

MPOWER - local and international reach

October 2023
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MPOWER



New MPOWER project work

MPOWER has started several new research ventures in the last quarter. In this newsletter, we report on two of them. The first is a collaborative initiative with our research partner, the Decent Work and Productivity Research Centre (DWPRC) at Manchester Metropolitan University in the UK. Dr Reece Garcia was the lead organiser of a virtual research showcase involving DWPRC and MPOWER researchers interested in developing collaborative initiatives (see page 3). The second is a new empirical study, commissioned by the International Labour Organisation (ILO), to examine minimum wage (MW) systems in 11 Pacific Island Countries (see page 4).

Recent MPOWER visitor

MPOWER recently hosted Dr Katy Jones, Research Fellow in the DWPRC at MMU during her visit to Massey's Auckland campus. On page 5, we profile Katy's workshop and engagement with MPOWER colleagues at the University.

Book, books, books

The last quarter has seen progress with several book initiatives involving MPOWER members. A handbook on gender and public sector employment, edited by Prof. Hazel Conley and Associate-Prof. Paula Koskinen Sandberg, includes chapter contributions on Australia, NZ, the UK and beyond by MPOWERers and their colleagues. The book was launched at the recent European Sociological Association's Feminist Network conference in Bristol, UK (see page 6). Another book, edited by Prof. Mia Rönnmar (Lund University, Sweden) and Dr Susan Hayter (ILO, Geneva), also concerns gender. 'Making and Breaking Gender Inequalities in Work'. This forthcoming work follows several other volumes that are part of the International Labour and Employment Relations Association (ILERA) Publications series (page 7).

Conferences

This newsletter overviews recent and forthcoming conferences involving, or that could be of interest to, MPOWER members. The latter include the ILERA 2024 World Congress in New York; and the 2023 Australia and New Zealand Academy of Management (ANZAM) Conference in Wellington, New Zealand; the 2024 Association of Industrial Relations Academics of Australia and New Zealand (AIRAANZ) in Perth, Australia; and the Human resources International Conference (HRIC) in Otago, New Zealand (pages 11-14).

How to join MPOWER

MPOWER aims to connect academics, practitioners and policy makers around applied employment research. Joining the Group is free and simple. Contact us by e-mail: j.parker@massey.ac.nz or j.arrowsmith@massey.ac.nz to be put on our mailing list. You can also receive information on and early alerts to MPOWER activities via our LinkedIn Group.

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Contact us

If you'd like to advertise an upcoming event, news or important information about your workplace, community group or research project, please email us at:

MPOWER
@massey.ac.nz

Our next issue is due in December 2023.

MPOWER- Upcoming Events/Activities

- ◆ MPOWER at the 2024 ILERA World Congress, New York City, 26 June to 1 July (page 12)
- ◆ MPOWER researchers engaging on a new ILO study of minimum wages in the Pacific, from September 2023 (page 4)
- ◆ MPOWER members involved in ongoing book projects (pages –6-7)
- ◆ MPOWER members involved in the Human Resources International Conference (New Zealand) (page 14)

Recent Activity (June-September 2023)

- ◆ MPOWER members at the Industrial Relations in Europe Conference (IREC) at Durham University, UK, 18-20 September (pages 8-10)
- ◆ Decent Work and Productivity Research Centre-MPOWER Virtual Research Showcase Meeting, 16 August (page 3)
- ◆ Recent MPOWER visitor (Dr Katy Jones - Decent Work and Productivity Research Centre (DWPRC), Manchester Metropolitan University (page 5)

For more information, see the MPOWER website and LinkedIn Group site



DWPRC-MPOWER virtual research showcase

16 August 2023
8-10am UKT / 7-9pm NZT

Dr Reece Garcia (DWPRC at Manchester Metropolitan University) was the lead organiser of a virtual research showcase for interested DWPRC and MPOWER members.

Researchers in both research groups were invited to an online session in which they outlined their research background and interests, and indicated areas for potential collaboration with researchers in the partner research centre. The event drew similar numbers from DWPRC and MPOWER:

DWPRC

- ◆ Dr Reece Garcia
- ◆ Dr Alison Collins
- ◆ Dr Jamie Atkinson
- ◆ Prof. Mike Bresnen
- ◆ Prof. Kevin Albertson
- ◆ Dr Fiona Christie
- ◆ Dr Christina Purcell
- ◆ Prof. Carol Atkinson

MPOWER

- ◆ Prof. Jim Arrowsmith (Massey University)
- ◆ Prof. Stephen Kelly (Massey University)
- ◆ Dr Gloria Liu (Massey University)
- ◆ Dr Paula O'Kane (University of Otago)
- ◆ Prof. Jane Parker (Massey University/ETUI)
- ◆ Prof. Valeria Pulignano (KU Leuven, Belgium)
- ◆ Dr Jennifer Scott (Massey University)

MPOWER members Profs Janet Sayers and Jarrod Haar, and DWPRC's Dr Katy Jones weren't able to attend but they and others have also expressed their interest in the initiative.

Attending and interested researchers are in the process of making links with one another over shared areas of research interest. We look forward to reporting on future joint ventures in due course!

New project

Minimum wage systems and wage-setting practices in Pacific Islands Countries

The International Labour Organisation (ILO), the UN agency concerned with international labour standards, has commissioned several MPOWER members to conduct a major research project on minimum wage (MW) systems in 11 Pacific island Countries (PICs).

Prof. Jim Arrowsmith, Prof. Jane Parker and Dr Salman Rashid (Massey University) will examine MW systems in the Cook Islands, Fiji, Kiribati, the Marshall Islands, Palau, Papua New Guinea, Samoa, the Solomon Islands, Tonga, Tuvalu and Vanuatu. A second phase of the funded study will focus in-depth on four PICs (the Cook Islands, Kiribati, the Solomon Islands and the Marshall Islands), with a view to drafting wage policy.

Jim explains:

“(M)any Pacific Island Countries joined the ILO—and ratified their MW Convention—relatively recently. Furthermore, in the last few years, high inflation has eroded the incomes of the poorest and encouraged emigration. Effective MW regulation can make a vital contribution to decent work, social partnership and sustainable economic development. Small developing countries often face difficulties, however, including social partner resources and capacity constraints within government departments. The project will therefore have a strong emphasis on policy recommendations to support good regulation.”

Jane adds that the project will also provide an opportunity to examine the MW dynamics among PICs and with other countries. Some workers in countries like the Cook Islands and Samoa, for example, are attracted to working in Australia and New Zealand by their comparatively high MW rates, with implications for their home country’s wage-setting considerations.

The project involves desk research and interviews with labour, employer, government and other stakeholders at various levels in the PICs. The team will also engage with the ILO and Pacific forums to gather information, disseminate findings, and provide policy recommendations.

This project is the latest ILO contract awarded to Jim and Jane following empirical studies in Papua New Guinea, Tonga, Nauru and Fiji, and other ILO desk-based projects on other PICs, Australia and New Zealand.

Congratulations!

MPOWER members were among those shortlisted for the 2022 Nevile-Plowman Prize, awarded to the best article in the *Economic and Labour Relations Review* in the previous year. We are delighted to say that **Larissa Bamberry** (MPOWER member), Donna Bridges, Elizabeth Wulff and Branka Krivokapic-Skoko won the award for their article, 'Inequality regimes in male-dominated trades: What role do apprenticeship intermediaries (GTOs) play?', *ELRR*, 33(3): 547-565. It was publicly reported that "(t)hey beat out an excellent field in a tight vote."

Furthermore,

"Bamberry et al.'s paper ask important questions about how inequality regimes are perpetuated and transmitted from workplaces – or training institutions – to the broader industry.

They employ a framework that positions them well to interrogate meaning-making and organisational processes that found and shape inequality regimes. The framework also allows them to consider different types of inequalities that shape the work and training places being examined.

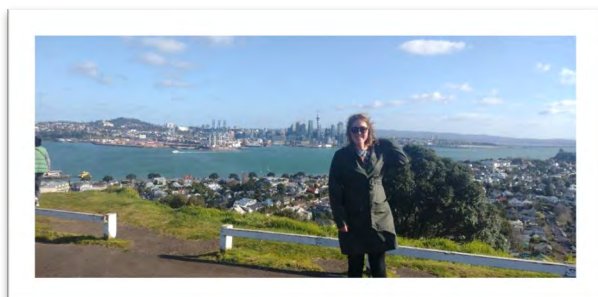
The paper draws primarily on qualitative material. The data itself is rich and extensive – the paper is part of a larger research project exploring the lived experiences of women tradespersons in male-dominated industries in regional Australia. Nonetheless, the authors' focus on the role of Group Training Organisations (GTOs) and the tight analytical framework allows them to provide practical results – namely, strategic entry points for those wishing to impact these inequality regimes."

For further details, see the ELRR website: [https://www.cambridge.org/core/journals/the-economic-and-labour-relations-review/announcements/prizes-and-awards/neville-plowman-best-article-prize#:~:text=We%20are%20proud%20to%20award,the%20prize%20\(listed%20below](https://www.cambridge.org/core/journals/the-economic-and-labour-relations-review/announcements/prizes-and-awards/neville-plowman-best-article-prize#:~:text=We%20are%20proud%20to%20award,the%20prize%20(listed%20below)

Dr Katy Jones - MPOWER/Massey visitor

MPOWER was delighted to host Dr Katy Jones (DWPRC, Manchester Metropolitan University) during her visit to Massey's Auckland campus in New Zealand.

During her time at Massey, Katy delivered a workshop, facilitated by Prof. Jim Arrowsmith, on the 'virtuous circle' of research funding and policy impact, heard about the research and experiences of MPOWER colleagues, and shared findings from her ESRC-funded Universal Credit and Employers project.



We wish Katy well and look forward to collaborating with her in the future.

Decent Work and Productivity Research Centre

www.mmu.ac.uk/decentwork
[@mmu_decentwork](https://twitter.com/mmu_decentwork)



New book!

Handbook on Gender and Public Sector Employment

International Handbooks on Gender series

Edited by Hazel Conley, Professor of Human Resource Management, Bristol Business School (University of the West of England, UK) and Paula Koskinen Sandberg, Assistant Professor in Organizational Communication, Aalto University School of Business (Department of Management Studies, Finland) this incisive Handbook offers a timely and critical analysis of the gendered nature of public sector employment. Bringing together key theoretical, conceptual, and empirical research from around the world, Hazel and Paula examine the ways in which female public sector workers experience intersectional discrimination in the workplace. Reviews include:

- ◆ 'Conley and Sandberg have brought together an impressive group of authors to uncover the reality of work in the public sector from multiple national contexts. This international collection provides insight into the dominant driving forces shaping public sector employment and the differential impact on a diversity of workers in different national settings.' – Geraldine Healy, Queen Mary University of London, UK
- ◆ 'This Handbook speaks to some of the most pressing issues impacting the pursuit of gender equity in public service. The authors provide compelling contributions that illustrate the enduring undervaluation and underutilization of women's talents. The qualitative and quantitative analyses offer snapshots of persistent gender inequity from around the globe. Together, they present a powerful call for change.' – Heather Getha-Taylor, University of Kansas, US

This handbook includes two chapters on women in New Zealand's public sector, and one on gender in Australia's public service (some authors are MPOWER members). It was formally launched by Hazel and Paula at the European Sociological Association's Feminist Network meeting in Bristol, UK (see photo).

384pp Hardback 978 1 80037 22 3 £190.00

For more information: https://lnkd.in/gF_KWqu8

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Forthcoming book!



International
Labour
Organization

Making and breaking gender inequalities in work

ILERA Publication Series

The ILERA Publication Series was established in 2014 as a collaboration between ILERA, the ILO and Edward Elgar Publishing. The series focusses on comparative labour and employment relations. To date, three volumes have been published in the series on trade unions and migrant workers; organising and trade union representation; and work and labour relations in global platform capitalism.

The forthcoming volume will focus on one of the themes that was addressed by the International Labour and Employment Relations Association (ILERA) World Congress in Sweden from 21-24 June 2021. It draws on the guidance and active participation of the ILERA study group on Gender and Employment.

This book, *Making and breaking gender inequalities in work*, is edited by Prof. Mia Rönnmar (Lund University and past President of ILERA) and Susan Hayter (Lead Researcher at the ILO, Geneva). Gender inequalities persist in work, despite progress in frameworks regulating labour and employment relations. The COVID-19 pandemic has significantly exacerbated inequalities, including gender inequality. This volume will examine persistent barriers to gender inequality, the manner in which these have been exacerbated by the COVID-19 crisis, and how the effective and inclusive governance of work can advance a transformative agenda for gender equality. The key themes of the book are:

- ♦ gender inequalities in the world of work
- ♦ COVID-19 and gender inequality; and
- ♦ the governance of work.

Chapter include comparative and country-specific analyses, including empirical. An array of countries are examined in relation to the above themes, including Aotearoa New Zealand and Australia. The book will be launched at the ILERA World Congress in New York City in late June 2024.

Recent event

Industrial Relations in Europe Conference (IREC) 2023



Conference theme: The Role of Industrial Relations after Turning Points in History

by Professor Bernd Brandl

Doctor Barbara Bechter and Professor Bernd Brandl (Durham University) organized the Industrial Relations in Europe Conference (IREC), held 18-20 September, 2023 at Durham University Business School (DUBS). The IREC 2023 brought the latest research in the field under the theme “The Role of Industrial Relations after Turning Points in History” to Durham. In this sense, the theme of the conference focused on a selection of presentations of the latest research to investigate recent developments that pose challenges to the world of work and labour and all of the actors involved.

We had more than 80 presentations and more than 120 participants at the conference. Speakers and participants came from 24 countries, mainly in Europe (UK, Poland, Ireland, Germany, Belgium, Sweden, Norway, Hungary, Netherlands, Spain, Portugal, Denmark, Italy, Iceland, Switzerland, Cyprus, France, Slovenia, Austria) but also from the rest of the world, including Australia, Canada, Israel, New Zealand, and Nigeria.

The rich programme of the conference included five plenary presentations and various special sessions. One of the special session was an “Meet the Editors: Q&A with Editors of Journals in International Industrial Relations”. The meet the editors session was well attended by early career researchers who were able to ask editors for advice on how to publish research in the field. The meet the editors session included Aristeia Koukiadaki (University of Manchester School of Law), Managing Editor of the “International Labour Review” at the International Labour Organisation; Miguel Martinez Lucio (Alliance Manchester Business School, The University of Manchester), Editor of “New Technology, Work and Employment”; Guglielmo Meardi (Scuola Normale Superiore, Florence, Italy), Editor of "European Journal of Industrial Relations"; and Jane Parker (European Trade Union Institute (ETUI), Brussels and Massey Business School, New Zealand), Co-editor in Chief of "Labour & Industry: A journal of the social and economic relations of work".

In addition to that we had book presentations and a stand by the European Foundation for the Improvement of Living and Working Conditions (Eurofound) which is a specialist agency of the European Commission, showcasing research reports and public policy initiatives in the area of employment relations.

Information about keynote speakers

Professor Valeria Pulignano (KU Leuven, Belgium)

Valeria Pulignano is Professor in Sociology at the Centre for Sociological Research (CESO), KU Leuven. She has published extensively on topics related to the sociology of work, comparative European industrial (employment) relations, labour markets and inequality, working conditions, job quality and workers' voice. She serves as Principal Coordinator of the research network on Work, Employment and Industrial Relations within the European Sociological Association and she is Co-Researcher at CRIMT (Centre for Globalisation and Work) at the University of Montreal and Laval in Canada. She is PI of a ERC Advanced

IREC 2023 (cont'd)

in the platform economy, creative industries and care, and explore how it accounts for– and develop a measurement of – precarious work. She is author of several books among which (2020) *Shifting Solidarity* (with I. Van Hoyweghen and G. Meyers) Palgrave; (2018) *Reconstructing Solidarity: Labour unions, precarious work, and the politics of institutional change in Europe* (with V. Doellgast and N. Lillie) OUP; (2016) *Employment Relations in an Era of Change* (with H. Köhler and P. Stewart), ETUI; (2013) *The Transformation of Employment Relations* (with J. Arrowsmith), Routledge; and (2008) *Flexibility at work: critical developments in the international automobile industry* (with P. Stewart, A. Danford and M. Richardson), Palgrave. She serves as Associate Editor of *Work, Employment and Society* (British Sociological Association)..

Professor Richard Hyman (London School of Economics and Political Science, UK)

Richard Hyman is Emeritus Professor of Industrial Relations at the London School of Economics and Founding Editor of the European Journal of Industrial Relations. He also founded and coordinates the annual Industrial Relations in Europe Conference (IREC). He has written extensively on the themes of industrial relations, trade unionism, industrial conflict and labour market policy, and is author of a dozen books as well as some 200 journal articles and book chapters. His comparative study, *Understanding European Trade Unionism: Between Market, Class and Society* (Sage, 2001) is widely cited by scholars working in this field. His book *Trade Unions in Western Europe: Hard Times, Hard Choices* (with Rebecca Gumbrell-McCormick), was published by Oxford University Press in October 2013 with a second edition in June 2018. Their joint study, *Towards a European System of Industrial Relations? The ETUC in the 21st Century*, will be published in 2023.

Professor Jane Parker (ETUI, Brussels, and Massey University, New Zealand)

Jane Parker was full professor and is now adjunct professor (Employment Relations and HRM) at the School of Management, Massey University in New Zealand, and is a senior researcher at the European Trade Union Institute (ETUI) in Brussels. She is co-editor in chief for *Labour and Industry: A journal of the social and economic relations of work*, an associate fellow of the Industrial Relations Research Unit (IRRU) at the University of Warwick, and an executive committee member of the International Labour and Employment Relations Association (ILERA). Jane has led an array of projects on employment, regulation and equity for the ILO and other agencies including Eurofound. Her research focuses on comparative industrial relations, social movement unionism, workplace equity and democracy, and strategic human resource management. Recently, she was the lead editor of and contributor to a cross-national book, *Working women in Asia and the Pacific: Experiences, Challenges and Ways Forward* (2023); co-authored an article on worker freedom and social movement unionism for *International Labour Review*; and wrote a chapter on Europe in transition and workplace democracy in the ETUI's *Benchmarking in Europe 2023* publication.

Professor Chris Forde (University of Leeds, UK)

Chris Forde is Professor of Employment Studies in the Work and Employment Relations Department, and Co-Director of the Centre for Employment Relations Innovation and Change at the University of Leeds, UK. He is also Deputy Director of the ESRC Digital Futures at Work Research Centre, where he co-leads the Digit Data Observatory. Chris's research interests focus on migration (the regulation of migration, employer labour strategies, the experiences of migrants and worker collectivities and migration); the impact of the future of work; temporary work; gig and platform work; job quality; restructuring; labour market regulation; job quality; well-being; and business lobbying. He is currently co-investigator on a three-year ESRC project looking at Labour Mobility in Transition: a multi-actor study of the re-regulation of migrant work in four sectors.

Cont'd

IREC 2023 (cont'd)

Doctor Christine Aumayr-Pintar (Eurofound, Dublin)

Christine Aumayr-Pintar is a senior research manager in the Working Life unit at Eurofound. Her current research topics include minimum wages, collectively agreed wages and gender pay transparency. She also manages the EU PolicyWatch database. From the end of 2022, she will take up the coordination of Eurofound's research on industrial relations and social dialogue, while also managing the Network of Eurofound Correspondents (NEC). Before joining Eurofound in 2009, she worked as a researcher in labour markets and regional economics at Joanneum Research, Austria. She studied economics in Graz, Vienna and Jönköping and holds a Master's degree and a PhD in Economics.

Photos from IREC 2023



'Meet the Editors' session



Prof. Bernd Brandl



Prof. Valeria Pulignano and
Doctor Barbara Bechter



Prof. Richard Hyman



ANZAM Annual – 36th Conference – 2023

4-7 December 2023

ANZAM's Doctoral workshop and 36th Conference 2023

The 2023 Doctoral workshop and ANZAM Conference are being hosted by Victoria University of Wellington, New Zealand

4 December
5-7 December

Doctoral Workshop
Conference

- ♦ ANZAM 2023 Doctoral representative: Alina Haider
- ♦ ANZAM 2023 Conference chairs: Vipul Jain and Urs Daellenbach



VICTORIA UNIVERSITY OF
WELLINGTON
TE HERENGA WAKA
NEW ZEALAND




ANZAM 36th Annual Conference - 2023


Dates: 5-7 December 2023 *3 days*

Where: The Museum of New Zealand Te Papa Tongarewa
Wellington, New Zealand

Hosted by: Victoria University of Wellington

2023 Conference chairs: Vipul Jain and Urs Daellenbach
(Victoria University of Wellington)





VICTORIA UNIVERSITY OF
WELLINGTON
TE HERENGA WAKA
NEW ZEALAND

ANZAM 2023 Doctoral workshop

Venue: Wellington School of Business and Government at
Victoria University of Wellington, New Zealand

Date: 4th December 2023

Theme: **Connection, Collegiality and Collaboration**

Doctoral Representative 2023: Alina Haider

KEY CONFERENCE DATES:

Paper Submission Opens	Monday 6 March 2023
Registration Opens	Monday 3 April 2023
Paper Submission Closes	Monday 26 June 2023
Paper Acceptance Notification	Monday 28 August 2023
Deadline Revised Papers	Monday 18 September 2023
Registration Deadline (for Presenting Authors)	Monday 9 October 2023
Draft Program	Monday 30 October 2023

For more information: <https://www.anzam.org/events/anzam-annual-36th-conference-2023/>

ILERA World Congress 2024

New-York, June 26–30



The International Labour and Employment Relations Association (ILERA) was established in 1966 and its general purpose is to promote the study of labor and employment relations throughout the world in the relevant academic disciplines, by such means as:

- ♦ encouraging the establishment and development of national associations of labor and employment relations specialists;
- ♦ facilitating the spread of information about significant developments in research and education in the field of labour and employment relations;
- ♦ organising worldwide and regional congresses; and
- ♦ promoting internationally planned research, by organising study groups on particular topics.

Today, the Association has members worldwide including prominent industrial relations scholars and practitioners, and 36 national associations and one regional association, who together form the ILERA Council.

An ILERA World Congress is convened every three years, where professionals interested in all aspects of labor and employment relations meet to share ideas about new developments, ideas and practices in the field. ILERA also organizes, through its national affiliates, regional congresses (see <https://ilo-ilera.org>).

The 20th ILERA World Congress in New York City will continue this impressive tradition and serve as a vital global platform, gathering scholars, social partners, policymakers, and other stakeholders to exchange ideas and best practices.

The Call for Papers and session proposals is open online at:
https://ilo-ilera.org/category/event/congress/world_congress/



2024 Association of Industrial Relations Academics of Australia and New Zealand (AIRAANZ) Conference



Theme: Reimagining Industrial Relations: work, care, climate & safety

31 January—2 February 2024

AIRAANZ is pleased to announce that the 2024 conference is happening in Perth, Western Australia at the University of Western Australia from Wednesday 31st January to Friday 2nd of February 2024.

Keynote addresses will be given by Senator Barbara Pocock AM and Professor David Walters with exciting panels organised around work, care and safety.

If you **already have an AIRAANZ membership account** please login **BEFORE REGISTERING** for the conference.

Conference Fees

The conference registration costs for **early bird registration** are below. This cost is all inclusive for conference related events (conference, welcome drinks, HDR breakfast (only for HDR attendees) and conference dinner). Please also be aware that there are no day registrations. Fees below are in Australian dollars.

REGISTRATION FEES:	Early Bird Until Dec 6 th
Early bird Standard Member	725
Early bird Non-Member	925
Early bird Retiree or Student member	365

Key dates/events

HDR Breakfast will be on 31st of January.

Welcome Drinks will be at the end of the first day of the conference (31st of Jan) at the Mounts Bay Sailing Club.

Conference Dinner will be held on Thursday 1st of Feb at Long Chims (the State Building).

The AIRAANZ 2023 AGM will be held on Friday morning 2nd of Feb.

Accommodation

If you would like to book accommodation through Conference Solutions (who are assisting with organising the conference) there is an accommodation link on conference registration site.

Conference Program

We will aim to release the conference program in early December. For queries contact [info@airaanz](mailto:info@airaanz.org) Conference organising committee: Tom Barratt, Renata Casado, Kantha Dayaram, Scott Fitzgerald, Michael Gillan, Caleb Goods, Sandra Martain, Alexis Vassiley and Heidi Vivian. For more information and to register, please visit: <https://www.airaanz.org/conference/reimagining-industrial-relations-airaanz-2024-conference-31-jan-2-feb-2024>



University of Otago Human Resources International Conference

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10-12 January 2024

University of Otago, Aotearoa New Zealand

Programme

We have built an exciting programme including keynote addresses supported by presentations from delegates.

This conference includes:

- ◆ Doctoral colloquium
- ◆ Welcome reception and registration
- ◆ Parallel sessions
- ◆ Keynote presentations
- ◆ Conference dinner (Larnach Castle, Dunedin)
- ◆ Designated practitioner day
- ◆ Closing drinks

For detailed programme information, please visit:
<https://events.otago.ac.nz/2024-hric/programme>

Conference keynotes:

- ◆ Distinguished Professor Fang Lee Cooke, Monash University (Australia)
- ◆ Professor Jarrod Haar, Massey University (New Zealand)
- ◆ Distinguished Professor Emeritus Wayne F. Cascio, University of Colorado Denver (USA)

SPECIAL ISSUE CALL FOR PAPERS

Research methodologies that offer insights

Guest Editors

Professor Mark Saunders, University of Birmingham

Professor Keith Townsend, Griffith University

Dr Margarita Nyfoudi, University of Birmingham

Dr Paula O’Kane, University of Otago (MPOWER member)

Objective and overview

The objective of this special issue is to offer new insights regarding the application, utility, and outcomes of specific methods for providing impactful insights to Human Resource Management scholars and practitioners.

We envisage the special issue will provide a forum for constructive debate regarding methodological questions of importance to HRM academics and practitioners. Within this scope, we welcome considerations of quantitative, qualitative, and mixed methods, including the rapid move to online and big data methodologies such as organisational text mining (Kobayashi et al., 2018). We anticipate and encourage critiques of methodological orthodoxies that not only move topical debates forward, but also offer practical solutions or alternatives, including the adaption of methods from other disciplines (Lê, & Schmid, 2022).

A crucial component of all accepted papers and research notes will be the utility to HR research *and* HR practice in methodological terms. To this end, they should be able to demonstrate a contribution to the theoretical and empirical understanding and application of methods or methodology, which goes beyond providing interesting examples of HRM research in practice or interesting examples of unusual methodologies for scholars that may have limited practitioner applicability (see for example, Ramirez and Islam, 2022).

HRM research has recently undergone major methodological developments. The increasing use of online data collection, crowdsourcing platforms, and big data has been expedited by the COVID-19 pandemic and the subsequent and often prolonged lockdowns (Aguinis et al., 2021; Goodman & Wright, 2022). This pattern has been further reinforced by the increasing availability of associated data analytic technologies. Parallel to these developments, HRM research is at crossroads in relation to the use of a plethora of research methods, with the *Human Resource Management Journal* leading the way towards a more inclusive and holistic engagement with both quantitative and qualitative methodologies (Saunders and Townsend, 2016; Farndale et al., 2020). Yet, a potential mismatch between the levels/type of theorising and the ways data are collected, analysed, and reported risks the emergence of research fallacies also limits the extent to which a study may produce novel and relevant insights. In the face of these changes, it is now time to take stock of the methods and methodologies available to HRM scholars and practitioners and assess how they may provide insights and practice recommendations that are not only relevant for both HR practitioners and scholars, but also impactful for the end users, the employees.

cont'd

To this end, this special edition invites methodological papers and research notes focusing on the use and/or application of qualitative, quantitative, or mixed-method choices within HRM research. Papers might also consider methodological issues associated with research in HRM, such as undertaking and measuring impactful research, engaged and co-designed research, access and ethics, researcher reflexivity, decolonisation, and alternate methods of dissemination of findings for example story writing.

All submissions must offer novel and clear insights for HRM scholars and practitioners. A case in point would be the use of a particular method, how it can be translated into real practical benefits, and for whom. Submissions are expected to offer an explicit articulation of robust methods in HRM research which support theorising and also provide practical insights. Furthermore, our special issue will contribute practically to the effective selection and application of new forms of data collection, use, and analysis for HRM research. We anticipate that articles from this special issue will become highly cited in years to come.

Potential contributions

The following offer illustrative themes and associated potential foci that we aim to address in this special issue. Authors are encouraged to submit papers or research notes with wider perspectives, providing the submission meets the objectives and falls within the overview of this special issue. Potential authors are invited to contact any of the editors of the special issue to discuss their ideas.

- ♦ *Advancing method*
- ♦ *Advancing impact*
- ♦ *Advancing Digital and online HRM Research*
- ♦ *Future*

Submission process

Full papers or research notes should be submitted between 1st and 29th February 2024 at <https://wiley.atyponrex.com/journal/HRMJ>. Please select the 'Special Issue Article' as the article type on submission. On the Additional Information page during submission, select 'Yes, this is for a Special Issue' and select "Research methodologies that offer insights" from the dropdown list. Please note that papers may not be submitted until 1 February 2024 and *HRMJ* will not be able to consider late submissions.

Enquiries related to the call for papers should be directed to Mark NK Saunders (m.n.k.saunders@bham.ac.uk), Keith Townsend (k.townsend@griffith.edu.au), Margarita Nyfoudi (m.nyfoudi@bham.ac.uk) or Paula O'Kane (paula.okane@otago.ac.nz).

Enquiries related to the online submission process should be directed to: HRMJ.journal@wiley.com.

Further information

Please visit:

https://onlinelibrary.wiley.com/pb-assets/assets/17488583/HRMJ_SI_CFP_Research-methodologies-that-offer-insights-1679504807343.pdf

MPOWER members' (surnames in bold) recent outputs

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