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Abstract: This paper explores the relationship between materiality and knowing through the notion of dual materiality. Dual materiality highlights how digital technology becomes important, as its materiality plays an integral part in creating, not simply representing, the materiality of the physical world. We elaborate upon this insight through a theory on sociomaterial knowing grounded in ethnographic fieldwork within a petroleum company. The main theoretical proposition of this theory is that knowing arises from the emerging patterns of interaction between material phenomena, the material arrangements for knowing about these phenomena, and knowledge practices. We elaborate upon this through three predominant modes of knowing in petroleum production: instrumentation, interpretation, and learning. This paper contributes to the broader discourse on sociomateriality by refining ideas of materiality through the notion of dual materiality. We conclude by encouraging further exploration of different materialities in contemporary work and organizing.


Abstract: This paper seeks to offer an alternative account of Human Resources Information software (eHR) informed by a critical/postcolonial view on information systems. In so doing, it aims to explore the possibilities for managing people that information brings when Human Resources Management practices are transferred from “developed” to “developing” countries. The paper relies on several qualitative in-depth interviews with renowned Chinese Human Resources experts in Shanghai, and the examination of diverse eHR software-related documentation and functionalities. Critical discourse analysis was used to examine these sources. The findings show that eHR information systems bring new governance possibilities that support and expand the discipline of Human Resources Management. The use of eHR
software in people management gives a new momentum and increased dominance to key Western-originated practices, such as HR-based performance management. Information brings new ordering options that facilitate the transferability, mobility and standardization of HR values, discourse and practices and, ultimately, the construction of a "global "generified employee". The paper offers a first critical analysis of eHR software, showing the need to understand the relevancy of the informing power of these systems for a postcolonial critique of ICT. It offers a view of the "micro-processes" that facilitate organizational transfer from the multinational corporation headquarters to the subsidiaries and across countries. In so doing, it challenges mainstream deterministic assumptions and apolitical approaches to this technology.

4. Technology-as-text in the communicative constitution of organization. Senem Güney, Anthony M. Cresswell. Information and Organization, 22(2): 154-167. Abstract: In this paper, we introduce the concept of technology-as-text, based on a distinct variant within the perspective of the communicative constitution of organization (CCO). We apply this concept in a case study on the emergence of a new organizational form for IT governance within a state government. Our analysis illustrates the insights to be gained from the technology-as-text concept for the study of constitutive entanglement, specifically with respect to technology’s role in the materialization of authority relationships that constitute organization.