



## **SIG 09 - OB - Organizational Behaviour**

With our theme **Exploring the Future of Management: Facts, Fashion and Fado**, we invite you to participate in the debate about how to explore the future of management. We look forward to receiving your submissions.

### **T09\_07 - Organisational Cognition: Theories, Applications and Advancements**

#### **Proponents:**

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#### **Short description:**

This topic is designed to attract papers on different aspects of cognition research applied to and concerning organisations. Submissions are very much encouraged from diverse theoretical perspectives—e.g., computationalism and its opposite, social identity theory, mental representationalism and its critics, sensemaking—as well as from different disciplinary traditions even if outside organisational behaviour—e.g., cognitive psychology, social cognition, cognitive science, artificial intelligence. There are no restrictions on methodological grounds either: the topic is open to qualitative, quantitative, and computational and mathematical simulation studies.

#### **Long description:**

The expression “organisational cognition” (OC) has been around for quite some time now (Ilgen et al., 1994; Hodgkinson & Healey, 2008; Walsh, 1995). Applications, more than theoretical developments, gave OC a place within the management literature so that a cognitive component is found more and more often in published research. Yet, what the word ‘cognition’ means within the context of organisations remains vague and highly dependent on theoretical assumptions (Bardone & Secchi, 2009; Secchi & Adamsen, 2017). On the one hand, cognition is addressed starting from more traditional organizational characteristics, with attention to, among the many, leadership (Lord & Emrich, 2000), teams and groups (Ilgen et al., 2005), and, more recently, individual social responsibility (Crilly et al., 2008; Secchi, 2009). On the other hand, organisational behaviour is addressed from the perspective of cognition, with particular emphasis to, for example, cultural ecologies (Hutchins, 1995, 2013), human interactivity (Steffensen & Pedersen, 2013), and decision making (Bardone, 2011; Secchi, 2011).



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While attempting to attract more traditional cognitive approaches in organisational behaviour (Simon, 1947/1997; Kahneman, 2003; Gigerenzer & Brighton, 2009), this topic also wishes to open up to recent trends in cognitive science, hoping to attract the interest of distributed and the so-called e-cognition scholars (Cowley & Vallee-Tourangeau, 2017).

Finally, the topic is also open to those researchers who take a radical and/or critical stance on the role of cognition in organisations and of organisations (i.e., the “social”) for cognitive processes. For example, the discussion of language, languaging, and communication in relation to cognition in organisations has been overlooked by management scholars so far but there is an increasing interest in the cognitive literature (Cowley, 2011). Another interesting example is that of using computational simulation (e.g., agent-based modelling) to model cognition and study emergent organisational behaviour (e.g., Secchi & Neumann, 2016).

We hope we can add references at a later point in time.

**Keywords:**

managerial and organisational cognition  
decision making  
distributed cognition  
problem-solving  
multiple and hybrid methods  
interactivity

**Publication Outlet:**

Evidence-Based Human Resource Management: editor is very keen on OrgCog (we are in contact with the managing editor, F. Homberg)  
International Journal of Organization Theory and Behavior --- they have already hosted a symposium on OrgCog and may be open to a special issue  
Springer contact in New York for an edited book (depending on the number of submissions)



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**AUTHORS GUIDELINES**

<http://www.euramonline.org/submissions-guidelines-2019/author-s-guidelines.html>