

Advancing Practice-Driven Institutionalism: Dynamics of Cross-Sector Partnerships in Hybrid Setting

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ABSTRACT

This study advances the concept of practice-driven institutionalism (PDI) by examining how practices dynamically interact to shape collective outcomes in hybrid organizational settings, particularly in cross-sector partnerships. Through a qualitative multi-case analysis of three partnerships addressing social and environmental challenges, the research explores collaboration-enhancing practices, their influence on motivation and fatigue, the role of individual actors, cyclical collaboration patterns, and the need for dynamic conceptual models. Findings reveal that collaborative practices evolve cyclically, influenced by motivation dynamics and individual agency, necessitating adaptive frameworks beyond static institutional views. The study proposes an integrated conceptual model that highlights the temporal and relational dimensions of practice interactions in hybrid environments.

Introduction

This study considers a practice-driven institutionalism (PDI) framework which looks at effective practices as connections between macro phenomena and micro actions in hybridized organizational settings- primarily at cross-sectoral partnerships. As such, this research will find an answer for its key research question on how practices "dynamically interact" toward collective and time-based impacts across hybrid settings. Five sub-research questions are explored in this research: the kinds of practices that support collaboration, how these influence motivation and fatigue, the role of individual actors within hybrid settings, the patterns of collaboration over time, and how a conceptual model can be developed that moves beyond static views of practice. The research uses a qualitative approach and consists of a multi-case analysis of three cross-sector partnerships addressing social and environmental challenges.

The study, therefore, probes deeper into the practice-driven institutionalism (PDI) framework, illustrating the subtle connections between effective practices and macro-level phenomena and resultant micro-level behaviors within a hybrid organizational context. Its applicability is particularly noticeable in cross-sector partnerships settings where diverse organizational actors come together to address complex issues that require collaboration among them. At the heart of this study is the core research question: in what ways do practices dynamically interact to shape collective outcomes and influence temporal impacts in hybrid environments?

To help elucidate this research question, five sub-research questions are explored in depth. The first sub-research question is related to the particular types of practices that enhance collaboration among stakeholders. This study further examines the extent to which such practices impact individuals' motivation and fatigue, including the psychological and emotional aspects that surface during collaboration. The third perspective of the individual actor's role is probed to find out how the individual actor's agency and interaction impacts the hybridity of such collaborations. Fourth, this study reveals patterns of cyclical collaboration in terms of relationships and practices that are

evolving over time. Finally, to sum up, it focuses on creating a conceptual model which transcends the traditional static envisioning of practices, instead giving a dynamic view of functions in such contexts.

Using a qualitative methodology, this study conducts a multi-case analysis of three different cross-sector partnerships addressing critical social and environmental challenges. This approach not only enriches our understanding of PDI but also sheds light on the practical implications for fostering effective collaboration in hybrid organizational frameworks.

Literature Review

This section explores existing literature on practice-driven institutionalism, specifically addressing the five sub-research questions identified. It considers a detailed report regarding collaboration practices, motivation dynamics, the role of individual actors, patterns of cyclical collaboration, and conceptual models. The literature exhibits gaps in explaining the dynamic relationships between the different practices and how they might relate to the aggregated effects over time. The gaps are filled here by presenting the nuanced interactions in hybrid settings where the limitations of static and isolated viewpoints are overcome.

This section explores existing literature on the concept of practice-driven institutionalism and focuses primarily on the five sub-research questions that were introduced earlier. Findings with respect to practices on collaboration, motivational dynamics, importance of actors involved in a process, nature of cyclical progression for collaboration, and conceptual models among other things, have been extensively explored. The present study reveals key inadequacies of the traditional understanding of how these practices interplay with each other dynamically and the cumulative impacts that happen over time. Such an investigation would aim to redress these insufficiencies by better replicating the dynamics in how practices interplay with one another within hybrid settings and thus point out the inadequacies of static and compartmentalized views that fail to capture the complexities of these interactions.

Hybrid Collaboration Practices

The earlier work identified rudimentary collaborative practices in hybrid contexts that were used for the setting and initial impact. However, most of this earlier work missed the subtlety and variety of the practice as practiced in various contexts. Later studies elaborated the context-sensitive responsive flexible frameworks and could not achieve more robust models. Most recent research tried to represent how practices connect each other; however, an adaptive dynamic approach towards its development remains to be discussed.

Influence of Practices on Motivation and Fatigue

Early studies on motivation and fatigue in cross-sector partnerships emphasized the need for sustained engagement but tended to treat motivation as static. Later studies acknowledged the dynamic nature of motivation and fatigue, with a focus on specific practices that influence these dynamics. Recent findings indicate a need for frameworks that capture the cyclical nature of motivation and fatigue, yet such models remain underdeveloped.

Individual Actors and Hybrid Collaboration

Initial works centering around organization have generally emphasized organizational determinants at the cost of considering actor influences. Further contributions gradually recognize actors as the crucial agents responsible for impacts on effectiveness; however, a number of works failed to explain with more clarity about their agency in explaining the same practices.

Practice Dynamics in Collaborative Circles: The Case of Cyclical Patterns

Initial findings on collaboration patterns reported periods of intense cooperation that declined, yet did not reveal any underlying mechanisms for such patterns. Later research accepted these patterns but did not present a comprehensive model to explain the occurrence of these patterns. More recent studies are beginning to note triggers and feedback loops but still often lack an integrated framework describing the cyclical nature of collaboration in hybrid settings.

Conceptual Models Beyond Static Views of Practices

Traditional models have portrayed practices as static objects, which limited the understanding of their dynamic interactions. Later research introduced more fluid concepts, which called for adaptable models. However, these models still failed to integrate the temporal and collective dimensions of practices. Recent efforts aim to develop comprehensive frameworks but often remain theoretical without practical application.

Method

Based on a qualitative research approach, the study uses multi-case analysis for three cross-sector partnerships addressing complex social and environmental challenges. Data collection involved semi-structured interviews, participant observations, and document analysis, with the focus being placed on the dynamics of practice interactions. Thematic analysis was then used to analyze the data, uncovering the cyclical and interconnected nature of practices in hybrid settings. In this way, the approach can yield a more profound understanding of how practices collectively affect collaboration dynamics.

Utilizing a qualitative research methodology, this study undertakes a comparative multi-case analysis of three quite unique cross-sector partnerships which are dealing with very complex social and environmental problems. Methods Data collection is multifaceted and includes collection methods like semi-structured interviews, participant observations, and detailed document analyses, all going toward the best possible discovery of the nuanced dynamics of practice interactions in such settings. Thematic analysis techniques, therefore, will be used to further analyze the cyclical and interrelated nature of practices in such hybrid environments. This methodological framework not only allows for a deeper understanding of how these practices interplay but also highlights their collective impact on the dynamics of collaboration, thus enriching our comprehension of partnership effectiveness in addressing complex challenges.

Findings

This study brings out crucial insights into practice interactions in hybrid settings, addressing the sub-research questions. Findings include "Identifying Core Collaborative Practices," "Dynamic Motivation and Fatigue Patterns," "Individual Influence in Hybrid Collaboration," "Cyclical Collaboration Dynamics," and "Advancing Conceptual Models of Practice Interactions." These findings reveal the interconnectedness and cyclical nature of practices, thus giving a dynamic view beyond static models and showing the role of individual actors in shaping collective outcomes.

This study provides valuable insights into the subtleties of practice interactions in hybrid environments, thus answering the sub-research questions that are associated with it. The findings include several critical themes: "Identifying Core Collaborative Practices," "Dynamic Motivation and Fatigue Patterns," "Individual Influence in Hybrid Collaboration," "Cyclical Collaboration Dynamics," and "Advancing Conceptual Models of Practice Interactions." These results highlight the complex interdependencies and cyclical nature of practices, providing a dynamic view that transcends traditional static models. Furthermore, they underscore the importance of individual participants in influencing group outcomes, illustrating how their unique contributions can shape the collaborative landscape in meaningful ways.

Identifying Core Collaborative Practices

Analysis identified three fundamental practice sets a collaborative hybrid setting would require. Participants practised the following: joint decision-making, shared goal-setting, and flexible communication. These practices allow actors to make their way through conflicting institutional logics, creating cooperation despite differing backgrounds.

Dynamic Motivation and Fatigue Patterns

Data show that motivation and fatigue of cross-sector partnership follow cyclical patterns. An interview and observations report phases of high motivation due to the achievement of practice implementation while phases of fatigue occur mainly caused by problems and conflicts. This dynamics requires adaptive practices to be maintained for a longer time.

Individual Influence in Hybrid Collaboration

The study underscores the individual actors' important role in determining collaborative practices. Personal initiative, leadership, and adaptability were among the factors the participants pointed to as influencing practice effectiveness. It is in such individual contributions that innovation and resilience are created, hence the emphasis on personal agency in hybrid settings.

Cyclical Collaboration Dynamics

Findings demonstrate a cycle of collaboration, with partnerships being active and disengaging on off-cycles. Such off-cycles follow work interaction - periods of alignment with conflicts arising and work relations requiring realignment. A critical insight into the above dynamics can help develop appropriate strategies for extended periods of collaboration.

Conceptual Models of Practice Interactions

The study introduces a conceptual model that captures the dynamic interactions among practices, moving beyond static views. It depicts how practices evolve and interact over time in shaping their collective impact in hybrid settings. The integration of temporal and relational dimensions in such a model offers a comprehensive view of practice-driven institutionalism.

Conclusion

This research develops the idea of practice-driven institutionalism further by revealing how dynamics are constantly built up between practices in hybrid settings. It points out the cycle of collaboration, the role of individual actors, and adaptable practices in sustaining motivation. The development of a conceptual model puts forward a new framework for looking into practice interactions-a frame that, being theoretical and practical at the same time, will be of great utility. Although these results are valuable contributions, the paper's focus on specific partnerships can limit generalization. Future work can explore diverse contexts and further specify this conceptual model so it can be of greater use for application. In short, this contribution is to the broader discourse regarding hybrid organizational collaboration, emphasizing that dynamic and connected practices are relevant.

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