



## **RNI CONGRESS – INNOVATION FORUM VIII**



### **New organizational modes for innovation processes**

Iut de Nîmes -Université de Montpellier  
8 rue Jules Raimu - Nîmes<sup>1</sup>  
4th and 5th June 2018

### **Session : New forms of work organization and organizational arrangements**

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In the current digital age, traditional forms of organization of work have evolved, while new forms have emerged. The complexity and the market competition have forced more agile modes of work organization (Hjorth, 2012; Parker, 2002) mainly by organizing through projects that allow a flexible coordination a wide variety of professional fields in time and space,. The hyper-specialization and division of labor led to a greater use of outsourcing of independent professionals working in teams in a face-to-face or virtual modes (Courpasson, Dany, Marti, 2016). Hierarchical structures have transform themselves or have gradually adapted to more inclusive and open structures that are more integrated into local entrepreneurial ecosystem networks, which challenges the boundaries of organizations, and thereby the boundaries between employment and self-employment.

At the same time, there has been a strong focus on entrepreneurship, to deal with rising unemployment. Public policy measures have been developed to facilitate business creation (reduction of administrative barriers, one-stop financing assistance, etc.). After the acceleration and incubation centers that sprung up in the 1970s, other forms of structure emerged to accompany the project leaders, but in the absence of policy measures. Moreover, the growing adoption of digital tools has increased the worker flexibility in space and time, facilitating the development of new remote working methods such as teleworking. In parallel, the growth of self-employment has contributed to the emergence of new workplaces, like the many coworking spaces that have opened in recent years (Brown, 2017). These spaces represent third places (Oldenburg, 1989) of work, socialization and peer-to-peer collaboration. Thanks to the new technologies, new business models derived from the collaborative economy have transformed many sectors, fluidizing the relationship between companies and workers. This “uberization” phenomenon has flexibilized the access to work but has, however, increased job insecurity and has created conflicts with more traditional organizations (Sundararajan,

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<sup>1</sup> Cf. web site <http://www.iut-nimes.fr/acces> for access.

2015; Hill, 2015). The new working methods of the collaborative economy challenge definitions and roles of employees, suppliers and users.

The workshop aims to address these issues related to the new structures, places and practices of new forms of organization, as well as to analyze their implications and challenges. Thus, the goal is to focus on the positive aspects that these changes offer in terms of individual creativity, but also on the negative aspects (i.e. job insecurity). The aim is both to study the impact for large companies in terms of innovation and efficiency, and the influence of these intermediate structures of work.

### References

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### Key dates :

- January 22 2018: Submission of communication proposals (abstract of 3 pages)
- February 16 2018: Answer of the scientific committee
- April 7 2018: Submission of the Final Text (from 10 to 25 pages)
- June 4 and 5 2018 : Innovation Forum

Communications will be selected for publication in the journals of the network (Innovations : REMI/JIEM, TechInn, Marché et Organisation)

<http://innovations.cairn.info/en/>

<http://www.editions-harmattan.fr/index.asp?navig=catalogue&obj=revue&no=130>

<http://www.openscience.fr/Technologie-et-innovation>

### Registration fees:

Researchers from universities and other public and private institutions: 200 euros

Phd Students: 150 euros

Registration fees include access to sessions, conference material, lunch and gala dinner



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