

management revue

call for papers

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Special Issue

Work in Progress - new perspectives on the quality of working life

Rationale for Special Issue and Issue scope:

The European Union aimed "to become the most competitive and dynamic *knowledge-based economy* in the world, capable of sustainable economic growth with more and *better jobs* and greater social cohesion" (Strategic goal for 2010 at the Lisbon European Council, 2000). Time to have a close look at improvements in the *quality of working life* (QWL), at new developments in the work-relationship and related challenges for the HR management.

QWL is widely investigated in the last decades, but nowadays the issue still deserves attention for two reasons. *First*, most studies on QWL have not sufficiently accounted for ongoing structural changes in the workplace like the diversification of workforce and the improved flexibility in work arrangements, the increased numbers of dual-earner couples, the ongoing shift towards a knowledge economy, and the increase in alternative work arrangements. *Second*, the evidence concerning the importance of job quality for employees and organisations alike has prompted several legal and policy reforms to promote QWL but surprisingly little is known about organisational policies that may promote QWL.

The objective of the present special issue is to publish different perspectives on new insights of QWL. We welcome papers from a range of disciplinary and methodological approaches. Papers that include both national and international comparisons including both management and employee perspectives are particularly welcome. The list below is meant to provide some exemplary topics and of course it is not exhaustive.

- The impact of demographic changes on HR strategies
- The impact of over-qualification and under-qualification on the perceived QWL
- Sector or trade specific analyses of QWL, work conditions and employment strategies
- Contractual differences and their effects on QWL and organizational behaviour
- Dynamic processes, such as gain cycles/ spirals of job characteristics and motivation
- QWL in terms of the psychological contract -fairness, expectations and obligations

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Deadline: Full papers for this special edition of the 'management revue' must be with the editors by August 31st 2010. All contributions will be subject to a double-blind review. Papers invited to a 'revise and resubmit' are due March 1st 2011. It is anticipated that the special section will appear in the summer issue 2011. Please submit your papers electronically to both editors at using as subject 'management revue'.

Hoping to hear from you

see also www.management-revue.org/authors_guidelines.php

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