

## ***Call for Papers (appendix)***

*Submission of your choice in English or French*

*For other languages (Spanish, German, Italian... etc.), submissions must be made in English or in French*

**From decision biases to algorithmic biases. The contributions of the psychoanalytical perspective in the study of cognitive, perceptual, emotional, individual and collective biases perceived in the context of digital organizations. Informing decision making and innovation processes.**

Digital transformation is now the motor of innovation within organizations. It nevertheless contributes to the diffusion of decision-making and cognitive biases. These biases impact decision making and innovation processes within digital organizations. The aim of the conference is to gather contributions on this theme, providing a perspective supported by the contributions of psychoanalysis. It aims to bring together papers exploring the problem of algorithmic biases in Psychoanalysis & Management. These biases are still little known. On purpose, one can mention biases linked to the programming of algorithms, economic biases, biases aiming to orient behaviors.

### ***The multiplication of algorithmic biases***

The functioning of organizations relies more and more on automated processes and digital systems based on Artificial Intelligence, which use algorithms, especially "learners". However, these are often perceived as being subject to various "biases", which can be detrimental to the neutrality, fairness and equity of treatment. These biases occur "when the heuristics and data in algorithms are influenced by the values of the humans involved in their collection, selection and/or use" (Nissenbaum, 2001). They can thus influence the results of search engines, learning data processing, social network services, individual or organizational profiling, etc. These biases are the subject of various classifications (Caliskan, Bryson and Narayanan, 2017, Lambrecht and Tucker 2017, d'Ignazio and Klein, 2020), which generally distinguish between "programmer bias" (anchoring bias) and "bias in the algorithm, When they distort predictive justice or predictive finance deep learning applications, these biases can lead to serious dysfunctions in organizations and/or behaviors.

### ***The contributions of behavioral finance (FC)***

Recent studies on algorithmic biases build on older work on cognitive, perceptual, emotional and group biases. Since the 1970s, FC has been observing psychological biases in the decision making of investors and financial intermediaries. Their decisions are subject to substantial, limited and/or procedural rationalities. Biases in financial decision making take four main forms, according to Tversky and Kahneman (1979).

Their first expression is based on the "availability" heuristic, which covers the cognitive biases of familiarity, conservatism and confirmation (Heath and Tversky (1991), Huberman (2001), Strong and Xu (2003). Thus, the heuristic known as "perspective" covers various misleading perceptions of risk: "the bettor's error"; forgetting the correlations between the possible

options... The recurrence of these cognitive biases results in the reapplication of decisions and the reproduction of past behaviours in the face of new management situations.

The second form of CPD concerns over-optimism and confidence, aversion to loss and regret, and the status quo effect. The investor who is victims of optimism bias tends to believe that what is good for him or her will inevitably happen (Bernazi, Kahneman, & Thaler, 1999). In some cases, they are conditioned by "self-fulfilling speeches" (or "performative narratives"), which give them the illusion of controlling events, according to the ancient heuristic of "magical thinking" (Skinner, 1948). This frequently observed bias explains why certain socio-economic actors persevere in situations of failure. Overconfidence, which is the most widespread form of judgment deviation, leads to the illusion that the decision-maker "understands the situation" and is capable of interpreting the trend.

The third form covers emotional biases, sentimental affects and moods. These experiences have been classified by Weiner and Graham (1989) into eight classes (pride, satisfaction, joy, shame, guilt, humiliation, fear, envy), inducing different behaviours in the face of identical situations. One form finds its source in the "heuristic of affectivity" updated by Slovic et al. (1978) and based on a biased perception of risk.

The fourth form relates to compliance biases which, according to Hong, Kubik and Stein (1994), affect the most sociable decision-makers: influenced by social norms, they are the most inclined to adopt "sheep-like behaviour", by imitating or following the market players deemed to be the most influential, the best informed or the most numerous. These behaviors would explain in particular certain phenomena of "irrational exuberance", such as the effects of financial fads, speculative bubbles and certain stock market crashes.

### ***The contributions of emotional intelligence (EI)***

EI aims to understand and pilot organizational behaviors, considered irrational or inefficient, by borrowing concepts from the psychology of work and the sociology of organizations, but above all, from the psychoanalysis of management. EI is defined by Mayer and Salovey (1997) as "the ability to perceive and express emotions, to integrate them into one's own thinking, to understand and reason with emotions, and to regulate one's own emotions and those of others". Goleman's work (1995) shows that EI is an effective lever for socialization and efficient management. However, the concept of EI is controversial: intelligence is cognitive, while emotion is affective, defined as the "generic nature of pleasure, pain and emotion" (Assoun, 1997). This polysemy of EI, located at the interface of cognition and emotion, has favoured the construction of various models designed to better understand and test mental activity in its multiple dimensions: Thurstone and Spearman's multifactorial model of intelligence, Thorndike, Weschler and Lautrey's irrational factors of mental activity, Gardner's manifestations of intra- and extra-personal intelligence, Huteau's figures of intelligence... This proliferation has even led to the questioning of the notion of "bias" (Kinjal Dave, 2019).

### ***Dealing with bias and the return of trust***

Three types of practices can reduce - if not eliminate - the various biases or effects identified above. The first consists of framing decision making, its execution and control by means of an adapted "decision-making structure" (Thaler and Benartzi, 2004). The second is personal

development. Fishoff (1982) considers that cognitive biases are generally easier to reduce than affective and emotional biases, which should logically be eliminated by experience. The third category of procedures resides in the collective ways in which people learn to make decisions. These involve hands-on training in EI, with identification of biases and experimentation with their countermeasures, and routinization of decision-making processes, particularly within communities of practice (Lave and Wenger, 1991).

The efficiency of these practices conditions the return of confidence of stock market investors, company stakeholders, users of AI software, etc. Confidence generates "levels of cooperation that are much higher than those provided by the strict application of the principle of rationality" (Orléan, 1994) and is a powerful factor of personal development (by reinforcing self-confidence). However, trust is an issue for the psychoanalyst in terms of transference relationships (Askofaré, 2009). Transfer refers to the process by which unconscious desires are actualized on objects, because of their hold, as soon as their use solicits their unconscious repetition. It most often appears as a mechanism of resistance. In the long term, the process can engender distrust, following a phenomenon of an "enantiodromic" nature according to Heraclitus. This term means running in the opposite direction, resurrected by the work of the psychoanalyst Jung (1916), to designate an immanent tendency of the unconscious.

Three components of a psychic and intrapsychic nature are generally attributed to trust: conative, cognitive and affective. The first corresponds to an attitude of risk-taking in a relationship of exchange (Morgan and Hunt, 1994). The second refers to the belief in the competence of a partner or system deemed credible and reliable (Gurviez and Korchia, 2002). The third is based on recognition of the partner's benevolence or availability (Ganesan, 1994) and integrity, loyalty or honesty (Moorman et al. 1992).

### ***The insights and contributions of psychoanalysis***

The call for papers is positioned in the field of Psychoanalysis & Management. Concerning psychoanalysis, we underline that its development and application have largely extended to the field of organizations, groups and institutions. Psychoanalysis, which was inaugurated by the work of S. Freud, continued and developed by his successors, has opened up new epistemological perspectives in its fields of application, particularly for the analysis of the functioning of groups, organizations, institutions and cultures. We will mention in particular the development and contributions made by the extension psychoanalysis movement (Kaës, 2013). Psychoanalysis also extends to the field of social psychology. Research in management research makes extensive reference to Lewin's work.

With regard to the theme of the colloquium and for publication: It is worth emphasizing a few fundamental points brought by his insights, which we support, for information purposes, from three perspectives.

There is no unbiased knowledge(s), and in this respect, psychoanalysis, as theory and practice of interpretation, of the unconscious impulse and of transference links, challenges the disconnect between the cognitive and the emotional. Consecutively, there is no epistemological cleavage to be maintained in the exploration of thought, its genesis, its construction and its processes. Psychoanalysis can help to understand the issues and problems posed in the register of the elaboration of thought and its developments. The first step is to

understand the limits imposed by algorithmic governance, the development of AI and the intensive use of digital applications, in its current and future constructions, in relation to the rights-of-way, impacts and futures ... concerning the anthropological and clinical evolution of human relationships, but also concerning the situations and practices themselves. One of the findings is that algorithmic governance has a hold on the definition of spaces of thought, its functioning and its contents, which it saturates with information. It corrupts otherness in human relations. At its limit, the subject's response is its erasure if he or she has no other alternatives. From the point of view of psychoanalysis, it is a question of symbolic violence which supports the violence already instituted by the current modalities of management, of the functioning of organizations, which is manifested by behaviors whatever their modalities and their register.

### ***The expected contributions of the conference***

The digitalization of processes and the diversification of algorithms are guiding decision making and innovation processes within organizations - for example as a result of the development of teleworking since the health crisis. This perspective opens up new fields of research into the governance and management of organizations, extended to the work behaviors of their various actors (Sunstein and Thaler, 2008; Sunstein and Reid Hastie, 2015). The development of AI - especially machine learning and deep learning - is accompanied by new types of bias, whose nature, origins and effects are still unknown.

The papers expected at the conference scheduled for 2021 will contribute to enriching reflection on the contributions of psychoanalysis, and more broadly of the sciences of the psyche and their peripheral disciplines (critical sociology, anthropology and ethnopschoanalysis, language sciences, semiology, etc.), in the study of decisional and algorithmic biases, as well as more broadly, in the profiling of "man-machine" or "augmented man".

As part of the expectations, the conference wishes to collect important contributions on the theme of the economy and management of innovation. Digital development is now proposed as the spearhead of innovation and decision making, in these different points of view, technological, organizational, managerial. This theme is a topical one. However, beyond its timeliness, it raises controversies, particularly with regard to its influence on human development. In this respect, the challenge is to show that innovation can help remove the epistemological obstacle that successive crises have highlighted.

***The conference proposes publication*** in the journal "Innovations - Revue d'Économie et de Management de l'Innovations / Journal of Innovation Economics & Management" (Revue Classée AERES, CNRS, FNEGE, ÉconLit, Scopus, ERIH Plus).

The I-REMI and JIE&M Journals publish original articles and not translated articles respectively. The subjects are to be positioned on the following axis: From decisional biases to cognitive biases. The contributions of psychoanalysis in the decision-making and innovation processes of digital organizations. Publication in these two journals requires that the articles fit in with

their editorial line and that the innovation is not considered as an element of context but is at the heart of the themes and methods of analysis selected.

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### **Publications**

The best Papers will be proposed for publication in the following journals. The modalities of submission will be communicated at the end of the pre-selection to take into account the specific provisions of each journal. Please read the general conditions for submission, evaluation and participation in the conference (Call for Papers Annex (p. 8)).

- Innovations - Revue d'Économie et de Management de l'Innovations (I-REMI) for articles in French language.
- Innovations - Journal of Innovation Economics and Management (I-JIE&M) for English-language articles. The I-REMI and JIE&M Journals publish original articles and not translated articles respectively. The subjects are to be positioned on the following axis: From decisional biases to cognitive biases. The contributions of psychoanalysis in the decision-making and innovation processes of digital organizations. Publication in these two journals requires that the articles fit in well with their editorial line and that the innovation is not considered as an element of context but is at the heart of the themes and methods of analysis selected.

### **To consult the instructions to authors**

<http://innovations.cairn.info/instructions-aux-auteurs/>

- Psychoanalysis & Management magazine

- Management of Organizational Technologies journal (Presses des Mines, Paris)

- A summary presentation of the papers (Podcast) will be requested from the authors, attached to V2.

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## ***SUBMISSION AND EVALUATION PROTOCOL Dead Line***

Submissions and registrations are to be made on the website SCIENCESCONF.ORG **OPEN**  
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***Des biais décisionnels aux biais algorithmiques - IAE Paris-Sorbonne - SciencesConf.org***

***Submission Standards:*** See Style Sheet. Non-compliant submissions are not accepted.

***Style Sheet:*** Available at SciencesConf.org

### ***1\_ Sending communication intentions*** **OPEN**

Acceptance is made on the basis of communication intentions (extended summaries). These are evaluated by the Restricted Scientific Committee. Authors send a 2 or 3 pages intention of communication showing the progress of the research: Title (clearly defining the object and field of research), axis, keywords, motives and stakes, problematic, hypothesis(s) or research questions, epistemological positioning, theoretical and methodological framework, thread, elements of expected research results, elements of bibliography.

### ***2\_ Acceptance of communication intentions notified to the authors*** **UPON RECEIPT**

### ***3\_ Sending V1s (full paper)***

Submission of V1s to reviewers and return to authors for V2 development

NB: Reminder that papers are accepted on the basis of the communication intention

**October 20, 2021**

### ***4\_ Sending the V2s (full paper)***

We invite authors to respect the presentation standards defined below for publication in electronic proceedings. Non-compliant papers are returned to the authors for compliance within the required deadlines.

**November 19, 2021**

### ***5\_ Registration and Registration***

Rules Opening

**June 01, 2021**

Closing

**October 15, 2021**

### ***Addressing documents***

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### ***General conditions of participation***

The respect of the deadlines for the delivery of the respective documents facilitates the preparation and the good organization. We recommend authors to be diligent in all respects. The same rule applies to registration and payment of registration fees.

Evaluation: Papers in V1 are evaluated anonymously (blind review process) by two reviewers specialized in the field covered. A third review is requested if arbitration is to be considered.

Papers are published in the research proceedings (digitized proceedings) of the colloquium. Only the V2 and V1 papers admitted as is, submitted on time, for authors who are up to date with their registration and the rules, are published in the electronic proceedings.

The papers, among the V2 and V1 admitted as is, are proposed for evaluation for publication in one of the partner journals (ISSN). Authors are invited to submit the V2 within the deadline specified in the submission protocol. Only the V2s or, if applicable, the V3s are submitted to the Reading Committee which decides on the pre-selection for publication. The pre-selection is subject to the effective payment of the registration fees and to the effective presentation of the paper during the event by the author or by at least one of the co-authors. The pre-selection is defined by the provisions respecting the protocols and rules that are those of the partner journals and the pre-selected and submitted papers are evaluated according to the provisions of their protocol. The - or - authors endeavour to be present during the two days in order to participate in the work of knowledge production which is proposed by the editorial line of the colloquium.

Registration fees and payment are due in full for any participation, according to the scale proposed in the registration form, unless special conditions are expressly granted. Withdrawal, received by the organizer or de facto recorded ten days before the date of the conference, will result in the invoicing of registration fees to each author for an amount equal to 33% of the general rate corresponding to the fixed registration management fee, if the organizer has been informed within this time limit. The amount of the registration fee at the general rate is due if the organizer has not been informed by the author(s) by any means, in particular when the author(s) have omitted to respond to reminders relating to the submission of the V2 which have de facto led to a withdrawal, have not replied to reminders relating to the registration with the organizer, nor carried out any diligence at their own expense, including having completed the required formalities in time with their institution for their care when requested. In the case of a refusal to pay by the home institution, of which the organizer is informed within ten days before the date of the conference, special conditions may be proposed.

NB: The colloquium is likely to be held by videoconference if the confinement requirements require it. The realization in videoconference does not lead to a revision of the registration fees and reason of the expenses related to the organization by a professional service. Participants are required to comply with the sanitary requirements prescribed by the organizer.

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Le **bulletin d'inscription** sera adressé aux auteurs. Il sera également disponible sur les sites Web.

INSCRIPTION		
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	<i>Au plus tard Le 15 Octobre 2021</i>	
Enseignants-chercheurs, Chercheurs Professionnels, Consultants, Experts	<b>330,00 €</b>	Dans la série éditoriale Psychanalyse & Management (ISSN/ISBN) <b>Inclue</b> dans le Tarif d'inscription
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(*) Le prix catalogue de la publication est de 32,00 €		

<sup>1</sup> Les règlements auprès des administrations sont en effet désormais obligatoire sur le site CHORUS Pro

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Institut Psychanalyse & Management  
25 et 26 Novembre 2021  
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**Des biais décisionnels aux biais algorithmiques. Les apports de la perspective psychanalytique dans l'étude des biais cognitifs, perceptuels, émotionnels, individuels et collectifs, perçus dans le cadre des organisations digitales. Éclairage de la décision et des processus d'innovations.**

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## PROGRAMME INDICATIF

### **JEUDI 25 NOVEMBRE 2021**

<i>08 H 00</i>	<i>Accueil des Participants</i>
<i>8H30 – 9 H 15</i>	<i>Allocutions d’Ouverture</i>
<i>9h15 - 10 H</i>	<b>CONFERENCE PLENIERE N° 1</b>
<i>10 H - 10 H 45</i>	<b>CONFÉRENCE PLÉNIÈRE N° 2</b>
<i>10 H 45 - 11 H 15</i>	<i>Pause</i>
<i>11 H 15 - 12 H</i>	<b>ATELIERS</b>
<i>12 H - 13 H 30</i>	<i>Déjeuner</i>
<i>13 H 30 - 15 H</i>	<b>ATELIERS</b>
<i>15 H - 16 H 30</i>	<b>ATELIERS</b>
<i>16 H 30 - 17 H</i>	<i>Pause</i>
<i>17 H – 18 H 30</i>	<b>TABLE RONDE N° 1</b>
<i>19 H 30 &gt;&gt;&gt;</i>	<i>Soirée =&gt; Diner de Gala</i>

### **VENDREDI 26 NOVEMBRE 2021**

<i>08 H 00</i>	<i>Accueil &amp; café</i>
<i>08 H 30 – 10 H 00</i>	<b>ATELIERS</b>
<i>10 H 00 - 10 H 45</i>	<b>CONFERENCE PLENIERE N° 3</b>
<i>10 H 45 - 11 H 15</i>	<i>Pause</i>
<i>11 H 15 - 12 H 00</i>	<b>CONFÉRENCE PLÉNIÈRE N° 4</b>
<i>12 H 00 - 13 H 30</i>	<i>Déjeuner</i>
<i>13 H 30 – 15 H 00</i>	<b>ATELIERS</b>
<i>15 H 00 - 16 H 30</i>	<b>TABLE RONDE N° 2</b>
<i>16 H 30 – 17 H 00</i>	<i>Clôture du Colloque</i>
<i>17 H 00 &gt;&gt;</i>	<i>Cocktail de Clôture</i>