

Graduate Research Seminar Wintersemester 2022/2023

“Key concepts of routine dynamics”

In Wintersemester 2022/2023 the Management and Organization Group offers a Graduate Research Seminar on „**Key concepts of routine dynamics**“. Target group are students enrolled in one of the following Master programs: International Business Economics (IBE), Wirtschaftsingenieurwesen (WIW), Wirtschaftsinformatik (WI), Medienwirtschaft (MW). Formal requirement for participation is a Bachelor degree and sufficient knowledge of English. This Graduate Research Seminar is taught through English.

What are Routine Dynamics? (Source: Handbook of Routine Dynamics, Cambridge University Press)

Over the last two decades, Routine Dynamics has emerged as an international research community that shares a particular approach to organizational phenomena. At the heart of this approach is an interest in examining the emergence, reproduction, replication, and change of *organizational routines as recognizable patterns of actions*. In contrast to other research communities interested in those phenomena, Routine Dynamics studies are informed by a distinctive set of theories (e.g., practice theory and related process-informed theories) that directs researchers' attention to particular aspects of these phenomena (e.g., actions), yielding distinctive insights about them (e.g., routines are dynamic).

Introductory readings:

- Pentland BT, Rueter HH (1994) Organizational routines as grammars of action. Admin. Sci. Quart. 39(3): 484–510.
- Feldman MS, Pentland BT (2003) Reconceptualizing organizational routines as a source of flexibility and change. Admin. Sci. Quart. 48(1): 94–118.
- Feldman MS et al (2021): What is Routine Dynamics? Handbook of Routine Dynamics, chapter 1, Cambridge. (available as ebook in TU Ilmenau library)

The introductory chapter of the Handbook of Routine Dynamics introduces six terms as “key concepts” that have grown to have specific meanings within Routine Dynamics and concepts that students not familiar with routine dynamics might find confusing. While these concepts are described in the chapter, they are best understood through the many detailed empirical accounts of Routine Dynamics where these concepts come to life. Key concepts of routine dynamics outlined in the handbook:

1. Effortful and Emergent Accomplishments
2. Performative and Ostensive Aspects and the Shift to Performing and Patterning
3. Situated Action
4. Artifacts and Materiality
5. Relationality
6. Multiplicity

It is the goal of this graduate research seminar to study each of these concepts in detail, both theoretically and empirically. Students are asked (for their respective key concept) to submit two outcomes/deliverables:

1. Present a summary regarding the key concept explaining theoretical and terminological foundations of the concept and its meaning in routine dynamics (written individual assignment)
2. Present and discuss three empirical routine dynamics studies in class in which the respective concept “comes to life” (presentation, group assignment).

Enrolment using the TURM2-system (<https://turm2.tu-ilmenau.de/>)

Enrolment to the graduate research seminar is organized through TURM2. The system will ask you to check two topics (first and second priority) from the above list that you would like as topics for your individual assignment. In order to avoid double bookings, the enrolment procedure is combined with the enrolment to the graduate research seminar offered by the Marketing group.

The registration period is

Wednesday 03.10.2022, 07:00 am through Monday 31.10.2022, 07:00 pm

A link for enrolment will be provided on the Management and Organization group’s webpage in due time. Additional information on the procedure of the graduate research seminar will be provided there as well. The number of participants is limited to 18. If there are more than 18 applications, the participants will be selected according to their study progress and previous attendances at courses of the Management and Organization Group.

All participants, their assigned topics and potential stand-in candidates will be announced at the end of the registration period on the homepage of the Management and Organization Group.

Kick-off and registration with the exam office

An introductory lecture to routine dynamics on

Thursday, 03.11.2022, room will be announced

At the end of this lecture you will be given your research topics for the individual assignments and you will also sign the document to formally register for the graduate research seminar with the examination office. We recommend stand-in candidates to attend the event as well. If you are not able to attend the introductory lecture for significant reason, please send an e-mail addressing the reason to norbert.bach@tu-ilmenau.de.

With signing the registration to the graduate research seminar the examination is officially started and mandatory to finish.

Time schedule and paper submission

A printed copy of the written paper (individual assignment) has to be submitted to the Management and Organization Group (postbox in bottom floor Oeconomicum building or personal submission during secretary office hours at room OEC 3018). A digital copy of the paper must be enclosed on a CD or sent per e-mail to norbert.bach@tu-ilmenau.de. Please submit your papers until

08.01.2023, 23:59

After submissions, all participants with the same research topic form a group and prepare a presentation for the group assignment (see task 2). Groups might schedule a consultation with their supervisor to get brief feedback on their concept.

Presentations of groups assignments in class

All research tasks of the group assignments will be presented and discussed in groups during a block seminar on **19.01.2023**. Participation is mandatory.

Proof of attendance

The grades for the graduate research seminar are composed of the appraisal of the research papers, the presentation performance, and the participation in class discussion. While the review of the individual written assignment is the baseline grade, the presentation of the group assignment and active participation in discussions might improve or impair the appraisal of the research paper up to one full grade.

Introductory readings are available through <https://scholar.google.de/>. Please focus on recent publications from scientific journals on economics.