

# Call for Papers

Zeitschrift für Personalforschung – German Journal of Human Resource Research

Due Date: October 31st, 2009

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## Interdependence between People and Organization

Even if the borders of the organization are eroding and the career of the individual now extends beyond both organizational as well as national borders, the interdependence between the person and the organization nevertheless still remains a major topic of human resources and organization research. Despite the fact that conventional borders are eroding, people continue to be dependent on organizations. Likewise, organizations are also dependent on people; without their willingness not only to make their manpower available, but also to work towards achieving the organization's goals, no organization can be successful.

Although these interdependences are changing, they are not disappearing. These changing interdependences between the organization and the person are the subject of a special issue of *Zeitschrift für Personalforschung – German Journal of Human Resource Research*. In particular, research work should be featured which examines and analyzes the interdependences between people and organizations and/or integrates the perspectives of the organization and the individual into the design of their investigations.

In this respect the following topics which can be addressed include:

- How can requirements of stability and flexibility be balanced on the organizational as well as the individual level? Also, based on flexibility, how can reliability be achieved for both sides, e.g. by means of informal mechanisms?
- To what extent are the people's conceptions of life organization related? Can influencing criteria (e.g. qualifications, contractual relationships etc.) be specified ?
- What type of commitment and retention-orientation do organizations expect from their employees? Do these expectations correspond to their actions and signals in personnel policy?
- How can the interdependence be described in temporary structures (e.g. project groups)?
- To what extent is the individual and organizational development of competences dependent on or independent of each other? How firm-specific is the human capital?
- What moderating impact do formal and informal institutions (also networks) have on the interaction between the organization and human resources?
- Is there a connection between the objectives regarding innovation and performance on the one hand and contractual constellations on the other hand?

- How flexible are contingent workers (in German publications the so called *Arbeitskraftunternehmer*)? To what extent is this type of person (still) dependent on the organization?
- What makes people loyal to organizations which no longer offer them the security previously provided? Or don't they behave loyal (anymore)?

We would like to receive papers which, based on empirical research and with theoretical intention, provide answers to these and other questions relating to the topic.

### **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, 2009. 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, 2009. The papers will undergo a double-blind review process. The authors will receive feedback and a final decision by December 31st, 2009. Finalized papers are due by March 31st, 2010.

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](http://www.Hampp-Verlag.de)

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