

## List of Publications

### Dr Georg Josef Loscher

#### Monographs

1. **Loscher, Georg** (in press). *Quickguide HR-Analytics—Eine erste Einführung* [Quickguide HR-Analytics—A first introduction]. Springer.
2. **Loscher, Georg** (2016). *Die Steuerung von Wirtschaftsprüfungsgesellschaften: Zwischen managementorientierter und berufsständischer Logik* [The governance of public accounting firms between professional and managerial logic]. Springer Fachmedien Wiesbaden.

#### Articles in Peer-Reviewed Journals

1. **Loscher, Georg**, Sascha Ruhle, and Stephan Kaiser (2020). Commitment profiles of accountants—a person-centered study of the commitment towards profession and organization. *Behavioral Research in Accounting*, 32(1), 51–68. [VHB-Ranking B]
2. **Loscher, Georg**, and Stephan Kaiser (2020). The management of public accounting firms. *Journal of Accounting & Organizational Change*, 16(1), 71–92. [VHB-Ranking B]
3. **Loscher, Georg**, Lukas Löhlein, and Hansrudi Lenz (in press). Dual roles and blurred identities: A framing contest between professional associations in the strategic action field of German auditing. *European Accounting Review*. [VHB-Ranking A]
4. **Loscher, Georg**, and Verena Bader (in press). Augmenting a profession: How the emergence of analytics is transforming human resource management. *Research in the Sociology of Organizations* volume, 'Digital transformation and institutional theorizing: Consequences, opportunities and challenges'. [VHB-Ranking B]

#### Chapters in Edited Volumes

1. Kaiser, Stephan, Arjan Kozica, and **Georg Loscher** (2019). Zukunftsfähiges Personalmanagement für agile Organisationen. In: Sonja Sackmann (Ed.), *Führung und ihre Herausforderungen: Neue Führungskontexte erfolgreich meistern und zukunftsfähig agieren* (pp. 383–395). SpringerGabler.
2. **Loscher, Georg**, Violetta Splitter, and David Seidl (2019). Theodor Schatzki's theory and its implications for organization studies. In: Stewart Clegg and Miguel Pina e Cunha (Eds.), *Management, Organizations and Contemporary Social Theory* (pp. 115–134). Springer.
3. Kaiser, Stephan, and **Georg Loscher** (2017). People Analytics—Die Zukunft des Personalmanagements. In: Heike Surrey and Victor Tiberius (Eds.), *Die Zukunft des Personalmanagements—2025: Herausforderungen, Lösungsansätze und Gestaltungsoptionen* (pp. 203–215). vdf Hochschulverlag.

#### Articles in Trade Journals

1. **Loscher, Georg**, and Stephan Kaiser (in press). People Analytics als Zukunftsthema des Personalmanagements—Voraussetzungen, Vorgehen und Zukunftsaussichten [People Analytics as a future topic of human resources management - Preconditions, approach, and future prospects]. *Controlling—Zeitschrift für erfolgsorientierte Unternehmenssteuerung*.
2. Kaiser, Stephan, and **Georg Loscher** (2015). Professional Service Firms. *WiST*, 44(1), 45–48.

3. **Loscher, Georg**, and Stephan Kaiser (2015). Organisationale Archetypen von Professional Service Firms [Organisational archetypes of professional service firms]. *WiST*, 44(3), 116–124.
4. Stephan Kaiser, Arjan Kozica, and **Georg Loscher** (2014). Unvollendeter Aufbruch: Organisationale Lebenszyklen, Archetypen und effektives Change Management [Unfinished transformation: Organizational life cycles, archetypes and effective change management]. *OrganisationsEntwicklung—Zeitschrift für Unternehmensentwicklung und Change Management*, 2, 25–31.

### Conference Presentations

1. Schneider, Anna-Lisa, Verena Bader, and **Georg Loscher** (2021). Navigating institutional complexity and collaboration through emotion work. Annual Meeting of the Academy of Management, Online.
2. Bader, Verena, and **Georg Loscher** (2021). Pluralism and Digitalization: Reinstalling Employee Voice for Social Sustainability. Annual Meeting of the Academy of Management, Online.
3. Bader, Verena, and **Georg Loscher** (2020). Sensegiving strategies in contra vocal domains—(Re)shaping employment relations in the digital age. Annual Meeting of the Academy of Management, Online.
4. **Loscher, Georg**, and Verena Bader (2020). Introducing the audit trail: How analytics transforms human resource management. EGOS Colloquium, Online.
5. Schneider, Anna-Lisa, Verena Bader, and **Georg Loscher** (2020). Let's continue working together—emotional feigning tactics to maintain cooperation in institutionally complex settings. EGOS Colloquium, Online, July 3.
6. Bader, Verena, and **Georg Loscher** (2020). (Un)making employment relationships sustainable—Meaning making of co-determination in the digital age. Organisation Studies Workshop, Online, May 21.
7. **Loscher, Georg**, Sascha Ruhle, and Heiko Breitsohl (2019). Multiple commitments of voluntary firefighters. Scientific Committee HRM of the VHB, Munich, September 12.
8. Bader, Verena, and **Georg Loscher** (2019). HR digital strategy and co-determination 4.0: A strategy-as-practice-perspective. ILERA, Duesseldorf, September 5.
9. Sailer, Patrick, and **Georg Loscher** (2019) How routinization enables agility: A case study on interdependent agile routines as new ways of organizing project work. EGOS Colloquium, Edinburgh, July 4.
10. **Loscher, Georg**, and Stephan Kaiser (2019). Innovation in professional service firms. Conference of the VHB, Rostock, June 12.
11. **Loscher, Georg**, Sascha Ruhle, and Stephan Kaiser (2018). Cause and consequences of commitment-profiles of German soldiers [Short Paper]. Annual meeting of AKempor, Salzburg, November 21.
12. **Loscher, Georg**, and Stephan Kaiser (2018). Sustaining institutional complexity: The Case of German Public Accounting. Annual Meeting of the Academy of Management, Chicago, August 14.
13. Bader, Verena, **Georg Loscher**, and Stephan Kaiser (2018). Practical intelligibility—Decisions between heuristics and cognitive perfection. EGOS Colloquium, Tallinn, July 5.
14. **Loscher, Georg**, Sascha Ruhle, and Stephan Kaiser (2017). Commitment profiles of German reservist soldiers. Conference of the VHB, Magdeburg, May 25.

15. **Loscher, Georg**, Sascha Ruhle, and Stephan Kaiser (2017). Commitment profiles of German reservist soldiers. Annual Meeting of AKempor, Düsseldorf, November 24.
16. **Loscher, Georg**, Sascha Ruhle, and Stephan Kaiser (2017). Commitment profiles of German reservist soldiers. Conference on Commitment, Ohio State University, October 13–15.
17. **Loscher, Georg**, Sascha Ruhle, and Stephan Kaiser (2016). Commitment profiles of accountants. Annual meeting of AKempor, Düsseldorf, November 25.
18. **Loscher, Georg**, and Stephan Kaiser (2016). Trustee or businessman: A case study on combining conflicting logics in German accounting firms. Annual Meeting of the Academy of Management, Anaheim, August 8.
19. **Loscher, Georg**, and Stephan Kaiser (2016). Trustee or businessman: A case study on combining conflicting logics in German accounting firms. EGOS Colloquium, Naples, July 7.
20. **Loscher, Georg**, and Stephan Kaiser (2016). Trustee or businessman: How German accounting firms deal with conflicting logics. Conference of the VHB, Munich, May 18.
21. **Loscher, Georg**, and Arjan Kozica (2016). Power in institutional fields: A case study on institutional change in the German field of auditing. Workshop on New Institutionalism in Organization Theory, Luzern, March 31.
22. **Loscher, Georg**, and Stephan Kaiser (2016). Trustee or businessman: How German accounting firms deal with conflicting logics. Workshop of the WK ORG, Zurich, February 18.
23. **Loscher, Georg**, and Stephan Kaiser (2015). Happy living in sediments?! The case of accounting firms trapped between commercial and trustee logic. 06.07.2015, Oxford: The Centre for Professional Service Firms Annual Conference, Oxford, July 6.
24. **Loscher, Georg**, and Arjan Kozica (2015). Power in institutional fields: A case study on institutional change in the German field of auditing. EGOS Colloquium, Athens, July 2.
25. **Loscher, Georg**, Arjan Kozica, and Stephan Kaiser (2013). How organizational change and learning takes place in knowledge intensive and professional service organizations: A practice-based view on organizational archetype change. EURAM Annual Conference on Democratizing Management, Istanbul, June 26.

### Workshops and Invited Talks

1. **Loscher, Georg** (2019). Human resources marketing and retention in industry 4.0. Cluster Mechatronik und Automation, Augsburg, May 15 (Invited Talk).
2. **Loscher, Georg** (2019). Training strategy for digitisation in producing SMEs: Result of the Interreg Central Europe project 'InnoPeer AVM'. European region Danube Moldova—Space for Society 4.0. Industry 4.0 Qualification, Passau, May 7 (Invited Talk).
3. **Loscher, Georg**, and Stephan Kaiser (2019). Avoiding mission drift—how accounting firms keep balance. Annual Writing Workshop, University of Edinburgh Business School, March 4.
4. **Loscher, Georg**, and Stephan Kaiser (2018). Sustaining institutional complexity: A case study on cross-level mechanisms in public accounting firms. Forschungskolloquium, Salzburg, May 8.
5. **Loscher, Georg** (2015). Power and resistance in the German field of public accounting. Centre for Professional Service Firms, Saïd Business School, University of Oxford, March 12.
6. **Loscher, Georg** (2015). The governance of public accounting firms between profession and market. SIM-TOPOS Young Scholars Seminar, Saïd Business School, University of Oxford, March 4.

7. **Loscher, Georg**, and Arjan Kozica (2015). Power in institutional fields: A case study on institutional change in the German field of auditing. Annual Writing Workshop, University of Edinburgh Business School, March 9.
8. **Loscher, Georg**, and Stephan Kaiser (2014). Self-conception of auditors. Workshop on Professional Service Firm Research, Bundeswehr University Munich, October 10.
9. **Loscher, Georg** (2013). Archetype change—a practice theory perspective [Short Paper] Austrian Young Scholars Conference in Management: Organizations, People and Institutions in a Global Context, Linz, April 25.

