

Lecture series: Female Scientists for Female Students

Lecture by Dr. Steffi Haag for the Lecture series:
Female Scientists for Female Students



TECHNISCHE
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“Deviant Affordances:
When Tensions,
Deadlocks, and Non-
compliance Generate
Performance”



Dr. Steffi Haag
(TU Darmstadt)

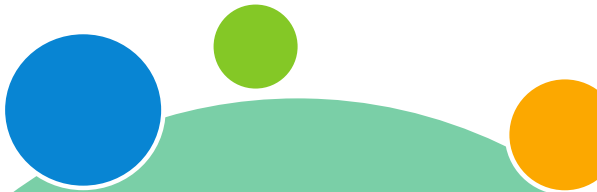
20.02.2018
16:00-17:30
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Dr. Steffi Haag (TU Darmstadt):

**“Deviant Affordances:
When Tensions, Deadlocks, and Non-
compliance Generate Performance”**

What happens when an employee conceives how to get a job done by the means of technology but is instructed by organizational IT policies to not acting upon it? Among the various possibilities to deal with such a tension between performance and compliance, the employee could choose to deviate from the IT policy and use the technology illegitimately.

We describe such noncompliant action possibilities as deviant affordances and, drawing on the affordances and creative deviance literature, we develop and test a theory about the contingent mechanisms that cause deviant affordances to be triggered, actualized, and associated with job performance in organizational contexts.

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