

## Editorial: Something old, something new...

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*Tamara: Journal for Critical Organization Inquiry*, founded by David Boje in 2001, has been hosting many important and fascinating insights and discussions concerning complex organizations in their rich, living context. It is one of the rare and precious academic publishing outlets that has preserved both its youthful and original spirit of inquiry and experimentation, as well as it is developing towards professional autonomy and maturity. It is a journal managed and organized by principles of democratic collegiality, and it is safeguarding meticulousness of research while maintaining professional autonomy and judgment. As we begin this new chapter, we honour the legacy established over the past two decades while embracing the evolving dynamics of academic inquiry and organizational studies.

We also take this opportunity to acknowledge and appreciate the contributions of past Editors, Authors and Reviewers, who were crucial in shaping *Tamara* and upkeeping its legacy.

The *Tamara Journal* now re-opens its pages and invites social science scholars to engage in dialogue on organizing and organizations, energized by a sense of creativity, complexity, and continuity.

### Creativity

*Tamara* has always supported creative approaches to knowledge, while, at the same time, ensuring high quality and academic rigour. While respecting the ethos of social science, the community of the journal has always been in favour of ambitious and courageous pursuits of new ideas and of the opening of new horizons of knowledge. This has been our distinctive feature, both in respect of social science epistemologies, as with regard to themes, topics and visions. Thus, we encourage interdisciplinary collaborations, recognizing that the most profound insights often emerge at the intersections of academic disciplines, methods and approaches. *Tamara* welcomes a wide array of methodological approaches to discuss the multifaceted nature of organizations.

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## Complexity

*Tamara* is not just a community of scholars recognizing the necessity of social sciences to acknowledge the dynamic complexity of reality, but one which regards this as a value. We believe that social scientists should strive to break away from simplistic models and assumptions as well as from linear mindsets. Organizations are complex phenomena and, as organization researchers, we have an obligation to keep that in mind and never allow ourselves to be dulled by complacency or biased by ideologies. While happy to pursue critical or radical studies, we do not believe in the one-sidedness of propositions based on any single ideological thrust. Organizations are complicated and a *Tamara*-minded researcher keeps this in mind even if she does not necessarily always emphasize it in her writings. We are a community of scholars who complicate mind frames and models by constant problematization and by pointing out of tensions and divergent voices. This commitment ensures that our scholarship remains robust, nuanced and capable of intrincating realities of organizational life.

## Continuity

To be creative and able to open new horizons in a meaningful way without losing academic rigour, continuity is vital and even imperative. Academia, like other crafts and professions, is based on embodied, personalized presence. It has to be cared for and cultivated in order to generate an own ethos. It needs to be a calling more than just a dispositive or technique in order to develop robustness. Academia is a profession with an enormously complex and paradoxical role: to preserve knowledge and to develop new knowledge. It has to be able to sustain inner tensions between conservatism and progressivism, between traditionalism and nonconformism. Balancing these dual imperatives, *Tamara* stands as a space for scholars who navigate these interplays of maintaining established knowledge and pioneering new frameworks.

The need for robustness has become particularly pertinent for social sciences and the humanities which are characterized by a plurality of paradigms. Organization studies are, furthermore, placed at an intersection of the traditional university pursuing a disinterested quest for knowledge and critical inquiry and the business school oriented towards solving problems or even serving institutions of power. Such positioning emphasizes the responsibility of organization studies and business schools to engage with and address the evolving needs and challenges of society.

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Welcome to the first issue of *Tamara* published by the new editorial team! Faithful to the ideas and ideals of the journal we present above, we invite our community: Authors, Reviewers, Readers, Editors, to the continuing discussion on themes and topics relevant from the perspective of the journal's aims and scope. We hope that the community continues to find the journal of interest.

The inaugural issue of *Tamara* features three contributions from prof. Barbara Czarniawska, prof. Andrzej K. Koźmiński and prof. Hugo Letiche, each offering a unique perspectives on the discourse on critical organization inquiry.

Professor Barbara Czarniawska explores the *Law of Jante* and its influence in organizational culture in Sweden. She discusses the complex relationship between the high and mass culture and argues that popular culture serves as a channel for reflecting and constructing organizational norms. Within the article, she demonstrates how popular interpretations of literary constructs can both mirror and distort the underlying societal values that they intend to represent.

Professor Andrzej K. Koźmiński discusses the persistent knowledge gap within management studies, questioning the rationality of managerial decision-making. He challenges the mainstream assumptions of organizational rational decision-making, calling for a more nuanced view that incorporates the complexity of stakeholders' interests, emotions and ambitions.

Professor Hugo Letiche offers a philosophical discussion of research ethics through the lens of theories on hospitality and *the Other*. He challenges the traditional ideas of the intentionality in research, proposing that authentic engagement with the studied subject goes beyond the researcher's will and predetermined frameworks. He argues that ethical research is rooted in hospitality that acknowledges the presence of *the Other*, rather than imposing detached objectivity.