Call for Papers

Innovation Management and Innovation Networks

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Special Issue

management revue

Socio-economic Studies

Innovation is the creation and transformation of new knowledge into new products, processes, or services that meet market needs. As such, innovation creates new businesses and is the fundamental source of growth in business and industry and can be the key driver for the creation of more sustainable economies and company strategies.

The ability to generate and sustain innovation has become critical for companies as markets grow more global, open, and competitive, and as customer expectations grow more diverse and demanding.

This special issue wants to cover the current issues in *innovation management and innovation networks* and is interested in topics like:

- The impact of *new sustainability requirements* on the dynamic capabilities that a firm should develop and sustain to remain innovative and therewith competitive in turbulent environments. In particular, which new innovation capabilities are required to integrate environmental, social and financial objectives?
- How, and under what conditions, do *entrepreneurs in developing countries* innovate? And what can be done to support innovation by entrepreneurs in developing countries?
- Balancing *capability building for radical and incremental* innovations. Incremental innovation capabilities consist of skills and competences that refine existing products, while radical innovation capabilities are covering skills which are needed to significantly transform existing products or services. What kind of learning creates capabilities needed for the generation of incremental or of radical innovations? What kind of lessons can be taken respectively how to manage the process of developing capabilities in innovation management?
- Analysis of *innovation networks:* Economic operations and thus innovations are embedded in social relations and structures. Therefore, the organizational units that create innovation are not individual businesses, but usually networks. From a resource point of view, networks hold a variety of advantages for their members, such as access to material and immaterial resources, information and knowledge.

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How can the new *role of intermediaries* as an architect of collective exploration and creation of knowledge in open innovation be described? What are the key variables in the process of managing innovation networks? Any kind of discussions and analysis of innovation networks are welcome.

This is not an exhaustive list.

Deadline

Full papers for this special edition of 'management revue' must be with the editors by July 31st, 2014. All submissions will be subject to a double blind review process. Please submit your papers electronically via the journal submission system at http://hermes.hsu-hh.de/mrev/ using 'Innovation Management' as article section.

Looking forward to hearing from you

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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 Abstracts (1500 words): March 31st, 2014
Due Date for Paper Submissions (8000-9000 words): August 31st, 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; Sheehan, De Cieri, Greenwood, & Van Buren, forthcoming). More recently, it has also become clear that *other* HR actors encounter ambiguities in relation to their HR roles including line managers (Renwick, 2003; Whittaker & Marchington, 2003). For example, studies of international HRM suggest tensions pervade issues such as localization versus globalization of HR practices (Evans, Pucik, & Björkman, 2011). Paradoxes are studied in the area of service work (Sieben & Haunschild, 2012). 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

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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 consequences (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. Paper submissions 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; Zanoni & Janssens, 2007). So could research of paradoxical consequences of HR activities (Brandl & Neyer, 2009). 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 paradoxes 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.

In order to be considered for publication in this Special Issue, an extended abstract of approx. 1500 words should be sent to the editors by 31 March 2014. 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

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submitting full papers is 31 August 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.

Formal guidelines for final submission are available from:
www.zfp-personalforschung.de.

Special Issue Editors

Julia Brandl is Professor of Human Resource Management at University of Innsbruck School of Management. Her research interests center on the values of HRM, performance evaluation and the legitimacy of the HR profession. In her current projects she analyzes the emergence of contradictory expectations to HRM and organizational responses. Her work has been published in journals including Human Resource Management, International Journal of Human Resource Management, Human Resource Management Journal and Journal of Management Inquiry.

Ina Ehnert is an Assistant Professor of Human Resource Management with a specialization in Corporate Social Responsibility and sustainability, Louvain School of Management, Belgium. She has published her PhD in 2009 on the topic 'Sustainable Human Resource Management: A conceptual and exploratory analysis from a paradox perspective. Ina will be a convener at the EGOS paradox track 2014. In particular, she is interested in research on paradoxes and tensions in HRM, Sustainable HRM, and expatriation.

Anne Keegan is an Associate Professor of Human Resource Management at the University of Amsterdam, Amsterdam Business School, the Netherlands. She is interested in critical and discursive perspectives on HRM practice and theory. In her current projects she pays attention to changes to how HRM is organized in contemporary settings including especially project based organizations and the networks within which they are embedded. She has published a number of articles on HRM in international peer reviewed journals including Journal of Management Studies, Organization Studies, Human Resource Management Journal and International Journal of Human Resource Management.

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