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Aggression- Troubling : Organizational Violence, Perception and Parody

What is the experience of subjects who encounter violence through deviating from organizational norms? Our article engages with Judith Butler's work on ek-static subjectivity and parody to make sense of such experiences, as we explore organizational responses to whistleblower disclosures, engaging with ongoing scholarship in this area of protected disclosures, organizational speak-up systems, and worker resistance. Serious reprisal against whistleblowers has been depicted as a form of normative violence that can have long-standing impacts for disclosers' health, both physical and mental, and their capacity to gain further employment. Yet the ways in which workers respond to violence of this kind in the moment of interaction, remains under-explored. Inspired by concepts of ek-static subjectivity and parody, while analyzing empirical data gathered from whistleblowers in financial services, we propose a framing inspired by feminist theory and termed 'aggression-troubling'. Aggression-troubling is grounded in mutual vulnerability of self in other which, counterintuitively, extends from worker to the individual representing the source of their suffering; this vulnerability enables a deeper insight into why the suffering occurs. Second, aggression-troubling encompasses a parodic, playful sensibility enabling the grievous suffering to be held at arm's length as a source of laughter. Aggression troubling by no means downplays the injury and pain that normative organizational violence can cause, nor does it suggest that power relations can easily be overturned. This framing does however offer a deeper exploration of experiences of normative

violence and aspects of resistance, with contributions for scholarship on social relations at work, organization studies and business ethics.

Keywords: Aggression-troubling, Financial Services, Gender, Violence, Whistleblowing