



# EAWOP CONGRESS

The Future is Now:  
the changing world of work

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How can i-deals facilitate work in a BANI environment?:  
individual, group and organizational contributions

Dr. Inés Martínez-Corts. University of Seville

Dr. Patricia Elgoibar. University of Barcelona

# Symposium



## Chairs:

Dr. Inés Martínez Corts. University of Seville.

Dr. Patricia Elgoibar. University of Barcelona.

## Discussants:

Dr. Francisco Medina. University of Seville

# How can i-deals facilitate work in a BANI environment?: individual, group and organizational contributions

## VUCA

Volatility



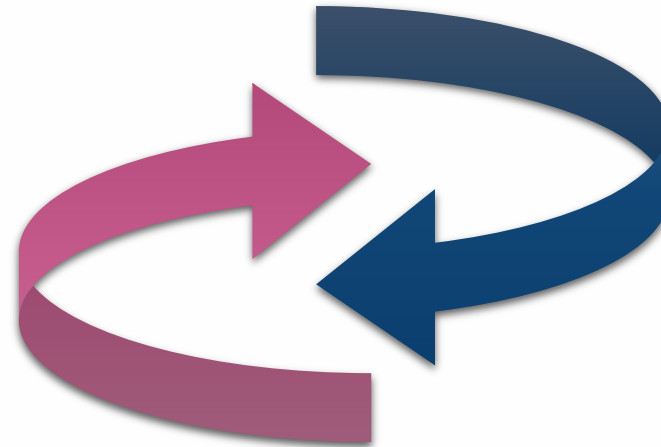
Uncertainty



Complexity



Ambiguity



## BANI

Brittle



Anxious



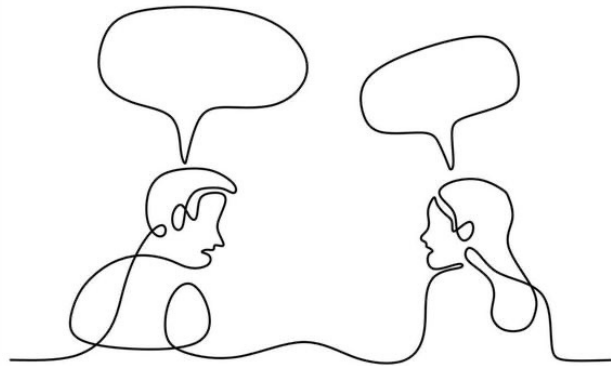
No Linear



Incomprehensible



- Leading organizations to make continuous changes at the helm and face complex and changing challenges.
- Important: focus on a differentiation approach in human resource management practices instead of a traditional and standard perspective.



## **IDIOSYNCRATIC DEALS (I-DEALS)**

Voluntary, personalised agreements of a nonstandard nature negotiated between individual employees and their employers regarding terms that benefit each party - win-win negotiations

(Rousseau, 2005)

# How can i-deals facilitate work in a BANI environment?: individual, group and organizational contributions



## Structure:

### 1. Organizational level:

- **A Workplace Dignity Perspective on Idiosyncratic Deals at Work** by Matthijs Bal.
- **Looking for the “I-deal” climate: scale development and validation** by Inés Martínez – Corts, Patricia Elgoibar, Donatella Di Marco, and Francisco Medina.

### 2. Group level:

- **Negotiating idiosyncratic deals to attract, motivate and retain STEM value-added employees from start-ups** by Irene Sanchez, Patricia Elgoibar and Claudio Cruz.
- **I-deals and conflict in start-ups** by Martin Euwema and Gosia Kozusznik

### 3. Individual level

- **How are i-deals negotiated in small and medium enterprises? The perspective of the employer and the employee** by Santiago Renedo, Inés Martínez-Corts, Donatella di Marco, and Francisco Medina.
- **Gender Differences in the Relationship Between I-deals and Eudaimonic Wellbeing: A cross lagged panel study** by Nuria Tordera, Hilal Keklik, and Esther Villajos.

**Discussant:** Francisco Medina

## Sustainable development goals:

This symposium is aligned with the goals proposed by the United Nations for the 2030 agenda. Specifically, we want to contribute to the Sustainable Development Goals:

SDG 3: Good health and well-being

SDG 5: Gender equality

SDG 8: Decent and economic work

SDG 10: Reducing inequalities.



