

## Call for Papers

# Employee Participation and Organisational Culture

*Zeitschrift für Personalforschung – German Journal of Human Resource Research*

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Guest Editor: Friedemann W. Nerdinger, University of Rostock

Our journal is planning a special issue on employee participation and organisational culture.

### **Background**

With the increasing pressure towards innovation exerted in globalised economies, industries in the developed countries are coming to recognise the strategic value of resources nested in their employees. This is reflected in the fact that many popular management concepts such as knowledge management, Kaizen etc. all rely at heart on the idea that employees know best what they are doing. Moreover, employees are thought to be - to a greater or lesser extent - willing and able to be involved in organisational programmes which allow them to contribute this knowledge to organizational development. Hence there is a growing demand for insights into employee participation and involvement not only from scientists, but also from practitioners developing strategies.

Scientific insight into the field, however, is deficient in one respect: while a large amount of research on single participation measures has accrued to this day, only very little of this research has addressed the interaction of measures or their behaviour as systems. While it appears immediately obvious for example, that the motivation of semi-autonomous work-groups is affected by the degree of financial participation granted to their members, there is little research on such questions.

Recent findings indicate that the corporate culture construct is a promising way of researching participation as a system. Corporate culture may be studied in two ways: as a context factor influencing the functioning of participation and involvement measures; and as a construct that is in itself determined by the extent to which employees are involved in corporate information and decision-making. This special issue sets out to clarify the functioning of employee participation and involvement, paying particular attention to the explanatory power corporate culture has for these phenomena.

To this end, we would like you to submit articles addressing the issues set out above. To give some examples of what we have in mind, submissions might concern themselves with, but do not have to be restricted to

- studies of corporate culture as a context factor for employee participation
- research on innovation through participation in the context of corporate culture
- studies of the consequences of having employees participating materially and/or immaterially in a company (e.g. employee commitment, personal initiative, motivation)

- processes mediating between participation measures and individual or organisational outcomes (e.g. research on psychological ownership)
- resistance to, or support for employee participation (e.g. by the middle management)
- linking other HRM practices to employee participation and involvement
- case studies of corporate cultures that are particularly conducive to employee involvement

We would prefer submissions that have a basis in empirical research (quantitative as well as qualitative). However, purely theoretical articles will also be appreciated if they offer original insights into the field.

### **Submissions**

Before preparing a full paper, an abstract of one to two pages in length should be sent to the address below. The time deadline for accepting abstracts is May 30th, 2007. Abstracts will be used to assess the general fit of intended papers with the structure of the special issue. The deadline for receiving papers for this call is September 30th, 2007. We will adopt a double-blind process for paper review, where identities of the authors are withheld from the reviewers. Notification of the result of the review process will be made by December 2007, and finalised papers for inclusion will be due by April, 2008. Submitted papers should be unpublished and not currently under review from any other journal.

All final submissions should conform to existing *Zeitschrift für Personalforschung – German Journal of Human Resource Research* guidelines and should be sent to:

- Professor Friedemann W. Nerdinger, University of Rostock, Ulmenstraße 69,  
D – 18057 Rostock, Germany  
e-mail: [friedemann.nerdinger@uni-rostock.de](mailto:friedemann.nerdinger@uni-rostock.de).
- The mission of the journal and its formal guidelines are available from [www.Hampp-Verlag.de](http://www.Hampp-Verlag.de).

Any questions you might have about this special issue should be addressed to Professor Nerdinger.