



## Approaches of Critical and Radical Humanist Work and Organizational Psychology – A Pre-Conference Online-Workshop / Teach-In –

Applied Psychology I Unit / I-CROP and ODEM Research Groups  
at the Institute of Psychology, University of Innsbruck, Austria

**Date: December 3, 2021**

**Location:** Innsbruck Austria / Online (via Zoom)

**Local Time:** 1:00 pm – 5:00 pm (= 13:00–17:00)

Central European Time (1 hour ahead of UK)

**Free:** No participation fee!

**Registration:** Please email with “CRHWOP” to:  
[Christine.Unterrainer@uibk.ac.at](mailto:Christine.Unterrainer@uibk.ac.at)

### Preliminary Program:

#### 1. Critical Theory–The Frankfurt School Tradition:

Main representatives, critical theoretical concepts and the critique of predominant Work and Organizational Psychology (WOP) constructs in research and practice.

**Presenters:** Wolfgang G. Weber, Thomas Höge

#### Exemplary Contents:

– What means “critical” and “critique” and what not in the context of Critical Theory?

– From Horkheimer, Adorno, Fromm, Marcuse to Habermas, Rosa and Henning: Examples of their contributions (e.g. critical reason instead of economic rationality, ideology critique, social alienation, commodity fetishism, internalization of the market, types of social characters) for pluralization, socio-psychological progress and change in present WOP

– About developing content-related critique and alternatives to radical capitalist (incl. ‘neoliberal’) domination in work, organizations, and economy

– Examples of well-known instrumental and pseudo-humanistic WOP constructs: What do we miss in textbooks and high IF publications and what is the reason?

#### 2. Critical Organizational Research from the Perspective of Sociological Paradigms

**Presenter:** Severin Hornung

#### Exemplary Contents:

– Review of different taxonomies of paradigmatic approaches to organizational research

– Critical-structuralist, normative-postpositive, interpretive-hermeneutic, dialogic-postmodern

– Comparison of ontological (theory), epistemological (methods), axiological (values) assumptions

– Concept of research paradigms, incommensurability, integration, pluralism, interplay, etc.

– Application to Critical Management Studies as both critical and postmodern pluralist paradigm

#### 3. Present Contributions to the Dialectical Sublation (in German: *Aufhebung*) of “The End of Utopia”:

Economic and organizational democracy, Solidarity Economy, Economy for the Common Good.

**Presenters:** Christine Unterrainer, Wolfgang G. Weber, Thomas Höge

#### Exemplary Contents:

– Erich Fromm, Fritz Vilmar, Menahem Rosner, and Erik Olin Wright: About real(ized/izable) utopias from the here and now to a humane future

– Core elements of economic democracy (Wirtschaftsdemokratie) on the level of the society

– Democratic enterprises, Solidarity Economy, Economy for the Common Good – fractals of democratization and humanization of capitalist societies?



I-CROP Innsbruck Group on Critical Research  
in Work and Organizational Psychology

*“Things are not! They are embedded within their history, their development and can be changed.”*