



Call for Papers

Special Issue:

**Research Paradigms in
International Human Resource Management**

Special Issue Editors:

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This Special Issue of the *German Journal of Human Resource Management (GHRM)* sets out to clarify accepted research methods in the field of international human resource management (IHRM). Over the past 30 years this field has become increasingly significant in human resource management (HRM) (Dowling et al., 2017; Schuler et al., 2002; Stahl et al., 2012). This is largely because of the impact of globalization on business, requiring many firms to deal with countless global human resources problems (Sparrow et al., 2017), such as management of employees' global mobility (Caligiuri and Bonache, 2016; McNulty and Brewster, 2017) and the local adaptation and global integration of personnel policies in multinational organizations (Festing and Eidems, 2011; Taylor et al., 1996). Partly associated with this discussion are also the mechanisms for transferring HRM practices and knowledge through a firm's international network (Björkman and Lervik, 2007; Kostova and Roth, 2002; Morris et al., 2006), comparative HRM (Farndale et al., in press) and the (inter-)cultural dimension of HRM (Gerhart and Fang, 2005). Abundant research has produced numerous handbooks, higher education courses and dedicated journals. So it is surprising how difficult it is to find studies that shed light on, or even simply address, the different research paradigms that may be adopted in the field of IHRM.

We use the term "research paradigm" according to the meaning given it by Thomas Kuhn (1962). It refers to the fundamental assumptions that members of a given scientific community share at a given time regarding a number of key research issues, including which problems are most pertinent, what the appropriate methods are, what an acceptable solution of the problems would look like and so on. Understood like this, we then have different options to classify research paradigms. We might speak of a

nominalist paradigm as opposed to an essentialist one (Popper, 1944), a mathematical thought or paradigm compared to another conceptual one (Heidegger, 1954, 1968) or the positivist paradigm versus the interpretive one (Lee, 1991). This last pair of opposing paradigms is the most widespread in management studies (Mantere and Ketokivi, 2013) which could make it the easiest one to apply to IHRM.

For this Special Issue of the *GHRM* we call for papers from scholars that illustrate or reflect upon the roles played by research paradigms in IHRM: the type of research questions asked, the role of theory, methods for gathering and analyzing data and other more pragmatic aspects that influence scholars' professional careers (e.g. impact, citations and difficulties in publishing).

We are particularly interested in submissions that focus on two key topics: **studies on the various ways of conducting research in IHRM along with the conceptual and methodological challenges faced**, and **papers that illustrate the application of a specific research paradigm** (e.g. a positivist, interpretive or critical view). We would therefore welcome submissions that are conceptual, empirical (quantitative or qualitative, or both, and if qualitative, positivist or interpretive) or methodological in nature. So the focus of the papers may include, but not be limited to, the following:

- **Research strategies and methodological and conceptual challenges in IHRM.** Which epistemological positions and research methods are the most widely applied and most representative of IHRM? What are the strengths and challenges inherent in choosing these epistemological positions and research methods? What topics and questions are the most (and least) studied? What issues do researchers face when designing studies as well as gathering and analyzing data? What skills are required? How can the quality of contributions be assessed? What role do citations play? What impact does the choice of a certain research paradigm have on an academic career?
- **Theoretical frameworks in IHRM.** What is understood by theory in IHRM? Does the notion of theory vary depending on the epistemological framework and the research paradigm? What theoretical perspectives exist within this ambit, and what influence do they have? Which areas are most in need of a theoretical framework?
- **Exemplary applications in IHRM research.** Examples of how research is to be designed, structured and justified according to the research paradigm used. This may include positivist quantitative studies, qualitative examples or both, as well as interpretive studies of the qualitative methodology.

The aim of this Special Issue of the *GHRM* is to clarify the different ways of conducting research in IHRM, and to introduce frameworks to enable students and researchers to find their bearings in what up until now has been unexplored territory.

Submissions

In order to be considered for publication in this Special Issue of the *GHRM*, an extended abstract of 1,500-1,800 words (or a preliminary paper) should be submitted by **October 31st, 2018**. The editors will decide on invitations for full papers, sending feedback to the authors by **December 18th, 2018**. Full manuscripts (max. 10,000 words) must be submitted by **April 30th, 2019**. The manuscripts will undergo a double-blind review process. Feedback from the editors, based on the reviews, can be expected by **July 15th, 2019**.

Finalised papers will be due on **September 30th, 2019**. The Special Issue's expected publication date is **February 2020**.

Abstracts and full papers should be written in English and submitted via <https://mc.manuscriptcentral.com/ghrm>. The submission guidelines of the *GHRM* can be found on <http://journals.sagepub.com/home/GJH>. Submitted papers must be unpublished and not submitted to other journals.

The German Journal of Human Resource Management (GHRM)

The *GHRM* is an international journal concerned with advancing the study of HRM. It has a strong reputation as a dedicated academic journal open to high-quality research on all aspects of HRM. The journal is available via its publisher SAGE worldwide <http://journals.sagepub.com/home/GJH> and has a high download usage and short production cycles. The *GHRM* is ranked in category 2 by the ABS journal quality list.

Editors of the Special Issue

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