

## Call for Papers

Special Issue on the Topic:

# **Electronic Human Resource Management: Transformation of HRM?**

to be published in:

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

Due Date for Abstracts: July 31<sup>st</sup>, 2011

Due Date for Submissions: October 31<sup>st</sup>, 2011

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Recent research on the international adoption of electronic Human Resource Management (e-HRM) shows that both the number of organizations adopting e-HRM and the depth of adoption within these organizations are continually increasing. In the interim, e-HRM constitutes a well-established and still rapidly progressing practice. Though the academic interest in e-HRM has clearly risen – as several special issues in international academic journals show – our understanding of the phenomenon is still rather limited. In particular, the basic consequences of the “electronization” of HRM are still not well understood at present. Concerning these technology triggered changes of HRM, implicitly there are two antagonistic views among scholars which could be called the automation view and the transformation view.

The *automation view* pictures e-HRM just as an “electronic reproduction” of conventional HRM – revealing acceleration and cheapening of HRM as the main outcomes. Visibly, the automation view tends to interpret the ongoing electronization of HRM as a rather mediocre phenomenon which does not really innovate or change HRM but just builds up electronic simulacra of conventional HRM.

The *transformation view*, however, challenges this by viewing technology as an innovative enabler of diverse profound changes of HRM. The technological potentials of manifoldly supporting and networking diverse actors are seen as a source of major transformations in the organization, the responsibilities, and the strategic orientation of HRM, among others. Visibly, the transformation view understands the “electronization” as an outstanding phenomenon of prior interest to HRM. However, concrete actual transformations as well as future transformation potentials are not well researched and understood at present.

Given this unsettled role of e-HRM, the German Journal of Human Resource Research is pleased to announce a Special Issue on “Electronic Human Resource Management: Transformation of HRM?” We encourage submissions of papers regarding the basic changes and consequences for HRM triggered by its ongoing “electronization”. In particular, we welcome papers which

- provide a better theoretical/conceptual understanding of whether, and if, why and how, the ongoing “electronization” changes HRM;
- empirically elucidate the actual changes of HRM due to its “electronization”;
- discuss the basic implications of the “electronization” for HRM.

Papers should deal with these issues in a basic and essential way, therewith noticeably contributing to international HRM research. Papers which focus on a specific subsection of e-HRM such as e-recruiting, e-assessment, e-learning, e-compensation, etc. are welcome as well.

### **Submissions**

In order to be considered for publication in the Special Issue, a proposal of 1500-1800 words (a figure and/or table can be added) should be submitted by July 31<sup>st</sup>, 2011. The editors will review the proposals and contact authors with an invitation to submit full manuscripts. Proposals and full papers must be written in English. The deadline for the full papers is October 31<sup>st</sup>, 2011. The papers will undergo a double-blind review process. The authors will receive feedback and a final decision by December 31<sup>st</sup>, 2011. Finalized papers are due by March 31<sup>st</sup>, 2012. Submitted papers must be unpublished and not submitted to others journals. Formal guidelines for final submission are available at [www.Hampp-Verlag.de](http://www.Hampp-Verlag.de).

### **Please send proposals to:**

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