

From Organizational Psychology towards the Psychology of Organizing

The imperative for social change and collective action in the face of pressing global challenges such as the climate crisis and rising inequalities necessitates an evolution of a new stream of research in Work and Organizational Psychology (WOP). In this presentation I advocate for the transition from the mainstream Organizational Psychology paradigm towards a framework termed the Psychology of Organizing, which emphasizes the interplay between organizational dynamics, societal structures, and transformative movements. Traditional WOP approaches have historically focused on individual-level analysis and interventions within organizational contexts, often serving the interests of corporate entities, thereby maintaining the status quo and perpetuating the dominant, growth-driven economic paradigm which has generated both the climate and the inequality crisis. I argue for a departure from this narrow focus of WOP towards a broader understanding of organizing processes and organizational psychology. The Psychology of Organizing offers a perspective that transcends individual-level analysis and interventions to engage with the psychological processes and complexities of collective action and social change. This novel framework, embedded in Critical Work and Organizational Psychology (CWOP), challenges entrenched assumptions of the field and advocates for social justice and emancipatory practices within organizations and society. Drawing on interdisciplinary insights from fields such as conflict and community psychology, the Psychology of Organizing seeks to understand the psychological dynamics underlying collective organizing, mobilization and effective social change efforts. By studying the motivations, barriers, and facilitators of organizing for social change and collective action, WOP researchers can contribute to building resilient communities, fostering grassroots movements, and challenging oppressive structures within and beyond organizational contexts. This paper introduces a pathway for a stream of Critical WOP research to evolve towards the Psychology of Organizing—a framework that embraces the complexities of social change, collective agency, and transformative praxis. By integrating insights from CWOP and interdisciplinary perspectives, WOP researchers can contribute meaningfully to the pursuit of social justice, environmental sustainability, equality and equitable societal and organizational practices in the 21st century and beyond.



Edina Dóci, Université catholique de Louvain
(edina.doci@uclouvain.be)

Edina Dóci is an associate professor at the Louvain School of Management at the Université catholique de Louvain. She earned her Master's degree in sociology and her PhD in work psychology. Her research is in the area of Critical Work and Organizational Psychology, specifically examining organizational practices and processes that perpetuate inequalities in terms of employees' access to psychological resources. Currently, she is expanding this research by investigating the role of psychological processes (and psychological resources) in transforming organizations and society towards equality, fairness, and sustainability. Edina is a co-founder of the Future of Work and Organizational Psychology research collective and is actively involved in climate and human rights activism.

The event will take place virtually on Thursday June 27, 2024 at 14:00 CEST (1 p.m. UK)

<https://hu-berlin.zoom-x.de/j/65312937439?pwd=ZkwxYTVzdVA5V2w3dThZaHVVeFZzZz09>

Small Group Meeting: Work and Organizational Psychology in the Era of Grand Challenges: Integrating Theories and Practices for Addressing Social Inequalities and Environmental Sustainability
8-10 July, 2024, Milano (inquiries: fowop.sgm.2024@protonmail.com)



UNIVERSITÀ
CATTOLICA
del Sacro Cuore

