

## SAMPLE FOR PRESENTATION SYMPOSIUM

### BEING A REFUGEE IN THE WORKPLACE: EMERGING EMPLOYMENT PRACTICES AND FORMS OF INDIVIDUAL-ORGANIZATION RELATIONSHIP IN THE AGE OF IMMIGRATIONS

#### ORGANIZER OF THE SYMPOSIUM

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#### DISCUSSANT:

**Full Name : ZZZZZ** *(This document is shared as an example, so names other than the organizer have been removed from the text. Symposium proposals to be presented at the TAOM 2024 Annual Meeting must include author and discussant names uploaded to the submission center. If accepted after the peer review process, it will be included in the program.)*

#### Affiliation:

#### Email:

#### PRESENTERS AND AUTHORS

1. Is It Possible to Measure Perception, Attitude, and Behavior in the Era of Immigrations with Conceptual Frameworks in the Field of Organizational Behavior? - WWWWWW, XXXXX  
*(This document is shared as an example, so author names have been omitted. In symposium proposals, it is essential to have agreed-upon authors, and their works should be included within the symposium proposal. Author names and the text they will present must be provided; otherwise, the peer review process will not be initiated for the proposals.)*
2. Ethnic Identity or Organizational Identity? Analysis of Contextual Factors Leading to the Construction of Refugee Employees' Ethnic Identities as Dominant Social Identities - QQQQQ, ZZZZZ, PPP
3. Illegal yet Legitimate: An Analysis of the Legitimization Process of Informal Employment Practices for Syrian Refugees in Turkey - Bilçin Tak Meydan
4. Building an Inclusive Organizational Culture for Ethnic Diversity: A Cultural Change Model Proposal for Organizations Employing Refugees -KKKKKKK, HHHHH, LLLLLL

## SUGGESTED SYMPOSIUM FORMAT

**Duration: 90 Minutes**

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### OVERVIEW OF THE SYMPOSIUM

The symposium titled “Being A Refugee in The Workplace: Emerging Employment Practices and Forms of Individual-Organization Relationship in The Age of Immigrations” addresses the dynamics of refugee and immigrant employment at the levels of organizational fields, organizations, and individuals. The symposium aims to discuss theoretical and empirical studies that seek to develop theories or test existing theories related to being a refugee in the workplace. Within this scope, the following questions will be addressed during the symposium:

(1) What are the emerging employment practices and forms in organizational domains related to refugee employment? In some contexts, how do informal refugee employment practices and forms transform into a legitimate form despite being illegal? Do institutional and resource environment pressures encourage or discourage organizations from adopting informal refugee employment practices? Is the identity, reputation, and legitimacy of organizations engaging in informal refugee employment becoming controversial both internally (among other employees with local ethnic identity) and generally within the society?

(2) In the age of immigrations, do employees with refugee and immigrant status primarily identify themselves by their ethnicities? If so, is constructing organizational identity a challenging process in certain national and organizational contexts? If ethnic discrimination is embedded in the culture of organizations employing refugees and immigrants, does this situation lead to conflict between both refugee/immigrant and local workforce groups? In organizations where ethnic-based derogatory and 'othering' discourse prevails, do employees of different ethnicities tend to have their 'ethnic identities' become dominant social identities? In contexts where there is a prevalent hostile and accusatory rhetoric towards refugees and immigrants, coupled with a nationally endorsed inclusive religious rhetoric, does ethnic polarization strengthen while religious convergence increases? What is the impact of this polarization and convergence on the relationships between individuals in the same organization who share the same religion but have different ethnicities? In these complex contexts, what are the organizational identity regulation strategies pursued by organizations, and what are the consequences?

(3) Can conceptual frameworks used to measure antecedents and consequences of perceptions, attitudes, and behaviors in the field of organizational behavior be operationalized in samples consisting of refugees and immigrants? When testing hypotheses on the relationships among the constructs captured by scales measuring organizational commitment, intention to leave, organizational identification, trust in management and colleagues, job performance, etc., with

samples consisting of individuals with refugee and migrant status, is it possible to arrive at different findings regarding widely accepted antecedents or consequences in the existing literature? Does this variation raise concerns about the reliability and validity of these scales.

(4) How can organizations build an inclusive organizational climate for refugees? How is a change management and organization development project executed? Can a model be developed by considering best practice, such as companies listed on Best Companies to Work For, DiversityInc, Fortune 500, which have best practices in managing ethnicity diversity within the workforce and have built an inclusive organizational climate for various ethnicities?

**Key Words:** Employment forms and practices, informal employment, diffusion and adoption, institutional pressure, refugee and immigrant employment, legitimacy attainment, dominant identity, identity regulation, corporate identity, religion-based identity, organizational identity, polarization, self-categorization, workforce diversity paradigms, change management, inclusive organizational climate.

**Potential IG Sponsors for the Symposium:** Organization and Management Theory (OMT), Organizational Behavior (OB), Diversity and Inclusion (D&I)

## **RELEVANCE OF INTEREST GROUPS TO THE SYMPOSIUM THEME**

The symposium is planned to be jointly sponsored by OMT, OB, D&I. Theoretical and practical contribution of the proposed symposium's theme to the study domain of each interest group is explained below. In this context, researchers studying on *refugee employment* from each of the three main streams have been informed about the symposium scope and invited to attend.

### **1. ORGANIZATION AND MANAGEMENT THEORY INTEREST GROUP (OMT)**

How new organizational forms and practices emerge, how they institutionalize, and how they develop legitimacy are among the key topics of discussion in Organization Theory. Therefore, it seems crucial to examine the new forms of organizations and employee-organization relationships-including human resources practices - adopted by organizations during the age of immigrations, especially in an extreme context like our country. Özellikle yasal olmayan ancak örgütsel alanlarda neredeyse 'taken-for-granted' olarak yerleşik hale gelen kayıt dışı göçmen istihdamına dair yeni ve dual pratiklerin neler olduğunun, ve bu pratiklere dair örgütün içinde ve dışında meşruiyetini tartışmalı hale getirip getirmediğinin ampirik olarak çalışılması ve teorik olarak tartışılmasının kuramsal gelişime katkı potansiyeli taşıyacağı düşünülmektedir. The empirical study and theoretical discussion of what new and dual practices exist regarding the employment of undocumented migrants, which has become almost 'taken-for-granted' in organizational contexts, and whether these practices make the legitimacy of the organization controversial both internally and externally, are considered to have the potential to contribute to organization theory.

### **2. DIVERSITY AND INCLUSION INTEREST GROUP (D&I)**

The analysis of ethnic identities in intergroup contexts is considered to be important. In a national context like Turkey, which experiences high levels of immigration and where both inclusivity based on religion and discrimination and hostile rhetoric based on ethnic origins are loudly voiced, examining the population employed or employing individuals in refugee/immigrant status, whether registered or unregistered, is thought to be crucial. For example, in an organizational context where ethnic discriminatory and derogatory discourse from colleagues and managers is prevalent, and practices specific to the employment, role assignment, and compensation of undocumented refugee workers have become a routine part of the *'everyday life at the workplace,'* the dominance of ethnic identity as the prevailing social identity can be expected. Therefore, it is believed that theoretical and empirical studies aimed at understanding how identities are structured and restructured in the age of immigrations, drawing from paradigms of workforce diversity management, social identity theory, and self-categorization theories, whether through a positivist or critical lens, will make a significant contribution to the symposium. Additionally, modelling best practices and discussing how an inclusive organizational climate can be built, will particularly create value for practitioners.

### **3. ORGANIZATIONAL BEHAVIOR INTEREST GROUP (OB)**

Mainstream studies in the field of Organizational Behavior aim to address individuals' perceptions, attitudes, and behaviors, their individual and organizational outcomes, and the antecedent and mediating/moderating variables leading to the emergence of these outcomes. Scales developed with data collected from a context in Western countries are often utilized by adapting them to different contexts or simply by translating them. While these profound discussions continue, findings based on analyses on data obtained from individuals having different ethnic backgrounds but working in the same organization in the age of immigrations is subject to scrutiny due to concerns about reliability and validity. For instance, it may be challenging to "reach the truth" based on the scores given by a research participants to items measuring their attachment to the organization regarding their intentions to leave the job or whether they are attached to the organization because they do not find it morally wrong (normative commitment) or because there are no other job offer with better conditions (continuance commitment), especially considering that the mobility of undocumented (informally) employed refugees is already zero. Therefore, it holds theoretical potential for researchers in the field of Organizational Behavior to discuss the possible challenges of designing research using tools that assumingly measure constructs, such as organizational commitment, organizational identification, intention to leave, and trust, especially in the age of migrations.

## **ABSTRACTS OF THE STUDIES TO BE PRESENTED**

(Note: write under the following five headings, each limited to a maximum of three pages)

### **1. Illegal yet Legitimate: An Analysis of the Legitimization Process of Informal Employment Practices for Syrian Refugees in Turkey**

**Bilçin Tak Meydan**

Introduction:

Theoretical Background:

Methodology:

Findings:

Conclusion and Discussions:

**2. Is it Possible to Measure Perception, Attitude, and Behavior in the Era of Immigrations with Conceptual Frameworks in the Field of Organizational Behavior?**

**Authors' Names**

Introduction:

Theoretical Background:

Methodology:

Findings:

Conclusion and Discussions:

**3. Ethnic Identity or Organizational Identity? Analysis of Contextual Factors Leading to the Construction of Refugee Employees' Ethnic Identities as Dominant Social Identities**

**Authors' Names**

Introduction:

Theoretical Background:

Methodology:

Findings:

Conclusion and Discussions:

**4. Building an Inclusive Organizational Culture for Ethnic Diversity: A Cultural Change Model Proposal for Organizations Employing Refugees**

**Authors' Names**

Introduction:

Theoretical Background:

Methodology:

Findings:

Conclusion and Discussions:

## **References**

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