

02-03-2023



Clotilde CORON (Université Paris-Saclay, RITM)

HRM quantification between perlocutionary and illocutionary performativity: insights from six cases in France

The use of quantification, such as metrics, analytics, and algorithms, has increased in Human Resource Management (HRM) in the last decade. This paper applies Austin's (1975) speech act theory to analyze the performativity of such quantification in organizations, according to their producers and users. Based on a comparative case study involving participant observation, organizational documents, and semi-structured interviews, this study theorizes three quantification acts – locutionary, perlocutionary and illocutionary. Our work complements the sparse but growing literature on metrics, analytics, and algorithms (including artificial intelligence) in organizations, especially in the realm of Human Relations. We show that these socio-technological phenomena are not monoliths, as they use specific performativities depending on the speech act they emulate.

Keywords: organizational quantification, performativity, HRM, analytics, algorithms

12h30 – Salle 103 / Comodal

Participer à la réunion à distance :

<https://zoom.us/j/95741920861?pwd=MIQreEQ4STBPUIFELQVIVk55QIZyUT09>



ESCUELA
POLITÉCNICA
NACIONAL



Cintya LANCHIMBA (Escuela Politécnica Nacional, EPN, Departamento de Economía Cuantitativa, Quito, Ecuador, membre associé IREGE)

Présentation du département d'économie appliquée de l'Ecole Polytechnique Nationale et perspectives de collaboration avec l'IREGE.

Thématiques de recherche principales de Cintya : marchés émergents, distribution, théorie des contrats, réseaux de franchise, organisation industrielle, démographie et économétrie appliquée.

Venez rencontrer l'équipe de l'EPN qui souhaite développer des échanges scientifiques avec l'IREGE.

14h00 – Salle 103 / Comodal

Participer à la réunion à distance :

<https://zoom.us/j/91009529612?pwd=YWZrYURmaGR0bFc2SlJ4bnlRc2VDdz09>