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UCC
University College Cork, Ireland
Coláiste na hOllscoile Corcaigh

Cork University Business School Postgraduate Research Symposium

Wednesday 24th April 2024

BOOK OF ABSTRACTS

A celebration of excellent high-impact postgraduate business research

CUBS hosted the annual CUBS Postgraduate Research Symposium on April 24th, 2024. Every year PhD students present their research to fellow researchers and students in a collegial and supportive environment.

Dr Jane Bourke, Director of PGR, said: "The CUBS PGR Symposium is always an important date in the calendar of CUBS PhD students and faculty alike. The quality of the research presented is testament to the PhD students and their commitment to their research projects, the support of their supervisors and our vision to deliver high-impact world class postgraduate research and doctoral training within CUBS".

The symposium sessions are indicative of the breadth of doctoral research activity across CUBS:

- **Health & Wellbeing;**
- **Sustainability & Food**
- **Regional Development & Economics Growth**
- **IS Security & Ethical Business Decision-Making;** and
- **Employment & Work**



CUBS PGR students at the 2024 CUBS PGR Symposium

Dean's Prizes for Best Paper

Two Dean's Prizes for Best Paper were awarded to two deserving recipients Tiago McCarthy and Marie Merlo. Tiago, a first year PhD student, presented a paper on *Determinants of Average Public Pension Benefits in OECD Countries*. Marie's presentation was titled: *Evaluating Irish Farms' Contribution to Protein Security Nationally and Globally.*



Dr. Edel Walsh, CUBS PGR Committee presenting the Deans best paper ward to Marie Menlo.

Keynote Speaker

We were delighted to welcome **Prof. Anjali Chaudry** to give the keynote address: ***Wicked Problems in Research, Teaching, and Service- Tips from a Non-Traditional Scholar-Academic*.** Anjali Chaudhry, currently a Fulbright Scholar at University College Cork, is a Professor of Management and Chair of Management, Marketing, and International Business department in Dominican University, River Forest, IL, USA.



Panel discussion *Post PhD: Navigating your Early Career*

There was also a panel discussion ***Post PhD: Navigating your Early Career***, chaired by CUBS PhD Scholar, Prakriti Dasgupta. The panel, Dr. Lorenzo Cini, Dr. James Duggan, Dr. Mara van Twuijver, Dr. Julia le Maitre and Dr. Jun Gao reflected on their post-doctoral career paths and provided insights on how to prepare for early career positions. With lots of questions from the floor, an hour was too short for this session!!!



Panel Discussion at CUBS PGR Symposium2024



CUBS PGR Symposium 2024

CUBS Postgraduate Research Symposium

Organising Committee:

Dr Jane Bourke, Dr. Sean Lucey, Laurence Keating, Ben Bolger, Dr Edel Walsh

8:30-9:00am	**Registration & Refreshments**	**Common Area**
9:00-9.15am	**Welcome & Opening** Prof. Anthony McDonell, (Interim) Dean of CUBS Dr. Edel Walsh, CUBS PGR Committee	**ORB 2.55**
9:15-10.00am	**Session 1: Health & Wellbeing**	**ORB 2.55**
10:00-11:00am:	**Session 2: Sustainability & Food**	**ORB 2.55**
11:00am-11:15am	**Coffee Break**	**Common Area**
11:15am-12:00pm	**Session 3: Regional Development and Economic Growth**	**ORB 2.55**
12:00-1:00pm	**Keynote Speaker: Prof. Anjali Chaudry** *Wicked Problems in Research, Teaching, and Service - Tips from a Non–Traditional Scholar–Academic*	**ORB 2.55**
1:00- 2:00pm	**Lunch**	**Common Area**
2:00-3:00pm:	**Panel Discussion: *Post PhD: Navigating your Early Career***	**ORB 2.55**
3:00-3.45pm	**Session 4: IS Security & Ethical Business Decision – Making**	**ORB 2.55**
3:45-4:00pm	**Break**	**Common Area**
4.00-4.45pm	**Session 5: Employment & Work**	**ORB 2.55**
4.45pm -5.00pm	**Closing Remarks** Dr Edel Walsh, CUBS PGR Committee	**ORB 2.55**
5.15pm	**Presentation of Dean's Prize for Best Paper**	**ORB 2.55**

Symposium Sessions

Format: 10 minutes for presentation with an additional 5 minutes for Q&A

Session 1: Health & Wellbeing (9.15-10.00am)

Chair: Dr. Tracy Bradfield

The Economic Impact of Inherited Retinal Diseases: A Systematic Literature Review
Claire Willmington

Cost-Effectiveness Analysis of a Wheelchair Skills Training Programme for Individuals with Neuro-physical Disabilities
Áine Jennifer Gorman

Are Professionally Managed Family-Owned Firms More Supportive of Workplace Health Promotion?
Niamh Lenihan

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Session 2: Sustainability & Food (10.00-11.00am)

Chair: Dr. Noreen Byrne

Methodological Approaches for Sustainable Transformation in Food Production: A Scoping Literature Review
Amanda Sithole

Impacts of Milking Management Technologies on Labour Efficiency, Productivity and Profitability of Pasture-Based Dairy Farms
Paula Palma-Molina

Evaluating Irish Farms' Contribution to Protein Security Nationally and Globally
Marie Merlo

Optimising Dairy Farm Planning: Balancing Profitability and Sustainability through a Mathematical Model on Cplex
Marion Cantillon

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Session 3: Regional Development and Economic Growth (11.15am-12.00pm)

Chair: Dr. Conal Duddy

Road to Growth: The Impact of Motorway Off-ramps on Population, Employment, and Commuting
Josh O'Driscoll

The Relationship between Deindustrialization and Regional Deprivation
John Paul Clifford

Determinants of Average Public Pension Benefits in OECD Countries
Tiago McCarthy

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Wicked Problems in Research, Teaching, and Service – Tips from a Non–Traditional Scholar–Academic

Keynote Speaker: Anjali Chaudry

(12.00-1.00pm)



Anjali Chaudhry is a Professor of Management and Chair of Management, Marketing, and International Business department in Dominican University, River Forest, IL, USA. Her academic background is eclectic, with Ph.D. in Organizational Behavior, an M.A. in Organizational Psychology and Counseling, and a B.A. in Economics.

Her research, focusing on employees' exchange relationships in the context of change and uncertainty, has been published in a variety of outlets, including Harvard Business Review, Journal of Applied Psychology, Journal of Applied Behavioral Science, and Journal of Leadership and Organization Studies. She teaches management courses including international management, managing diversity, and sustainability in business, and is certified as a Climate Ambassador from MIT-Sloan and Climate-Interactive.

Anjali is currently a Fulbright Scholar at University College Cork where she assists in teaching, research, and program enhancement in the area of sustainability.

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Session 4: IS Security & Ethical Business Decision-Making (3.00-3.45pm)

Chair**:** Dr. Wendy McCarthy

International Political Risk Management as z Decision-Making Process: Review, Framework and Research Agenda
Mauricio Ruben Hilbck

Mitigating Unconscious Bias in Software Development a Design Science Research Approach
Katie O'Reilly

No New Risk, Only More Precise Measurements: A Critical Review on the State of Risk Literature
Andrew Brosnan

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Panel Discussion: *Post PhD: Navigating your Early Career*

Chair: Prakriti Dasgupta, PhD Scholar



Prakriti Dasgupta is a third-year PhD Researcher at the Management and Marketing Department at Cork University Business School, University College Cork, Ireland. Her research looks at Work and Algorithmic Management in the Platform Economy. Prior to this, she has professionally engaged as a Human Resources Consultant with a Global HR and Leadership Consulting Firm in India for 3.5 years.

Panel Speakers



Lorenzo Cini is Lecturer in Employment Relations and HRM at the Cork University Business School, University College Cork, Ireland. Prior to joining UCC, he was Marie Curie Skłodowska Research Fellow at the University College Dublin. There, he was the principal investigator of the research action, "COntesting GOvernance by NUmbers: The Mobilizations of Food Delivery Couriers across Europe in Time of the Pandemic (COGONU)," investigating the causes, trajectories, and outcomes of mobilizations of these workers since 2016 in different European cities before and during the Covid crisis.
Lorenzo is Editorial Board member of the ABS4 journal Work, Employment & Society.His main research interests are social movements and conflicts in the current transformations of the world of work. His research has been published in leading international journals, such as Theory and Society; New Technology, Work and Employment; European Journal of Industrial Relations, and Work, Employment and Society, as well as academic university press, such as Bristol University Press. Lorenzo holds a PhD in social and political science from the European University Institute (EUI) of Florence.



Dr. James Duggan is a Lecturer in Human Resource Management and Programme Director for the Higher Diploma in Human Resource Management at Cork University Business School, University College Cork. Prior to joining UCC, he was an Assistant Professor of Management and Organisational Behaviour at Maynooth University, Ireland. With a background in new media and technology, James's research examines the automation of management practice, digitalisation at work, and the role of human resource management in the future workplace. A previous Irish Research Council scholarship awardee, his research has been published in leading international

journals such Human Resource Management Journal, Human Resource Management, and The International Journal of Human Resource Management. James is also an Editorial Board Member at Personnel Review and an Editorial Assistant at the European Journal of Training and Development.



Dr Jun Gao holds a PhD in Financial Economics from University College Cork, Ireland. She is an expert in the fields of asset pricing, fund performance, risk management and quantitative finance. She has published in world-leading outlets including International Review of Financial Analysis, Research in International Business and Finance and others. Dr Gao is also the recipient of substantial research funding from multiple sources including Irish Research Council, Irish Economic Association and others. Dr Gao received nomination from the Irish Government and was selected to represent Ireland in the Lindau Nobel Laureates Meetings on Economic Science. His Excellency, Michael D. Higgins, President of Ireland, is patron of this Award. Dr Gao teaches financial economics, mathematical economic analysis, international finance and time series econometrics on the BA, BSc. Finance and MSc. Finance (BRM) programmes.



Julia Le Maitre works on energy transition policy in the EU. She is currently a senior consultant and stakeholder engagement lead working with transmission service operators, state agencies and industry in Ireland and Europe. She coordinated the national offshore renewable energy technology roadmap, novel funding mechanisms to accelerate low-carbon technology research and development, and has participated in various international research projects. She completed her PhD in Economics/Finance at UCC and her BSc(Hons) in Biochemistry at the University of Cape Town. In her free time, she likes trail running and making a mess in the kitchen.



Dr. Mara van Twuijver is a lecturer in Sustainable Food Production Systems in the department of Food Business and Development in CUBS, UCC. She is a former H2020 Marie Sklodowska-Curie Fellow through the MSCA Innovative Training Network 'RurAction' and holds a PhD from Cork University Business School (Ireland). Here, her research efforts focused on rural social entrepreneurship. As a post-doctoral researcher at Utrecht University (the Netherlands), she further investigated how innovative and entrepreneurial ecosystems can enable systemic change and support sustainable local development. Her current research interests include social entrepreneurship, rural and regional development, food systems and innovation ecosystems.

Session 5: Employment & Work (4.00-4.45pm)

Chair: Dr. Ultan Sherman

Migrant Tech Workers: Experiences of Foreign-born Workers in Developing Careers in Ireland
Nicola Uí Aodhgáin

Worker Resistance in the Platform Economy – The Platform Perspective
Prakriti Dasgupta

Managing Innovation in the Hybrid Workplace
Ana Maria Silva

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Please note: Some students who presented at the CUBS PGR Symposium 2024 did not wish for their abstracts to be published here. Presentation titles are included, but the abstracts have been removed.

BOOK OF ABSTRACTS

The economic impact of inherited retinal diseases: A systematic literature review.

Claire Willmington, Aileen Murphy, Ann Kirby
Department of Economics, University College Cork, Cork, Ireland

Background
Affecting over 2 million people worldwide, inherited retinal disease (IRD) often results in significant vision loss in young patients. Furthermore, given the rarity of IRD and the high price of innovative medicines, it is essential to consider the current costs associated with IRD.
Aim and objectives

We aim to investigate the economic impact of inherited retinal disease.
Methods

We systematically searched the Medline, CINAHL, EconLit and Embase databases to identify economic studies estimating costs associated with IRD in patients. The searches were restricted to English language articles published between January 2000 and February 2024. PRISMA guidelines inform data synthesis and quality assessment.
Results

The database searches generated 355 results, nine of which were identified as relevant to the aim of this study. In terms of geographical distribution, over half of the studies were conducted in North America, whereas the rest of the studies were set in Asia, Europe and Australia While almost half of the studies estimated costs associated with IRD in general, others focused on specific conditions, including retinitis pigmentosa (3), Stargardt disease (1) and Choroideremia (1).

Studies took either a payer (5) or societal (4) perspective. The reporting of costs varied as five studies focused on direct medical or non-medical costs only, while the remaining four reported indirect costs in addition to medical costs, including quality of life, productivity loss and societal costs. In these four studies, indirect costs had a much higher impact than direct medical costs on the overall costs incurred. .
Conclusion

While the search yielded few studies, the costs associated with IRD are significant. These estimates of current costs will inform value assessments of future innovations for both patients and society. Given the high level of interest around developing innovative therapies for treating these conditions, these costs may be mitigated in the future.

Cost-Effectiveness Analysis of a Wheelchair Skills Training Programme for Individuals with Neuro-physical Disabilities.

Áine Jennifer Gorman (PhD Candidate), Department of Economics,
Supervisors: Dr Aileen Murphy, Dr Ann Kirby, Dr Mari O'Connor, Dr Peter Cleary

Wheelchairs are one of the most used assistive devices to support personal mobility and independence for individuals with neuro-physical disabilities. Access to appropriate wheelchairs, and wheelchair skills training, is necessary to realise the rights outlined in the UN's Convention on the Rights of Persons with Disabilities 2006 and achieve universal healthcare as advocated in the UN's Sustainable Development Goals (SDGs). The Crann Centre, an Irish community-based healthcare organisation, provides one such training programme, "Skill-on-Wheels", using an evidence-based wheelchair skills training programme (WSTP) to improve client wheelchair abilities, ultimately leading to a better quality of life, including increased social participation.

Considerable evidence exists regarding the clinical effectiveness of WSTPs, with studies showing significant increases in an individual's capacity to perform key wheelchair skills. However, to date, no study has considered the cost-effectiveness of the programme, despite the valuable evidence economic evaluations can provide to inform service delivery decisions, particularly at the community level. Therefore, an economic evaluation of the "Skills-on-Wheels" programme for individuals with neuro-physical disabilities will be conducted following standard national guidelines. In the baseline analysis, the perspective of the service provider will be adopted, thus only direct resources utilised will be included. All resources employed in the delivery of both the intervention and standard care will be identified, measured, and valued using micro-costing techniques. A cost-effectiveness analysis will be conducted using standardised clinical effectiveness measures. The impact of parameter uncertainty and broader perspectives, such as the family and society, will be investigated through sensitivity analyses.

Are professionally managed family-owned firms more supportive of workplace health promotion?

Niamh Lenihan, Department of Economics, CUBS

Drawing on agency theory, we explore how the management of family firms influences decision-making with respect to workplace mental health promotion. Prior research on mental health in family firms tends to focus on the prevalence of mental health conditions among family members and its effects on family firm decision-making. Here, using survey data from 3,138 UK family firms, we employ propensity score matching to match professionally managed family-owned firms that engage in mental health and well-being (MHW) workplace practices with statistically similar family firms that do not. This allows us to assess whether there is a difference in their decision-making process for adopting MHW practices. We find that professional managers are more likely to adopt these practices than family managers in family-owned businesses. This study contributes to the family firm literature and has clear implications for family firms and policymakers alike.

Keywords: Family-owned business; professionally managed; workplace mental health promotion; workplace practices.

Methodological Approaches for Sustainable Transformation in Food Production: A Scoping Literature Review.

Amanda Sithole[1], Dr Seamus O'Reilly[1], and Prof Maeve Henchion[2]

[1]Cork University Business School, UCC and [2]Teagasc

*Correspondence: Amanda Sithole; amandasithole@ucc.ie

Purpose: In response to the global push towards sustainable food production and consumption, Irish agriculture and food system stakeholders recognise the necessity for innovative approaches to drive system transformation. However, existing literature does not provide a holistic conceptualisation of the frameworks and methodologies driving successful food system transformation.

Methodology: A scoping literature review was conducted to explore methodologies and approaches employed by scholars of sustainable food production within the broader context of food systems. This review aimed to map existing knowledge encompassing concepts, tools, and frameworks, while also providing a narrative summary of each identified approach.

Findings: Achieving sustainable food production within food systems is not confined to a single concept or framework. It entails diverse actors, activities, and environmental, social, political, and economic factors. While literature presents a diverse range of concepts and methodologies, enabling informed decision-making emerges as central in this multifaceted transformation, highlighting the need for comprehensive approaches to address sustainability complexities in food production.

Research Implication: The research findings contribute to knowledge advancement, by shedding light on key concepts, frameworks, and tools. This insight assists researchers in refining and testing frameworks and tools as well as fostering transdisciplinary collaboration. Exploring sustainable food production methodologies informs future interventions, addressing challenges and fostering sustainability in the food system through informed decision-making and tools with application in practice and for policy making.

IMPACTS OF MILKING MANAGEMENT TECHNOLOGIES ON LABOUR EFFICIENCY, PRODUCTIVITY AND PROFITABILITY OF PASTURE-BASED DAIRY FARMS

P. Palma-Molina[1,2,3], T. Hennessy[1], E. Dillon[4], S. Onakuse[1], B. Moran[4], and L. Shalloo[2,3]

[1]Department of Food Business and Development, Cork University Business School, West Wing, Main Quadrangle, University College Cork, Ireland,

[2]Animal and Grassland Research and Innovation Centre, Teagasc Moorepark Fermoy, Co. Cork, Ireland

[3]VistaMilk SFI Research Centre, Teagasc Moorepark, Fermoy, Co. Cork, Ireland

[4]Teagasc, Rural Economy & Development Centre,

Milking management technologies are automation technologies that are used to improve labour efficiency and to facilitate milking tasks in the milking parlour of dairy farms. They have the potential to improve parlour management with a consequent increase in productivity and profitability. However, there is a lack of evidence of the causal effect of these technologies on dairy farm performance. The present study aims to fill this knowledge gap by using national representative farm-level data from Ireland and a Propensity Score Matching (PSM) approach to empirically assess the impacts of adopting three milking management technologies (automatic parlour feeders, automatic cluster removers and automatic washers) on the labour efficiency, productivity and profitability of Irish pasture-based dairy farms. The findings indicate that although adopter dairy farms were more labour efficient than non-adopter farms, there was no effect of milking management technologies on labour efficiency (total hours per cow) when self-selection bias was controlled. Additionally, we found that milking management technologies had a positive impact on milk yield and milk solids which translated into increased gross output and in turn gross margin per ha. However, once the fixed costs associated with technology were incorporated (including depreciation), milking management technologies did not significantly increase net profit.

Evaluating Irish farms' contribution to protein security nationally and globally

Marie Merlo, Cathal Buckley, Thia Hennessy, James O'Mahony

With projected population growth and increases in food and protein demand, the food production system is being investigated for its environmental impact. Livestock production in particular is deemed to be damaging in terms of GHG emissions, water use and terrestrial acidification. However, livestock systems also serve several ecological processes, such as increased biodiversity or carbon sequestration from grassland. The Republic of Ireland is at the heart of this debate, with its relatively large livestock sector compared to the tillage and its role as a livestock product net exporter combined with ambitious climate targets related to the agricultural sector. Climate change mitigation measures targeted at the agricultural sector in Ireland will have several impacts. This paper evaluates the net contribution of the Irish agricultural sector to protein security nationally and globally, and the effects of different climate mitigation measures on this contribution.

We find that milk and cereals contribute more to protein security in net terms (i.e., considering human edible inputs and outputs) compared to beef and sheep meat. Milk production yields more than 7 times more net protein per livestock unit than beef and sheep meat production. One hectare dedicated to milk and cereal production can meet the protein requirements of 17 and 43 individuals respectively, against less than 2 for beef and sheep meat. Livestock unit reduction implemented to fulfil climate change mitigation measures could lead to a decrease in protein security, both in terms of protein yield and fulfilment of the population's protein requirements depending on the scenarios. There could also be global spillover effects depending on the substitution effects once Ireland decreases its livestock product exports.

Optimising Dairy Farm Planning: Balancing Profitability and Sustainability through a Mathematical Model on Cplex

M. Cantillon[a,b]*, A.Tarim[c], T. Hennessy[b], D. O'Brien[a]

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[b] Cork University Business School, University College Cork, College Road, Ireland

[c] Institute of Informatics, Hacettepe University, Turkey

This paper presents a Farm-level optimisation model designed to help farm managers make strategic decisions about resource allocation, production activities, and capital investments over a multi-year planning horizon. While numerous farm models assess the farm's carbon footprint and simulate greenhouse gas emissions, very few consider the financial impact. The optimisation model aims to maximise the farm's gross margin while satisfying emission constraints. The model takes into account various decision variables such as land allocation, herd size, and capital investments in different farm assets. The model aims to maximise farm revenue while minimising greenhouse gas emissions and costs associated with feed, production, livestock maintenance and capital investments. The optimisation model is an addition to the suite of Teagasc models and is based on the Teagasc Lifecycle assessment grass-fed model (LCA) and Teagasc Moorepark Economic model (MSDM). Constraints are put in place to ensure the model's feasibility by controlling land use, capital investment limits, and the dynamics of cattle management, including purchasing and selling decisions. A case study application of an average Irish dairy farm is provided as an example. The average Irish dairy farm data is from the National Farm Survey and represents the middle third of Irish dairy farms. The results show the optimal gross margin the farm can achieve. Ultimately, the model aims to optimise farm management strategies, balancing revenue generation with resource constraints, environmental considerations, and regulatory requirements to achieve profitability and sustainability in an average dairy farm operation.

Keywords : Decision Support Tools, Optimisation planning, Mitigation planning

Road to Growth: The impact of motorway off-ramps on population, employment, and commuting

Josh O'Driscoll[1,2], Frank Crowley[1], Justin Doran[1], David Meredith[3] and Mary O'Shaughnessy[2]

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[2] Department of Food Business & Development, Cork University Business School, University College Cork

[3] Department of Agri-Food Business and Spatial Analysis, Teagasc, Rural Economy & Development Programme, Ashtown, Dublin 15.

This paper examines the impact of motorway off-ramps, opening in Ireland between 1986 and 2016, on population growth, employment growth and commuting mode choices. Using a Propensity Score Matching Difference-in-Differences (PSM-DID) model, this paper finds that areas within 10km of motorway off-ramps experience higher levels of population and employment growth. However, these areas also experience a higher proportion of their population commuting to work or school by car. Consequently, motorway off ramps have the potential to trigger a myriad of regional land use implications, that need careful consideration, particularly as governments grapple with system transformations amidst the climate crisis.

The Relationship between Deindustrialisation and Regional Deprivation

John Paul Clifford

The purpose of this research is to gain a deeper understanding of the impact of deindustrialisation on regional deprivation. The results may inform policy makers around the dynamics of different regions (cities, urban and rural) and provide valuable insights which would be relevant from a regional and spatial perspective.

With local manufacturing employment changing due to factors including offshoring, nearshoring, outsourcing and technological improvements, we seek to identify if the changing employment landscape at the local level across different regions, leads to changes in local deprivation.

In this research, we use the Irish case using census records at a highly spatially disaggregated level using a combination of several fixed effects equations.

With an increased focus in recent years in the literature on 'Left Behind Places' and deindustrialisation, we seek to analyse if deindustrialisation in Ireland plays a role in impacting varies regions.

Determinants of Average Public Pension Benefits in OECD Countries

Tiago McCarthy - PhD Candidate UCC.

Supervisors – John Eakins, John Considine, Seamus Coffey and Eddie Casey

INTERNATIONAL POLITICAL RISK MANAGEMENT AS A DECISION-MAKING PROCESS: REVIEW, FRAMEWORK AND RESEARCH AGENDA

Mauricio Ruben Hilbck

Mitigating Unconscious Bias in Software Development a Design Science Research Approach

Katie O'Reilly Dr Stephen McCarthy and Dr Wendy Rowan

Design is an act of communication, which means having a deep understanding of the person with whom the designer is engaging (Norman, 2013). This research applies the principles of Design Science Research (DSR) to the issue of Unconscious Bias in Technology Design. The DSR approach focuses on the creation of scenarios specific artefacts to offer a novel solution to a problem (Gregor and Hevner, 2013). Although Unconscious Bias is a well-known problem that can affect our viewpoints of others, our preferences and prejudices towards others have not fully been addressed in the design of digital technology. The replication of societal bias within software development can be damaging to users as the technology created can potentially exclude user groups and thus not provide equal access to these resources. Employing the DSR approach, this research explored ways to mitigate Unconscious Bias in software development resulting in the creation of the "Unconscious Bias Self-Assessment Rubric". The evolution of the rubric journey is as valued as the development of the SelfAssessment Rubric tool, which underwent three rounds of iterative testing and redesign through co-creation with participants. This research aims to contribute to existing knowledge on this topic by creating a novel artefact to address the issue of unconscious bias in the design of technology.

No New Risk, Only More Precise Measurements: A Critical Review on the State of Risk Literature

Andrew Brosnan

Introduction

Despite the expanding scope and changing nature of digital projects, risk research, a foundation of early information systems scholarship, has not kept pace. With rates of failure in digital projects estimated at approximately 70%, the inability to manage risk is having a significant impact on the viability and effectiveness of digital projects.

Methodology

The critical review has adopted a systematic approach to reviewing over 170 risk articles from across Chartered Association of Business Schools journals over 5 decades in order to assess the evolution of risk research across academic disciplines to review how implicit and poorly supported assumptions in the theoretical, methodological and empirical states of risk research has set poor foundations for contemporary risk studies.

Findings

In spite of the large volume of risk studies published over the past 5 decades, an overreliance on a small number of theories, positivist methodologies and objective empirical foundations has led to the majority of risk studies failing to consider the nature of risk within live, interpretivist environments which has limited the ways in which risk is understood within literature.

Agenda

Using these findings as a lens, we outline research objectives and an agenda to enable future risk research to identify, mitigate and evaluate risk within contemporary digital environments. This will provide an overview on the state of risk research and provide an opportunity for critical review by a wider audience prior to undertaking primary research.

Migrant Tech Workers: Experiences of foreign-born workers in developing careers in Ireland

Nicola Uí Aodhgáin, Professor Anthony McDonnell, Dr Ultan Sherman

Due to the continued growth in the Irish ICT sector as tech hub in Europe, immigrants now make up one fifth of Ireland's total workforce and more than one third of all tech workers. Employees from the rest of the world begin to outnumber European and UK workers in tech for the first time in 2018 according to the CSO. With companies recruiting more than 65,000 foreign-born tech workers to Ireland between 2016-2022, this is a significant shift in the composition of the workforce. The shift in recruitment demographics has been so rapid that we still know very little about the work experiences of foreign-born employees and how to manage them. This research is interested in the career development experiences of this cohort of international workers, drawing upon the lens of self-initiated expats and boundaryless careers to develop a multi-wave qualitative study which will explore the nuances and diversity of experiences in Ireland's growing population of foreign-born workers in tech.

For several decades, Ireland's tax policies and foreign direct investment have driven economic growth and the Irish ICT sector. Now a major industry and tech centre in Europe, immigrants now make up one fifth of Ireland's total workforce but over one third of all tech workers. (SOLAS, 2020, 85) As early as 2012, companies relied on skilled foreign nationals to recruit for over half of ICT vacancies. (Forfas, 2012, 2) However only after 2018 did employees from the rest of the world begin to outnumber European and UK workers, according to data on the non-Irish ICT workforce. (CSO, Labor Force Quarterly Series) With companies recruiting more than 65,000 foreign-born tech workers to Ireland between 2016-2022, this is a significant shift in the composition of the workforce in a short period of time. There are now more non-EU and non-UK migrants from the rest of the world, working in greater numbers of large foreign-owned companies exposed to international markets, and a significant population of migrants on sponsored visas in skilled roles across ICT service roles. (Central Bank of Ireland, 2022)

Worker resistance in the platform economy – The platform perspective

Prakriti Dasgupta

Managing Innovation in the Hybrid Workplace

Ana Maria Silva, Dr Lawrence Dooley, Prof Anthony McDonnell, Dr Gillian Barrett
Department of Management and Marketing

Abstract: Hybrid work is a key focus of the future of work agenda as it represents an arrangement that allows employers and employees to embrace the value of work from home while maintaining the benefits of co-located work. However, the influence of such work arrangement on innovation remains unknown. Through a socio-technical lens, we turn to innovation management and new work arrangements literature to identify the implications, challenges, and opportunities for innovation resulting from the hybrid workplace. We argue that the two components of the innovation process, exploration and exploitation, and the two sub-systems of organisations, social and technical systems, have to be purposefully considered and (re)aligned for innovation to happen successfully in the hybrid workplace. In this paper, we propose an agenda with key research questions to better understand and positively influence innovation outcomes in a hybrid workplace.