Publikationsliste Prof. Dr. Jana Costas
Lehrstuhl für Personal, Arbeit und Management, Europa-Universität Viadrina Frankfurt (Oder)

Stand: 23.01.2026

Monographien

Costas, J. (2023). *Im Minus-Bereich: Reinigungskräfte und ihr Kampf um Würde* (R. Barth, S. Gebauer & M. Müller., Übers.). Berlin, Germany: Suhrkamp Verlag.

> *Verleihung Kurt Rothschild Preis 2024*
> Rezensiert und besprochen u.a. in der Frankfurter Allgemeinen Sonntagszeitung, Süddeutschen Zeitung, Soziopolis, Feuilleton-Podcast der Zeit „Die sogenannte Gegenwart“, konkret.

Costas, J. (2022). *Dramas of Dignity: Cleaners in the Corporate Underworld of Berlin*. Cambridge, UK: Cambridge University Press.

> *European Group for Organization Studies Book Award 2023.*
> *Distinguished Award for Responsible Research in Management 2024.*
> Rezensiert u.a. in Organization, Organization Studies, Work, Employment & Society.

Costas, J. & C. Grey (2016). *Secrecy at Work: The Hidden Architecture of Organizational Life.* Stanford, CA: Stanford University Press.

> Nominiert für den European Group for Organization Studies Book Award 2017.
> Rezensiert und besprochen u.a. in Administrative Science Quarterly, The New Yorker, Organization Studies, Organization.

Beiträge in Zeitschriften (peer-reviewed)

Costas, J., Kärreman, D. & Florian, M. “Smells like Bureaucracy” - When Buildings object Place-Making Efforts. *Journal of Management Inquiry* (forthcoming).

Costas, J., Prokhorova, A., Stepanenko, V., Sudyn, D., Yermolenko, V. & Zaremba-Kosovych, H. (2024). Academic Activism in Times of War: Some Voices from Ukraine. *Organization*.

Arnold, P. & Costas, J. (2023). Control through violence: A situational analysis of embodied practices of violence in a refugee reception centre. *Organization Studies*.

Arnold, P. & Costas, J. (2023). From Silence to Noise - The Politics of the Other in Organization Theory. *Organization Theory*, 4(3).

> *Frühere Version des Papers ausgezeichnet mit dem AOM Critical Management Studies Best Paper Award 2020.*

Beyes, T., Costas, J. & G. Ortmann (2019). Novel Thought: Towards a Literary Study of Organization. *Organization Studies*, 40(12), 1787-1803.

Blagoev, B., Costas, J. & D. Kärreman (2019). 'We are all herd animals’: Community and organizationality in coworking spaces. *Organization*, 26(6), 894-916.

Costas, J. & C. Grey (2019). Violence and Organization Studies. *Organization Studies*, 40(10), 1573-1586.

Florian, M., Costas, J. & D. Kärreman (2019). Struggling with meaningfulness when context shifts. Volunteer work in a German refugee shelter. *Journal of Management Studies*, 56(3), 589-616.

Albu, O. B. & Costas, J. (2018). Thrice-born and in-between? Exploring the Différance between “At-home” ethnography and ethnography abroad. *Journal of Organizational Ethnography*, 7(2), 106-113.

Fan, Z., Costas, J. & C. Grey (2017). Secrecy and Communication: Towards a Research Agenda. *Corporate Communications: An International Journal*, 22(4), 562-566.

Costas, J., Blagoev, B. & D. Kärreman (2016). The Arena of the Professional Body: Sport, Autonomy and Ambition in Professional Services Firms. *Scandinavian Journal of Management*, 32(1), 10-19.

Costas, J. & D. Kärreman (2016). The Bored Self in *Knowledge Work. Human Relations*, 69(1), 61-83.

Costas, J. & G. Kunda (2015). When I Hear the Word Culture. *Journal of Business Anthropology*, 4(1), 113-117.

Costas, J. & C. Grey (2014). Bringing Secrecy into the Open: Towards a Theorization of the Social Processes of Organizational Secrecy. *Organization Studies*, 35(10), 1423-1447.

Costas, J. & C. Grey (2014). The Temporality of Power and the Power of Temporality: Imaginary Futures Selves in Professional Service Firms. *Organization Studies*, 35(6), 909-937.

Bewernick, M., Schreyögg, G. & J. Costas (2013). Charismatische Führung: Die Konstruktion von Charisma durch die deutsche Wirtschaftspresse am Beispiel von Ferdinand Piëch. *Zeitschrift für betriebswirtschaftliche Forschung*, August/September, 434-465.

Costas, J. (2013). Problematizing Mobility: A Metaphor of Stickiness, Non-places and the Kinetic Elite. *Organization Studies*, 34(10), 1467-1485.

Costas, J. & D. Kärreman (2013). Conscience as Control: Managing Employees through CSR. *Organization*, 20(3), 394-415.

Costas, J. & C. Grey (2013). Outsourcing Your Life - Separating Exploration and Exploitation in the 4-Hour Workweek. *Research in the Sociology of Organizations*, 37, 221-247.

Costas, J. & A. Taheri (2012). "The Return of the Primal Father" in Postmodernity? A Lacanian Analysis of Authentic Leadership. *Organization Studies*, 33(9), 1195-1216.

Costas, J. (2012). "We Are All Friends Here" – Reinforcing Paradoxes of Normative Control in a Culture of Friendship. *Journal of Management Inquiry*, 21(4), 377-395.

Costas, J. & P. Fleming (2009). Beyond Dis-identification – Towards a Discursive Approach to Self-alienation in Contemporary Organizations. *Human Relations*, 62(3), 353-378.

Costas, J. (2009). On Mystifications of Power – Some Reflections on Lars von Trier’s ‘The Boss of It All’. Ephemera – Theory and Politics in *Organizations*, 9(1), 52-60.

Stand: 23.01.2026

Forschungsberichte / Policy Reports

Costas, J. & Vonderau, P. (2025) Vergütung im deutschen Markt für Musikstreaming. Abschlussbericht der Studie, Federal Government Commissioner for Culture and Media, Germany. https://kulturstaatsminister.de/fileadmin/user_upload/Downloads/Pressemitteilungen/2025-02-10-streaming-studie.pdf

Costas, J. & Vonderau, P. (2025) Remuneration of Music Creators in the Streaming Economy: Findings from Germany. Final report, Federal Government Commissioner for Culture and Media, Germany. https://ssrn.com/abstract=5474735

Hacker, P., Kilian, R. & Costas, J. (2025) "Simplifying" European AI Regulation: An Evidence-based White Paper, Bertelsmann Stiftung.

Hacker, P., Kilian, R. & Costas, J. (2025) "Simplifying" European AI Regulation: An Evidence-based Study, Bertelsmann Stiftung.

Buchkapitel

Blagoev, B. & Costas, J. (2022). Constructivism and interpretive inquiry. C. Neesham, M. Reihlen & D. Schoeneborn (Hg.) *Handbook of Philosophy of Management*. Springer, 79-97.

Costas, J. (2019). Die Macht der Gewalt in Kafkas Der Proceß. Jenseits der Disziplinarmacht in Organisationen. Ortmann, G. & M. Schuller (Hg.) *Kafka – Organisation, Recht, Schrift*. Weilerswist: Velbrück, 125-140.

Costas, J. (2018). What are you famous for? Beziehungswirtschaft. Creative.NRW (Hg.) *Hidden Values - Die Währungen der Zukunft.*

Costas, J. & C. Grey (2016). Invisible Organizations – A Research Agenda. Czarniawska, B. (Hg.) *A Research Agenda for Management and Organization Studies*. Cheltenham, UK: Edward Elgar Publishing, 136-146.

Buchrezensionen

Costas, J. (2010). Unveiling the Masks: Critical Management Studies. Rezension des Buches: Alvesson, M., Bridgman, T. & Willmott, H. (eds) (2009) The Oxford Handbook of Critical Management Studies. *Organization*, 17(6), 789-792.

Costas, J. (2009). Organizing Identity of du Gay, P. (2007) *Work, Employment and Society*, 23(1), 197-199.

Weitere Publikationen

Costas, J. & G. Kunda (2015). The Future of Work: Worlds Apart. *Pacific Standard*.