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RESEARCH SEMINAR

organized by the

Centre for European Research in Microfinance

Organizing logics multiplicity in hybrid organizations – the role of organizational culture



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Abstract:

Hybrid organizations operate in the context of institutional complexity. Following different institutional logics at the same time, they have to find ways to manage often conflicting demands from their organizational environment. The objective of this qualitative study is to elaborate on mechanisms hybrid organizations use to mitigate destabilizing effects of logics multiplicity in their value creation processes. Applying value configuration analysis (Stabell and Fjeldstad, 1998) and the concept of hybrid organizing (Battilana and Lee, 2014) as a theoretical background to analyze seven Peruvian and seven Bolivian social enterprises, here: nonprofit microfinance organizations, the findings of this study illustrate the importance of organizational culture as a management practice aligning conflicting institutional logics to assure the functioning of this organization type.

Tuesday, June 11th, 2019

At 3.00 PM

Location: Seminar Room 224L of the Université de Mons (UMONS), Warocqué School of Business and Economics

Place Warocqué, 17 - 7000 Mons

Please confirm your attendance to cermi@umons.ac.be at the earliest.