEYNOTE SPEAKERS**

We are proud to have some highly distinguished world-leading scholars as our plenary and keynote speakers.

<table>
<thead>
<tr>
<th>Plenary speakers</th>
<th>Arnold B. Bakker, Erasmus University Rotterdam</th>
<th>James M. LeBreton, Penn State University</th>
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<tbody>
<tr>
<td>Keynote speakers</td>
<td>Oliver Baumann, University of Southern Denmark</td>
<td>Kim van Oorschot, BI Norwegian Business School</td>
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**TRACK THEMES and TOPICS**

We hope to encourage discussion around the multilevel issues in organization and management through the following track themes and related (non-exclusive) list of topics:

**Track A: Strategy and organization design** (track chair: Ana Aleksić Mirić)
- Organizational configurations
- Strategy execution and renewal
- Micro-foundations of strategic management
- Inter- and intra-organizational networking
- Complementarity of dynamic/ordinary capabilities
- Corporate and business diversification
- Dynamics of organizational (mis)fits
- Ambidexterity in multiunit contexts
- Technological developments and emerging business models
- Macroeconomic aspects of industry dynamism and organizational change

**Track B: Business process management and project organizing** (track chair: Amy van Looy)
- Intra-organizational and inter-organizational process maturity
- Integrative project management
- Orchestrating individual creativity and team innovation
- Temporal challenges of project teamwork
- Integrating multiple roles and teams in organizations
- Multilevel perspective of business process management
- Digitalization of business process management
- Aligning organizational BPM efforts
- Process and project intelligence
- Knowledge transfer during team lifecycle

**Track C: HRM and organizational behavior** (track chair: Sabina Bogilović)
- Idiosyncratic versus universal HRM systems
- Team-level job design
- Temporal aspects of organizational behavior and work performance
- Culture across levels
Knowledge hiding within and across organizations
HR and workforce differentiation
Personality development across the lifetime
Developmental aspects of job design
Multilevel organizational interventions
Leader-member exchange within and across teams

Track D: Cross-level issues in organization and management (track chair: Matej Černe)

- Organizational heterogeneity across levels
- Emergent processes in organizations
- Advances in multilevel measurement
- Bibliometric analysis of multilevel research
- Temporal perspective of multilevel research
- Single versus multilevel research.
- Organizational heterogeneity across levels
- Methodological concerns in multilevel modeling
- Macro-micro divide in organizational research
- Multilevel theories of organization
- Practical implications of multilevel research

SUBMISSION GUIDELINES and PUBLICATION OPPORTUNITIES

Papers and discussions will not be restricted to aforementioned topics; manuscripts connecting different track themes are also invited. Papers from organization science, management, organizational and work psychology, sociology of work and organizations, computer science, information systems, and other fields are welcome since the conference promotes an interdisciplinary approach. Theoretical and empirical papers employing qualitative or quantitative methods, as well as work-in-progress, PhD research and practical cases are all welcome.

We encourage authors to submit extended abstracts (not exceeding 500 words; excluding title, authors’ information and references). The first page of the extended abstract should include the title, authors’ affiliations as well as track theme of preference.

Extended abstracts should follow the predetermined structure and should include the following:

- Theoretical background
- Purpose of study
- Method
- Findings
- Theoretical contribution
- Practical implications
- Keywords

Abstracts may be submitted as a .pdf file, .doc file or .docx file. The number of submissions is limited to one individual paper, one individual and one co-authored paper or two co-authored papers per person. The submission of abstracts will take place via conference SAM 2020 internet site.

Papers accepted for the conference are to be published in the conference proceedings. You are not required to submit a full paper. However, high quality extended abstracts will be considered for publication in either the Dynamic Relationships Management Journal published by the Slovenian Academy of Management (SAM) or be invited for submission to a forthcoming special issue of the European Management Journal (the call announcement is scheduled for April 2020). Poster sessions might be organized if we receive a larger number of high-quality submissions.
Please note the following key deadlines:

- Formal announcement of the conference and call for papers: **September 2019**
- Submission of extended abstracts: **February 15, 2020** **March 1, 2020**
- Decision on extended abstracts (with feedback and reviewers’ comments): **March 31, 2020**
- Registration: **April – May 2020**
- Conference: **11–12 June, 2020**

**Registration fee:**

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<thead>
<tr>
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<th>Early bird (paid until April 30, 2020)</th>
<th>Full (paid until June 5, 2020)</th>
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<tbody>
<tr>
<td>Members of SAM</td>
<td>190 EUR</td>
<td>230 EUR</td>
</tr>
<tr>
<td>Not Members of SAM</td>
<td>250 EUR</td>
<td>290 EUR</td>
</tr>
<tr>
<td>PhD Students*</td>
<td>175 EUR</td>
<td>200 EUR</td>
</tr>
<tr>
<td>Master Students*</td>
<td>100 EUR</td>
<td>115 EUR</td>
</tr>
</tbody>
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*Discounted fees do not include conference gala dinner.*

Registration fee covers conference proceedings, refreshments during breaks, lunch, farewell lunch, and conference gala dinner.

**Conference venue:**

**Hotel Astoria** (Presernova 44, 4260 Bled, [https://www.hotelastoria-bled.com/welcome](https://www.hotelastoria-bled.com/welcome)) – a hotel at a prime location in the center of Bled (the most visited place in Slovenia with one of the most beautiful glacial lakes in Europe located about 50 km northwestern from the capital Ljubljana, [http://www.bled.si/en/](http://www.bled.si/en/)).


**THE PROGRAM COMMITTEE**

Saša Batistič, Tilburg University, the Netherlands  
Sabina Bogilović, University of Ljubljana, Faculty of Administration, Slovenia  
Marjolein Cäniels, Open University, Faculty of Management, Science and Technology, the Netherlands  
Xavier Castaner, HEC Lausanne, Switzerland  
Matej Černe, University of Ljubljana, School of Economics and Business, Slovenia  
Zvonimir Galić, University of Zagreb, Faculty of Social Sciences, Croatia  
Ante Glavaš, University of Vermont, USA  
Luca Giustiniano, LUISS Guido Carli University, Italy  
Dietfried Globocnik, Alps-Adria-University Klagenfurt, Austria  
Tomislav Hernaus, University of Zagreb, Faculty of Economics and Business, Croatia  
Robert Kaše, University of Ljubljana, School of Economics and Business, Slovenia  
Rūta Kazlauskaitė, ISM University of Management and Economics, Lithuania  
Maja Klindžić, University of Zagreb, Faculty of Economics and Business, Croatia  
Amy van Looy, Ghent University, Faculty of Economics and Business Administration, Belgium  
Ivan Matić, University of Split, Faculty of Economics, Croatia  
Jan Mendling, Vienna University of Economics and Business, Austria  
Katarina Katja Mihelič, University of Ljubljana, School of Economics and Business, Slovenia
Ana Aleksić Mirić, University of Belgrade, Faculty of Economics, Serbia
Jose F. Molina-Azorin, University of Alicante, Spain
Kristina Potočnik, University of Edinburgh Business School, Scotland
Aleša Saša Sitar, University of Ljubljana, School of Economics and Business, Slovenia
Thomas Steger, University of Regensburg, Germany

Karoline Strauss, ESSEC Business School, France
Miha Škerlavaj, University of Ljubljana, School of Economics and Business, Slovenia & BI Norwegian Business School, Norway
Peter Trkman, University of Ljubljana, School of Economics and Business, Slovenia
Jordi Trullen, Ramon Llull University, ESADE Business School, Spain
Sut I Wong, BI Norwegian Business School, Norway

CONFERENCE HIGHLIGHTS

- Distinguished (plenary and keynote) speakers
- High-quality reviews
- Meet the Editors’ session
- Best paper award
- Academic meet-up session
- Conference gala dinner

ORGANIZERS and CONTACT DETAILS

The conference is organized by the Slovenian Academy of Management (SAM) in cooperation with the School of Economics and Business (University of Ljubljana, Slovenia) and Faculty of Economics and Business (University of Zagreb, Croatia).

Contact persons:

- Aleša Saša Sitar, University of Ljubljana, School of Economics and Business (Organizing committee chair), alesa-sasa.sitar@ef.uni-lj.si
- Tomislav Hernaus, University of Zagreb, Faculty of Economics and Business (Program committee chair), thernaus@efzg.hr
ABOUT CONFERENCE SPEAKERS

Arnold B. Bakker
Professor of Work and Organizational Psychology

- job demands-resources model, flow, work engagement, virtues and strengths

James LeBreton
Professor of Psychology

- personality and behavior in organizations, development and application of new statistics (including multilevel modeling)

Oliver Baumann
Professor of Strategic Organization Design

- organization design, organizing for innovation, organizational adaptation and learning, behavioral micro-foundations of strategy, computational modeling

Kim van Oorschot
Professor of Project Management & System Dynamics

- decision-making, trade-offs and tipping points in dynamically complex settings, product development projects

Kristina Potočnik
Senior Lecturer in Human Resource Management

- innovation and creativity in the workplace, leadership, teamwork, managing aging workforce, early retirement

We are looking forward to welcoming you in June 2020 for SAM conference in Bled, Slovenia!