Guidelines and Criteria for the Submission of Short Papers at EGOS Colloquia

Short papers should focus on the main ideas of the later full paper, i.e. they should explain the purpose of the paper, theoretical background, the research gap that is addressed, the approach taken, the methods of analysis (in empirical papers), main findings and contributions. In addition, it is useful to indicate clearly how the paper links with the sub-theme and the overall theme of the Colloquium, although not all papers need to focus on the overall theme. Creativity, innovativeness, theoretical grounding and critical thinking are typical characteristics of EGOS papers.

Your short paper should comprise **around 3,000 words** (inc. references, appendices, and other material).

Submission deadline for short papers for the (main) 42nd EGOS online Colloquium hosted by the University of Bergamo, July 9–11, 2026:

- Tuesday, January 7, 2026, **12:00 CET**

The deadline is unchangeable and therefore **extensions can not be granted**!

Formatting your short paper

Your short paper should comprise **around 3,000 words**, according to the following format:

- Font: 12 pt, Arial or Times New Roman
- Margin left/right: 2.5 cm
- Line spacing: 1.5
- Use APA style for your citations

Do not use capital letters in your paper's title, unless they are proper nouns (e.g. "London", "Thomas"), quoted titles, or if it is the first word after a colon or hyphen. For example: *Mark Twain's "The Adventures of Huckleberry Finn": Summary, analyses, and quotations.* Do not write your title in ALL CAPS.

Please **state your name** (and that of your co-author/s, if applicable) + affiliation + email at the top of your short paper (because no [single/double blind] peer review).

Short papers should be submitted as a **pdf or docx file**. Please do not upload txt files!

Steps prior to uploading your short paper

- To upload a short paper, you must be a **registered user** on the EGOS website.

  If you have never been an EGOS member, never uploaded a short paper for one of the previous EGOS Colloquia, or never attended an EGOS Colloquium before, you need to **register on the EGOS website**. Click here and follow the instructions. Once you have an EGOS member number and password, please **log in to the member area** "MyEGOS" and follow the instructions for uploading your short paper listed below.

- If you are an active (or former) EGOS member, **log in to "MyEGOS"** using your email [or your EGOS member number] and your password.

Uploading your short paper

You can **only upload one short paper** with your EGOS member number! If your short paper is co-authored and you have already submitted a (single-authored) short paper to another sub-theme, then your co-author (one of your co-authors, respectively) has to upload this co-authored short paper by using their EGOS member number. Please note: You may only appear as **co-author in a maximum of TWO further short papers**!

- In the MyEGOS section of the website, click on **Submit your short paper**.
- Fill in the form.

  Do not use ALL CAPS for your paper title.

  As the uploader, you are the main author. Add all co-authors (can also be added when submitting your full paper).

  Upload your paper as pdf or docx.

- If you want to re-upload you short paper because you submitted it to the wrong sub-theme or have an updated version, you can do so until the deadline:

  In MyEGOS, you will see Status: Edit your short paper

  Click delete your short paper application.

  Submit your short paper again.

If you have any further questions, please contact the EGOS Executive Secretariat.

Sub-theme 32: Human-Centered Future of Work in More-than-Human Society through Responsible Use of Exponential Technologies in Organizations

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Call for Papers

Advances in technologies such as (generative) AI, intelligent (humanoid) robots, the metaverse, and neurotechnologies are profoundly reshaping work, organizations, and society (Orlikowski & Scott, 2023). Often described as "exponential technologies" due to their rapid growth along and beyond the lines of Moore's Law, these digital and data-driven innovations are reconfiguring the practical, analytical, and spatial dimensions of work, moving beyond the traditional conception of exclusively human-centered environments. Will humans collaborate with robots as co-workers in the future? How will humans leverage machines to enhance analytical capabilities or alleviate physical strain? Most critically, how should the future of work be designed in a more-than-human society?

This sub-theme on the future of work involves examining how macro-level trends such as digitalization and globalization affect the quality and quantity of jobs (Flemming, 2018) and how these shifts, in turn, influence individuals (Pereira et al., 2023), organizations, and society

(Renkema & Tursunbayeva, 2024). It is inherently multilevel, encompassing dimensions at the individual level (e.g., job quality, workplace), the organizational level (e.g., managerial dilemmas), and the societal level (e.g., employment types, social protection). It also reframes three interconnected organizational dimensions: *The What,* including the tasks employees perform and the degree of autonomy they have in deciding their execution; *The Where,* including the physical or virtual location of work; *The When,* including the timing and the pace of work (Minbaeva, 2020).

Exponential technologies are the primary drivers of these changes, impacting labor markets, societal values, and the nature of work itself. However, employment laws often lag behind these rapid advancements, leaving many workers, managed or monitored by these (ir)responsible technologies, vulnerable to exploitation and discrimination (Kelly-Lyth & Thomas, 2023). In response to these concerns, various institutional actors at national and international levels have introduced responsible AI or ethical AI guidelines. These normative frameworks aim to guide the development, deployment, and governance of AI to mitigate adverse societal effects (Jobin et al., 2019) and ensure the realization of a human-centered future of work. Given the rapid proliferation of exponential technologies within organizations, the accompanying transformation of work, and the ethical challenges they introduce, there is a pressing need to explore how a human-centered future of work can be realized in today's more-than-human society (Tursunbayeva, 2024). This aligns with the vision set by the United Nations' "Sustainable Development Goals" (SDGs) 3, 5, and 8, as well as the International Labour Organization's international labour standards.

We invite multidisciplinary submissions exploring pathways to the human-centered future of work through the responsible use of exponential technologies in organizations. Contributions may include conceptual and empirical studies, reviews, or case studies. We welcome interdisciplinary, multi-level, and culture-sensitive perspectives that address current challenges, set research agendas, and offer actionable recommendations for sustainable and inclusive work environments.

This Call for Papers aims to generate insights guiding organizations and societies toward equitable practices in the era of exponential technologies. Topics of interest include but are not limited to:

Human-centered "Where" (space):

- The role of (ir)responsible exponential technologies in (re)defining workplace boundaries
- Designing inclusive and equitable work(places) for responsible human-machine collaboration

- Implications of spatial decentralization on organizational culture and employee well-being
- Strategies for managing distributed and virtual work

Human-centered "What" (work/tasks):

- Redefining tasks and roles between humans and machines
- Emerging skill requirements for jobs shaped by exponential technologies
- Augmentation of human capabilities with responsible exponential technologies
- Implications of (ir)responsible technologies for professions and their identities
- Ethical dilemmas in "outsourcing" decision-making and tasks to algorithms

Human-centered "When" (time):

- Exponential technologies and emerging forms of flexible and personalized work arrangements
- Responsible AI to anticipate and mitigate (future) work surveillance and monitoring, ensuring human-centered work(places)
- Temporal implications of (ir)responsible exponential technologies on work rhythms, productivity, and human-machine synchronization
- Forecasting (re)skilling needs in the evolving work(place)

References

Fleming, P. (2019): "Robots and Organization Studies: Why Robots Might Not Want to Steal Your Job." *Organization Studies,* 40 (1), 23–38.

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Kelly-Lyth, A., & Thomas, A. (2023): "Algorithmic management: Assessing the impacts of AI at work." *European Labour Law Journal,* 14 (2), 230–252.

Minbaeva, D. (2021): "Disrupted HR?" *Human Resource Management Review,* 31 (4), https://doi.org/10.1016/j.hrmr.2020.100820.

Orlikowski, W.J., & Scott, S.V. (2023): "The Digital Undertow and Institutional Displacement: A Sociomaterial Approach." *Organization Theory,* 4 (2), https://doi.org/10.1177/26317877231180898.

Pereira, V., Hadjielias, E., Christofi, M., & Vrontis, D. (2023): "A systematic literature review on the impact of artificial intelligence on workplace outcomes: A multi-process perspective." *Human Resource Management Review,* 33 (1), https://doi.org/10.1016/j.hrmr.2021.100857.

Renkema, M., & Tursunbayeva, A. (2024): "The future of work of academics in the age of Artificial Intelligence: State-of-the-art and a research roadmap." *Futures,* 163, https://doi.org/10.1016/j.futures.2024.103453.

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