



**THE FUTURE OF WORK
RESEARCH CENTRE
UNIVERSITY OF SURREY**

SYMPOSIUM ON 'ORGANIZING AND EXPERIENCING WORK IN THE DIGITAL AGE'



The disruptive effects of technological advancements on the nature and organization of work coupled with societal value changes and demographic trends have created an uncertain world of work. Indicative of these disruptions are the emergence of the gig economy and the incorporation of technology-mediated platforms into the business models of work organizations. Although these changes have enabled organizations to improve their internal operations and become agile in responding to market pressures, they have engendered a renewed interest in understanding the role of technology in the design and organization of work as well as the implications of these changes for employees' experience of work. Accordingly, a flurry of research on how work is changing and will continue to change in the coming decades has focused on technology-human interactions and their far-reaching ramifications not only for employees and their communities but also for societies. Indeed, such issues as employability, skill reconfiguration, hybrid work, precarious work, and working poor have entered the management lexicon as organizations deal with the paradox of delegating increasing risk to employees at the same time as they continue to push for mutuality in the employment relationship. As the contours of the new world of work begins to take shape, there is an urgent need for actionable knowledge which organizations can draw on to design workplaces that promote positive technology-human interactions and create conditions for human flourishing at work.



Wed, 28th June 2023

10:00 - 15:00

75 MS 02, Surrey Business School, University of Surrey

<https://www.eventbrite.co.uk/e/symposium-on-organizing-and-experiencing-work-in-the-digital-age-tickets-648238136717>

This half day symposium will focus on an interdisciplinary discussion of the challenges and prospects of creating positive human-technology interactions and how organizations and employees are not only responding to but also shaping the contours of this new world of work. Accordingly, the symposium aims to provide a forum to discuss:

- (i) The nature and impact of technology-mediated work**
- (ii) Employees' experience of work in the digital age**
- (iii) Human resource issues in the changing employee-organization relationship**

In addition to presentations by academics, there would be focused group discussions to map out emergent issues and set an agenda for researching the future of work.





**THE FUTURE OF WORK
RESEARCH CENTRE
UNIVERSITY OF SURREY**

SYMPOSIUM ON 'ORGANIZING AND EXPERIENCING WORK IN THE DIGITAL AGE'

Wed, 28th June 2023

10:00 - 15:00

75 MS 02, Surrey Business School, University of Surrey

<https://www.eventbrite.co.uk/e/symposium-on-organizing-and-experiencing-work-in-the-digital-age-tickets-648238136717>

Programme

**Welcome and Introduction - Prof Ying Zhou
10.00 - 10.10**

**'GenAI and the Future of Jobs: What Do We
Need to Know About ChatGPT, BARD and
Co?' - Prof Constantin Orasan
10.10 - 11.00**

**'Why People Perpetrate Digital Incivility in
Online Communication' - Dr Emma Russell
11.00 - 11.50**

***Lunch break
11.50 - 12.30***

**'AI-Assisted Dental Disease Detection With
Radiography' - Dr Yunpeng Li
12.30 - 13.20**

**'Managing a Differentiated Workforce:
Idiosyncratic Deals as a Strategic HR
Response' - Prof Sam Aryee
13.20 - 14.10**

***Coffee break
14.10 - 14.20***

**Panel discussion and Conclusion
14.20 - 15.00**

THE SPEAKERS



Prof Ying Zhou
Professor of Human Resource Management,
Director of the Future of Work Research
Centre, University of Surrey

Prof Constantin Orasan
Professor of Language and Translation
Technologies at the Centre for Translation
Studies, University of Surrey and Fellow of
the Surrey Institute for People-Centred
Artificial Intelligence



Dr Emma Russell
Chartered and Registered Occupational
Psychologist, Reader, and Policy Fellow at
the University of Sussex Business School

Dr Yunpeng Li
Senior Lecturer in Artificial Intelligence
in the Department of Computer
Science, University of Surrey



Prof Sam Aryee
Professor of Organizational Behaviour/Human
Resource Management, Deputy Director of the
Future of Work Research Centre, University of
Surrey



SYMPOSIUM ON 'ORGANIZING AND EXPERIENCING WORK IN THE DIGITAL AGE'

THE SPEAKERS BIO



Prof Constantin Orasan

Constantin Orasan is a Professor of Language and Translation Technologies at the Centre for Translation Studies, University of Surrey and a Fellow of the Surrey Institute for People-Centred Artificial Intelligence. Before starting the job at University of Surrey, he was a Reader in Computational Linguistics at the University of Wolverhampton, UK, and the deputy head of the Research Group in Computational Linguistics at the same university. He has over 20 years of experience in the fields of Natural Language Processing (NLP), Translation Technologies, Artificial Intelligence and Machine Learning for language processing. He organises the NLP Café, a meeting point for people interested in Natural Language Processing at University of Surrey and beyond.



Dr Emma Russell

Dr Emma Russell is a Chartered and Registered Occupational Psychologist, Reader, and Policy Fellow at the University of Sussex Business School. Emma undertakes applied organisational research into how digital communication at work impacts people's well-being and effectiveness, particularly in relation to agile working and individual differences. Emma's work has been published in high impact academic and practitioner journals, conference proceedings, books and working papers/reports. She is a co-Investigator at the ESRC Digital Futures at Work (Digit) research centre and the Director of agiLab – an NHS and Sussex research and best-practice collaboration.



Dr Yunpeng Li

Yunpeng Li is a Senior Lecturer in Artificial Intelligence in the Department of Computer Science at University of Surrey in the UK. His research interests are in the areas of foundational statistical machine learning techniques and interdisciplinary applications of machine learning including disease detection (dental disease, breast cancer), environmental sensing and object tracking. He received a PhD in Electrical Engineering at the McGill University in Canada in 2017. He was a Postdoctoral Researcher in the Department of Engineering Science at the University of Oxford from 2017 to 2018 and was a Junior Research Fellow at the Wolfson College at the University of Oxford in 2018.



Prof Sam Aryee

Samuel (Sam) Aryee is a professor of OB/HRM in the Department of People and Organizations at Surrey Business School and Deputy Director of the Future of Work Research Centre at University of Surrey. He conducts research in cross-cultural contexts in the areas of strategic HRM, employee-organization relationship, service management, work-family interface, and workplace justice. His findings in these areas have been published in Academy of Management Journal, Journal of Applied Psychology, Journal of Management, Journal of Management Studies, Human Relations, Organizational Behavior and Human Decision Processes among others. Sam served as Associate Editor of Journal of Occupational and Organizational Psychology as well as Human Relations and served/serves on the editorial boards of Academy of Management Journal, Journal of Applied Psychology, Human Relations, Journal of Management Studies, Journal of Management, Journal of Organizational Behavior, and Journal of Occupational and Organizational Psychology.
