

Call for Papers

Periphere Arbeit im Zentrum

AKempor-Tagung am 6. und 7. November 2014 an der
Helmut-Schmidt-Universität / Universität der Bundeswehr Hamburg

Das Begriffspaar "Peripherie" und "Zentrum" erschließt nicht nur die sozial-räumliche Dimension von Arbeit. Darüber hinaus soll es um die Positionierung von Arbeit im Raum sozialer Ungleichheit gehen, der nicht nur durch Einkommensunterschiede, sondern auch durch ungleiche Verteilung sozialen und kulturellen Kapitals charakterisiert ist. Zum Verständnis der Genese und Entwicklung sozial-struktureller Ungleichheit ist darüber hinaus die Zentralität von Organisationen in der Gesellschaft zu berücksichtigen.

Vom Wanderarbeiter über Mitarbeiter mit Behinderungen und Filialleiter in der Provinz reicht das Spektrum peripherer Positionen. Wohingegen schlechtbezahlte Praktikanten im renommierten Architekturbüro, Chefsekretäre in der Zentrale oder Industriemeister im Stammhaus in bestimmter Dimension zentrale Positionen einnehmen. Organisationsgröße und Kontrolle über kritische Ressourcen des Wirtschaftslebens moderieren Arbeitsbedingungen, Karrierewege und Einflusschancen der Beschäftigten. Doch auch jenseits der Welt der Organisation finden sich die strukturierenden Kraftlinien von Peripherie und Zentrum im Feld der selbständigen und der freien Berufe vom Toilettenmann, der Künstlerin, dem Arzt oder der Rechtsanwältin und ihrer Lebenswelten.

Die Exploration der skizzierten Felder bedarf der theoretischen Anleitung. Im Mittelpunkt des Interesses stehen jedoch nicht theoretisch konzeptionelle, sondern primär – quantitative und qualitative – empirische Arbeiten aus den Sozial- und Wirtschaftswissenschaften, ebenso wie aus den Kulturwissenschaften.

Die Tagung interessiert sich wie immer auch für methodische Fragen. Im Kontext unseres Themas sind dies u.a. Methoden der Regional- und Netzwerkanalyse, aber auch Instrumente zur Erhebung qualitativen Datenmaterials, welche Auskunft über Peripherie und Zentrum in durch Organisationen geprägten Feldern geben.

Beiträge können in Form von Abstracts (1.500 bis 2.000 Wörter) als Full Paper (max. 9.000 Wörter) bis zum 31. August 2014 eingereicht werden. Bitte senden Sie Ihren Beitrag per E-Mail an die Adresse czaya@hsu-hh.de. Eine Rückmeldung über die Annahmetscheidung erhalten Sie bis zum 14. September 2014. Falls Sie einen Abstract einreichen und Ihr Beitrag akzeptiert wird, erwarten wir Ihr Full Paper bis zum 31. Oktober 2014.

Wir werden einen passwortgeschützten Bereich in unserem Wiki einrichten, in welchem wir die Beiträge der Tagung zum Lesen und Kommentieren zur Verfügung stellen. Jenseits der Online-Dokumentation ist eine Publikation der Beiträge in der Reihe "Zentrum und Peripherie" geplant (Nomos Verlag, <http://www.zentrumperipherie.de>)

Weitere Informationen zur Jahrestagung, zu Anreise- und Unterkunftsmöglichkeiten sowie ein Online-Anmeldeformular finden Sie unter www.akempor.de.

Organisation: Dr. Axel Czaya / Prof. Dr. Wenzel Matiaske, Helmut-Schmidt-Universität / Universität der Bundeswehr Hamburg, Institut für Personal und Arbeit, Holstenhofweg 85, 22043 Hamburg, Tel. +49 (0) 40 6541-2232, E-Mail: czaya@hsu-hh.de.

Call for Papers

Special Issue on the Topic:

Paradoxes and tensions in HRM: Exploring the field and moving ahead

to be published in:

Zeitschrift für Personalforschung (German Journal of Research in Human Resource Management)

The *German Journal of Research in Human Resource Management* is the highest ranked German journal covering research on all issues related to Human Resource Management (HRM) and is listed by the SSCI. The Special Issues published in English receive considerable attention both in Germany and internationally.

Due Date for Paper Submissions (8000-9000 words): July 31th, 2014

Special Issue Editors:

Julia Brandl, Universität Innsbruck, Austria

Ina Ehnert, Louvain School of Management, Belgium

Anne Keegan, Amsterdam Business School, The Netherlands

Tensions and ambiguities are inherent aspects of organizational life generally and HRM in particular. Since Karen Legge (1978) characterized HR managers as ‘victims of ambiguity’ caught in ‘vicious cycles’, scholars have explored different types of tensions and their consequences for HR practitioners. It would seem from a cursory reading of recent literature these tensions have not abated but have perhaps even intensified (e.g., Caldwell, 2003; Keegan & Francis, 2010). More recently, it has also become clear that *other* HR actors encounter ambiguities in relation to their HR roles including line managers struggling with HR and short-term performance priorities (Renwick, 2003; Whittaker & Marchington, 2003). Studies of international HRM suggest tensions pervade issues such as localization versus globalization of HR practices (Brewster, Sparrow, & Harris, 2005). And while less often a focus for HRM research, there is also reason to believe that employees might struggle to cope with managerial practices that elicit high levels of work performance (Ramsay, Scholarios, & Harley, 2000) with possible tradeoffs in terms of their well-being (Grant, Christianson, & Price, 2007)..

The identification and naming of such tensions is an interesting development and counters some of the problems of unitarism and managerialism that dominated work on HRM for many years (Keegan & Boselie, 2006; Keenoy, 1999). However, while the terms duality, paradox, ambiguity and tension are widely used in contemporary HRM research, the underlying concepts and theoretical assumptions are rarely explored systematically as is common in broader management and organization theory (Ehnert, 2009). Research has focused largely on describing tensions, their effects on actors, and resulting negative con-

sequences (e.g., stress, dissatisfaction, helplessness, work-related health problems or inertia in decision-making). HR and general managers as well as employees easily become framed as passive ‘victims of ambiguity’.

With this call for papers we invite work from scholars who draw on and develop conceptual approaches to paradox, tension and ambiguity in HRM. Organization theory scholars view tensions as a potential source of change and innovation (Andriopoulos & Lewis, 2009; Jarzabkowski, Lê, & Van de Ven, 2013; Smith & Lewis, 2011), and work taking this perspective might also inform HR research. Theorists might draw on ethical theory to highlight how actors cope with tensions in managing the paradoxes of HRM by defining a particular ethical stance (e.g., Guest & Woodrow, 2012; Janssens & Steyaert, 2009). Studies of how social actors resist or subvert organizational discourses, or how they draw on management discourses to forward their own interests, also provide inspiration for new research on HRM tensions (e.g., Hoedemaekers & Keegan, 2010; Zaroni & Janssens, 2007). And research might highlight how HR managers take advantage of developments in the areas of sustainability and CSR to recast their traditionally ambiguous role in organizations (Ehnert, 2014).

We welcome submissions that afford HR actors more than a passive role in coping with paradoxes and that explore how HR actors engage with tensions and ambiguities, take advantage of them, and find ways to ignore, subvert, or resist them. In other words, the *active* role of HR actors and the potentially positive effects of dealing with tensions and paradox will be highlighted in the contributions we hope to attract with this call for papers. We are particularly interested in papers that address questions such as:

- What tensions are of relevance for HRM and why/how are they (not) experienced by HRM actors?
- How are paradoxical tensions dealt with in HRM today and how could they be dealt with?
- How can current theorizing on paradox in the broader social sciences (e.g. organization theory) inform HRM research?

By exploring the usefulness of theoretical approaches that seek to go beyond simple dualities we hope to sharpen the theoretical underpinnings of the debate on tensions in HRM. Moreover, we seek to contribute to an understanding of if/how HR actors address tensions proactively and positively as well as the problematic aspects of HRM paradox and tensions facing social actors in organizations.

The submission process is competitive, and the editors will review the abstracts and contact authors with an invitation to submit full manuscripts (8000-9000 words). The deadline for submitting full papers is 31 July 2014. All full paper submissions will be subject to an initial review by the editors and those that pass this check will be subject to a double-blind review process. Submitted papers must be based on original work that is unpublished and not currently submitted or under review for possible publication in other journals.

Abstracts and full papers should be written in English and should be sent via email to Julia.Brandl@uibk.ac.at; ina.ehnert@uclouvain.be and A.E.Keegan@uva.nl.

References see http://www.hampp-verlag.de/hampp_e-journals_ZfP.htm