

Call for Papers

Qualitative Methods in Research on Human Resource Management

Zeitschrift für Personalforschung – German Journal of Human Resource Research

Due Date: October 31st, 2008

Editors: Hans-Gerd Ridder and Christina Hoon, Leibniz University of Hannover

Interest in qualitative research has increased in recent years regarding its relevance for developing the field of strategy and management further. Strategy and management research include numerous examples of high quality studies using qualitative methods that have contributed to this field. Highly ranked management journals have published special issues on qualitative research. The increasing amount of articles regarding this topic displays that there is a growing demand for discussing the purpose, methods and the contribution of qualitative research. The Academy of Management has institutionalized workshops at their annual meetings where researchers share ideas and discuss qualitative research methods with a close link to their current research projects. In 2008 the German Academic Association for Business Research has invited scholars to a pre-conference workshop at their annual meeting to discuss and reflect upon qualitative methods. Given this increase in the relevance of qualitative research methods, the German Journal of Human Resource Research is pleased to announce a Special Issue on “Qualitative Methods in Research on Human Resource Management.”

We encourage submissions of papers regarding the following topics:

1. Qualitative data is seen as appropriate for studying phenomena that are not well understood and for which little or no previous theory exists. Instead of testing theories, qualitative research aims to build theories or to contribute to existing theories. Rich and detailed data is the basis for shedding light on complex phenomena which unfold in processes or emerge as new or unusual. Therefore, we invite contributions that stem from existing empirical research from the realm of Human Resource Management which discuss the following topics:

- the relationship between data and theory
- theory development in terms of building new theory
- a contribution to existing theory through the application of qualitative research methods.

These papers should show how theory is advanced by conducting qualitative research methods in empirical HRM research.

2. There is wide range of analytical methods including case study research and grounded theory and numerous techniques like observation, interviews, and analyses of documents. Although the flexibility of methods and techniques is widely appreciated, criticism exists that there is a lack of standardization with regard to validity and reliability. Therefore, we also invite contributions that stem from existing empirical research in the realm of Human Resource Management which discuss the development of current practices in producing high-quality qualitative research:

- reflections on how methods and techniques can be made more effective in order to enhance the quality of qualitative research in Human Resource Management
- discussion on whether the development of standardization in methods and techniques is likely to enhance the quality of qualitative research in Human Resource Management
- discussion on how the combination of qualitative and quantitative methods can enhance the quality of qualitative research in Human Resource Management

These papers should show how the qualitative methods or techniques were elaborated, revised or altered in empirical HRM research in order to gain better explanations of the phenomena of interest.

Submissions

In order to be considered for publication in this Special Issue, an abstract of two to three pages in length should be sent to the editors by July 31st, 2008. The editors will review the abstracts and contact authors with an invitation to submit full manuscripts. Abstracts and full papers are expected to be written in English.

The deadline for the full papers is October 31st, 2008. The papers will undergo a double-blind review process. The authors will receive feedback and a final decision by December 31st, 2008. Finalized papers are due by March 31st, 2009. Submitted papers should be unpublished and not currently under submission for other journals. Formal guidelines for final submission are available from: www.Hampp-Verlag.de

Please send abstracts to:

Prof. Dr. Hans-Gerd Ridder and Dr. Christina Hoon
Leibniz University of Hannover
Faculty of Economics and Management
Institute of Human Resource Management
Königswortherplatz 1
30167 Hannover
Germany

Email:

ridder@mbox.ifb.uni-hannover.de

hoon@mbox.ifb.uni-hannover.de

Phone: ++495117624560

++495117628994