

Professor Mustafa F. Özbilgin



Biography

Mustafa F. Özbilgin is Professor of Organisational Behaviour at Brunel Business School, London. He also holds two international positions: Co-Chaire Management et Diversité at Université Paris Dauphine and Visiting Professor of Management at Koç University in Istanbul.

His research focuses on equality, diversity and inclusion at work from comparative and relational perspectives. He has conducted field studies in the UK and internationally and his work is empirically grounded. His research is supported by scientific agencies, professional bodies and government departments. As an engaged scholar, who is driven by values of workplace democracy, and humanisation of work, he aims to foster evidence based changes in policies and practices of globally significant organisations.

He serves as the editor-in-chief of the European Management Review (EMR), the official journal of the European Academy of Management (EURAM)

He has authored and edited 12 books and published large number of papers in journals such as Academy of Management Review, Academy of Management Learning and Education, British Journal of Management, Journal of Vocational Behavior, International Journal of Human Resource Management, Human Relations, Gender Work and Organization, Social Science and Medicine among others.

He served as the editor-in-chief of the British Journal of Management, the official journal of the British Academy of Management, for four years from 2010 to 2014. For further information please see <http://brunel.academia.edu/MustafaOzbilgin>

Talk Summary

Despite evidence to suggest that there is not a positive relationship between long hours work and productivity, the culture of long hours work persists in senior managerial posts across industries and countries. Negative consequences of the norm of long hours work on individuals with caring responsibilities has been relatively well studied. However, the culture of long hours work is not studied as a strategic construct which is used in negotiation of domestic care arrangements. By exploring evidence from the literature and 62 interviews with entrepreneurs, we illustrate the use of the norm of long hours work as a rationale for abdicating care responsibilities, with often different outcomes for women and men. With our analyses, we explain the relationship between strategic use of long hours work in the context of changing nature of gendered care work. Although, women, as the traditional carers, and some men who give care are disadvantaged by the long hours work culture, the new family formations also allow them to use long hours work more strategically. We explore some of the strategies in our analyses.