

# Digital Practice Misfits: Beyond IT Artifacts

*Paper-a-Thon*

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## **Abstract**

*Although 'digital transformation' is increasingly relevant for contemporary organizations, many struggle to achieve it. Drawing on literature on misfit, specifically the notion of impositions, we uncover how introduction of novel digital practices impede digital transformation. We problematize the focus of prior impositions literature on IT-artifacts and propose that digital practices lead to impositions that are rooted in organizational structures. We develop a process model suggesting that digital practices – practices driven by a digital transformation agenda – are equally potent sources of misfits and are particularly pertinent in the digital transformation of today's organizations. We develop this argument using two longitudinal cases covering a total of 31 months in a hospital and a manufacturing company. We conclude with theoretical implications that advance digital practices as a viable lens for theorizing about misfits in organizations, and highlight practical implications that emphasize on how organizations can better grapple with misfits and digital transformation.*

**Keywords:** Digital transformation, digital practice, misfits, imposition, inertia