

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 31st, 2011

Due Date for Submissions: October 31st, 2011

Editors:

Stefan Strohmeier, Saarland University,
Tanya Bondarouk, University of Twente,
Udo Konradt, University of Kiel.

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 Research in Human Resource Management is pleased to announce a Special Issue on “Electronic Human Re-

source 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 31st, 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 31st, 2011. The papers will undergo a double-blind review process. The authors will receive feedback and a final decision by December 31st, 2011. Finalized papers are due by March 31st, 2012. Submitted papers must be unpublished and not submitted to others journals. Formal guidelines for final submission are available at www.Hampp-Verlag.de.

Please send proposals to:

Univ.-Prof. Dr. Stefan Strohmeier
Saarland University
Chair of Management Information Systems
Postfach 151150
66041 Saarbruecken, Germany
Email: s.strohmeier@mis.uni-saarland.de
Phone: ++49681-30264751

Call for Papers

Human Resource Management of a Highly Qualified External Workforce

To be published in: *Zeitschrift für Betriebswirtschaft* 1/2013

Over the last two decades, management and organization scholars have paid consistent attention to the concepts of contingent work and boundaryless careers. This reflects the growing relevance of contingent work in practice. In particular, knowledge intensive firms in dynamic industries are increasingly relying on an external contingent workforce, i.e. contractors, freelancers, temporary workers, and employees of service firms. A growing proportion of this external workforce is highly qualified. Against the background of these developments, we can even observe the emergence of a new industry that provides firms with an external workforce and manages it for them.

It is widely accepted in human resource management research that human resource strategy and practices need to be adapted to different types of workforce in order to be successful. Therefore, one can argue that specific human resource management practices and strategies should be deployed for an external workforce. Human resource practitioners are also increasingly recognizing the relevance of implementing specific human resource practices for external workforces. However, there is still little research on the phenomenon of a qualified external workforce, or the theoretical and managerial challenges for human resource management that result from it.

The objective of this special issue is to enhance our knowledge about a highly qualified external workforce from a human resource perspective. Therefore we want to draw together scholars who are working at the forefront of this research domain. We invite empirical, conceptual, and theoretical papers that make a clear contribution to the outlined area of research. Our aim is to incorporate different levels of analysis, ranging from individual to organizational issues, as well as different perspectives, such as from the fields of management and psychology. Prospective papers may be directed at, but are not restricted to, the following questions:

- What are the conceptual and theoretical differences and similarities between human resource management for internal and external workforces? How are these differences reflected in human resource practices?
- Should firms try to integrate the knowledge of an external workforce? How can the internal and external workforce share implicit and explicit knowledge? Do firms become dependent on the external workforce when deploying them in core processes?
- What do we know about the human resource management of mixed internal-external teams? How can human resource practices support the teambuilding phases for mixed teams? What psychological phenomena are important in the cooperation between internal and external workers?

- How does being part of an external workforce affect individual work-life integration, commitment, job satisfaction, well-being, and motivation? Which additional psychological (e.g. coping strategies to deal with stress, perceived self-efficacy) and social resources (e.g. networks) enable external workers to live a satisfactory life? What is the role of age, especially with regard to older highly qualified workers, both at the individual and organizational level?
- Under which circumstances should firms invest in firm-specific or more general training for external workers? How can external workers manage their own employability and life-long learning? Is it possible to identify specific qualification strategies for external workers?
- What are the consequences of an external workforce for the institutional organization of human resource management? How can human resource managers collaborate with internal partners, e.g. procurement departments, or external partners, e.g. service providers? Could this trigger new organizational forms of human resource management?

Submissions

The submission process is competitive. Full papers are expected to be written in English. The deadline for the full papers is August, 31st 2011. The papers will undergo a double-blind review process. The authors will receive feedback by December, 31st 2011. Finalized papers are due by May, 31st 2012. Submitted papers must represent original work that is unpublished and not currently submitted or under review for possible publication in other journals. Accepted papers will be published in a special issue of *Zeitschrift für Betriebswirtschaft*, Volume 83, No. 1 in 2013. Details about preparing and submitting the papers are available at the homepage of the *Zeitschrift für Betriebswirtschaft*: <http://www.zfb-online.de/index.php?do=ah>. Please submit papers exclusively via Manuscript Central: <https://mc.manuscriptcentral.com/zfb>.

For any requests please contact us by E-Mail:

Stephan Kaiser, Professor of Human Resource Management and Organization, Universität der Bundeswehr München, Germany. E-Mail: Stephan.Kaiser@unibw.de
Stefan Süß, Professor of Business Administration, in particular Organization and Human Resource Management, Heinrich-Heine-Universität Düsseldorf, Germany. E-Mail: Stefan.Suess@uni-duesseldorf.de