
PERSONNEL PSYCHOLOGY

THE STUDY OF PEOPLE AT WORK

Special Issue Call for Papers: Corporate Social Responsibility and Human Resource Management/Organizational Behavior

Special Issue Editors:

Frederick P. Morgeson, *Michigan State University*

Herman Aguinis, *Indiana University*

David A. Waldman, *Arizona State University*

Donald Siegel, *University at Albany, SUNY*

There is growing interest among scholars concerning the managerial implications of corporate social responsibility (CSR) and related areas such as firm sustainability. Because of the rise in consumer, investor, supplier, and worker demands for CSR, managers have begun to ask important questions regarding how to manage these activities and how to allocate resources to them. All of this has led to a strong organizational and community demand for research on CSR-related topics such as environmental responsibility, sustainability, and the appropriate management of stakeholders (including employee-relations issues). In addition, practitioners seek knowledge that can be used to better manage employees in organizational settings vis-à-vis CSR.

Despite increasing attention, CSR research is still in an embryonic stage, with critical issues regarding frameworks and empirical methods yet to be resolved. Furthermore, much of the research to date has largely involved a macro level of analysis, focusing on such issues as understanding the relationship between CSR and the financial performance of firms. To achieve a more complete understanding of CSR, however, theory and research will need to address more microlevel human resource management and organizational behavior issues. As such, the primary goal of this special issue is to serve as a catalyst for scholarly work on CSR that expands the domain from an exclusive focus on the macrolevel of analysis to an inclusive focus that incorporates issues more directly related to human resource management and organizational behavior.

Original empirical research, theory development, meta-analytic reviews, and narrative literature reviews are all potentially appropriate for inclusion in the special issue. A number of topic areas that are commonly addressed by *Personnel Psychology* are potentially relevant to CSR issues. Some research questions that might be addressed in this special issue include (but are not limited to):

- How is CSR related to leadership and the characteristics of top executives?
- Can human resource management or organizational behavior offer innovative approaches to the study or measurement of CSR?
- How are ethical decision-making processes related to CSR endeavors?
- What implications do traditional human resource systems (e.g., selection, training, performance management, work design) have for effective adoption or implementation of CSR?
- What is the relationship between organizational culture/climate and CSR?
- Can CSR have an effect on employee identity?
- Is it appropriate for job analysis, recruitment, selection, appraisal, reward, and training processes to take into account CSR, and if so, how might such processes be designed?
- How does CSR effect employee-based indicators of effectiveness, such as absenteeism or turnover rates?
- What is the relationship between CSR and international human resource management?
- What are the effects of programs whereby employees engage in community service activities while receiving compensation from their firms?
- Is there a relationship between diversity and CSR?
- What are the implications of CSR for strategic human resource management?
- How do CSR policies or practices relate to employee work attitudes or morale?

Submission Process and Timeline

To be considered for the special issue, manuscripts must be submitted no later than **December 31, 2011, 5:00 pm U.S. Eastern Standard Time**. Papers may be submitted prior to this deadline as well. Submitted papers will undergo a double-blind review process and will be evaluated by at least two reviewers and a special issue editor. Final acceptance is contingent

on the review team's judgments of the paper's contribution on four key dimensions:

- (1) *Theoretical contribution*: Does the article offer new and innovative ideas and insights or meaningfully extend existing theory?
- (2) *Empirical contribution*: Does the article offer new and unique findings, and are the study design, data analysis, and results rigorous and appropriate in testing the hypotheses or research questions?
- (3) *Practical contribution*: Does the article contribute to the improved management of people in organizations?
- (4) *Contribution to the special issue topic*.

Authors should prepare their manuscripts for blind review according to the directions provided in the 2010 Publication Manual of the American Psychological Association (6th ed.). Be sure to remove any information that may potentially reveal the identity of the authors to the review team.

Manuscripts should be submitted electronically at:

<http://mc.manuscriptcentral.com/ppsych>

PERSONNEL PSYCHOLOGY

THE STUDY OF PEOPLE AT WORK

Special Issue Call for Papers: The Global Context and People at Work

Special Issue Editors:

Maria L. Kraimer, *University of Iowa*

Riki Takeuchi, *Hong Kong University of Science & Technology*

Michael Frese, *National University of Singapore and University of Lueneburg*

With the rapidly increasing globalization of business, more and more people are required to perform their work within a global context. This means more people are required to interact with others from around the world in order to perform their jobs (i.e., more people are engaged in global work experiences). Global work experiences can range from having virtual interactions with international colleagues or customers to living and working in a foreign country as an expatriate manager or professional. Although considerable research has been conducted on a variety of cross-cultural management topics, including but not limited to expatriate issues, we still know very little about how organizations can effectively manage people involved in global work or how global work impacts these individuals. Thus, the aim of this special issue is to provide a platform to present scholarly research that contributes to understanding how global experiences/contexts impact people at work.

For the purposes of this special issue, we define global work experiences/contexts broadly to include any job-related activities that involve interacting with people from other countries. Examples include interacting with customers in foreign countries, working in cross-national teams, leading global teams, working in a foreign country for a short-term assignment, having extensive international travel requirements, and living and working in a foreign country for extended periods of time (whether self-initiated or corporate initiated).

Original empirical research, theory development, meta-analytic reviews, and narrative literature reviews are all potentially appropriate for inclusion in the special issue. A number of topic areas that are commonly addressed by *Personnel Psychology* are potentially relevant to global work experiences/contexts. This includes topics within the human

resource management and organizational behavior domains. The following are illustrative topics that are consistent with the spirit of the special issue, but other topics may be suitable as well:

- Managing cross-cultural teams or global virtual teams
- Cultural diversity issues
- Interacting with the global customer (e.g., emotional labor and customer service, cultural differences in customer service attitudes)
- How organizations can effectively manage people within and across cultures
- Cultural differences and leadership styles
- Defining, developing, and/or assessing global leadership competencies/experiences
- Selecting employees for jobs requiring global experiences
- Impact of frequent international travel on an individual's family, health, or work outcomes
- Coping strategies for dealing with the stress of international experience (travel or other types of global work experiences)
- Cultural differences that may influence different human resource systems, including job analysis, selection, training, performance management, and work design
- Global work experiences and career choices, outcomes, and attitudes
- Impact of global (work, travel, and other) experiences on work-family issues
- Managing (short-term or long-term) international assignments
- Global experiences' impact on the way individuals perceive themselves and how they interact with others
- Relationships between organizational culture/climate and national culture

Submission Process and Timeline

To be considered for the special issue, manuscripts must be submitted no later than **December 31, 2011, 5:00 pm U.S. Eastern Standard Time**. Papers may be submitted prior to this deadline as well. Submitted papers will undergo a double-blind review process and will be evaluated by at least two reviewers and a special issue editor. Final acceptance is contingent on the review team's judgments of the paper's contribution on four key dimensions:

- (1) *Theoretical contribution*: Does the article offer new and innovative ideas and insights or meaningfully extend existing theory?
- (2) *Empirical contribution*: Does the article offer new and unique findings, and are the study design, data analysis, and results

rigorous and appropriate in testing the hypotheses or research questions?

(3) *Practical contribution*: Does the article contribute to the improved management of people in organizations?

(4) *Contribution to the special issue topic*.

Authors should prepare their manuscripts for blind review according to the directions provided in the 2010 Publication Manual of the American Psychological Association (6th ed.). Be sure to remove any information that may potentially reveal the identity of the authors to the review team.

Manuscripts should be submitted electronically at:
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