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24th National Conference on Management and Organization*

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Abstract. National Conference on Management and Organization 2016 which was held in Istanbul, by Sabancı University was the 24th in a series of scientific events bringing together academicians from a number of research areas of management and organization such as; Organizational Behaviour, Organizational Theory and Strategic Management. Additionally, the conference offered a workshop on the previous day of the conference, on May 28th, on topics such as; Research Design, Quantitative Methods, Content Analysis, and Social Network Analysis. In broad terms, the conference was highly informative and provided a significant contribution to its participants in terms of academic knowledge and research perspectives.

Keywords. Management, Organization.

JEL. M10, M14, M19.

Conference notes

The 24th National Conference on Management and Organization was held in Istanbul, between May 29 to 31, 2016. The conference was hosted by Sabancı University, with Sabancı S.A., TÜBİTAK and Logitech S.A. sponsorships. Although the conference did not have a specific theme, throughout the two-and-a-half-day parallel sessions there were 119 papers presented on five management and organization areas: Organizational Behaviour, Organizational Theory, Strategic Management, Human Resource Management, and Business History. Moreover, on May 28th, there was a six-session workshop which was held in three parallel sessions. The workshop topics were Research Design, Case Study Writing for Educational Purposes, Quantitative Methods, Content Analysis, Hierarchical Linear Modelling, and Social Network Analysis.

On May 28, The Quantitative Methods workshop, which was given by Çağrı Topal, provided an overall framework for the qualitative research methods. These methods' common features and differences from quantitative methods were highlighted. The issues of developing qualitative research questions, approaching the data systematically, and evaluating findings scientifically were discussed. With the Content Analysis workshop, given in the afternoon by Nazlı Wasti Pamuksuz, introductory guidelines to content analysis were presented through the discussions such as, where and for which purposes to use this method, coding, and consistency of coders.

On May 29, the opening session started with the speeches of Sabancı University President Nihat Berker and conference term chair S. Arzu Wasti. The session was

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followed by the keynote speaker Yılmaz Esmer's presentation titled "Universal Questions, Local Answers: A Critical Perspective to the Rapport between Research Questions-Values in Management Science". In a nutshell, Esmer highlighted the difficulty -and mostly the impossibility- of changing deep-seated values and how those values form a basis for our decisions and shapes the structure of daily life and institutions of the society. Giving comparative examples of some values from different cultures, Esmer showed that despite globalization cultures preserve themselves and he pointed out the importance of the values and the falseness of assuming that all the research questions can be asked in every cultural context.

After the opening session, the first day of the conference continued with presentations on several topics such as; Trust and Relationships at Workplace, Cultural Approach to Organizations, Institutional Theory, Ethical Leadership, Strategic Human Resource Management, Top Managers and Personality. In the Institutional Theory session, the study "The Limiting Effect of Schools in Scientific Research Process: An Analysis of Institutionalization of New Organizational Forms Literature", authored by Erkan Erdemir and Umut Koç, covered the issue of the bias of the researchers based on their research school of institutional theory. Based on the meta analysis conducted, the study resulted that researchers are actually finding the presuppositions of their schools while they try to understand and explain the case of emergence of new institutional forms they analyse.

On the second day of the conference papers were presented in four parallel sessions and the papers were in areas such as; Critical Approaches, Leader-Member Exchange Theory, Organizations and Social Environment, Organizational Culture, Personality and Organizational Behaviour. The session of Critical Approaches had also a symbolic meaning since it was the first critical session in the conference history. In that session one of the studies represented was Cihat Erbil's "Discussion of The Position of the Structural Social Capital in Intra-Organizational Knowledge Transfer from Foucault's Perspective: Panopticon Structure, Surveillance, and Normalization" which discussed the link between panopticon organizational structure and inefficiency of structural social capital in knowledge transfer. This attention-grabbing study argued that structural knowledge channels in organizations are not preferred because of time and cost pressure; the freedom sense of employees is in parallel with Foucault's definition of normalization and panopticism is in the nature of the work. Another salient paper of the day was "The Structure of the Meaning Created by Organizations and Impression Management Regarding the Natural Environment: Case of Turkey" presented in the Organizations and Social Environment session. The presenter Özge Can discussed the environmental activities of the organizations from the perspective of the meaning given to the notion by organizations. Based on the exploratory findings of content analysis of annual reports the study represented the shared concepts of environmental activities and revealed that companies mostly stress the effort they make in order to minimize their negative environmental effects. Can also highlighted the ambiguous and abstract disclosure regarding natural environment and the representation of environmental activities in a sense of achievement and performance of the organization.

On the last day of the conference papers were presented in topics of Motivation, Organizational Commitment and Citizenship, Leader Behaviours and Results, Emotions at Workplace, and Different Approaches in Organizational Literature. Several theoretical and managerial study implications were represented by the researchers. For example, Halis Demir and Tarhan Okan's paper "How an Objectively Organized Job Is Perceived Subjectively?" evaluated Hackman and Oldham's Job Characteristics Model within the sample of banking employees and

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resulted that some of the alleged relationships of the model were consistent with the results of study, while some others not which should be taken into consideration by researchers and managers in the field. Paper presentations were over with the morning session. Following, in the closing session Fulya Sarvan made the closing speech in which she highlighted the importance of this academic meeting for the researchers and the literature of management and organizations in Turkey. She announced that the next year the conference will be hosted by Bařkent University, in Ankara. She also announced the new extended abstract based paper evaluation principle for upcoming conferences. The closing session was ended with some critiques and suggestions of participants.



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