

**LOOKING BACK AND LOOKING AHEAD: APPLYING ORGANISATIONAL BEHAVIOUR TO EXPLAIN THE
CHANGING FACE OF WORK.**

CALL FOR PAPERS – AUSTRALIAN JOURNAL OF MANAGEMENT

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Special Issue Editors: Catherine Collins, Joanne Earl, Sharon Parker, and Robert Wood

In this special issue, we invite both theoretical and conceptual papers from organizational behaviour. To inject a fresh perspective on traditional organisational behaviour topics we encourage researchers to project well into the future and explore the significant changes that will occur in work. Where have we been, where are we now and where are we going to in organisational behaviour? In addition to theoretical and/or conceptual advances, we seek papers that also identify practical implications and solutions. How can organisational behaviour help explore and co-create solutions to these issues proactively with industry, governments, education bodies, and practitioners?

Specifically, this special issue seeks to explore emerging and expected changes in the face of work: the who, what, how, when, and where of changes in work. Diversity in the workforce is increasing with integration across national borders and cultural boundaries (Earley, 2006); employees will also be older since we will be working for longer (Kulik, Ryan, Harper, and George, 2014). Humans will increasingly work alongside intelligent robots and how we complete our work is increasingly via digital medium (Colbert, Yee, & George, 2016). One implication of increasing use of digital medium is that it gives employees more access to voicing issues (e.g., such as exposing ethical misconduct with corporate scandals and sexual misconduct), but this can also distort news and evidence (Barsky, 2011). When and where our work is conducted is also shifting, with constant connectivity, remote working, and a demand for buildings that facilitate digital working, whilst also inspiring innovation and employee well-being. These changes raise issues over who does what work; will disadvantaged populations (e.g., lower socio-economic status, and those with disabilities) have equal access to work opportunities?

Considering these and other changes, we need to revisit our seminal organisational behaviour theories and frameworks to contextualise research questions that take into account the future work trends. For example, the increasing automation of work with intelligent robotics may be used to revisit how work design (Parker, 2014), teamwork (Rico, Sanchez-Manzanares, & Gibson, 2008), and leadership (Rafferty & Griffin, 2006) will operate in the future. Will current approaches to agility in organisational structures, teams and leadership still be applicable? Or will authenticity and employee well-being be more central? Digitalisation may also change how we complete this research. 'Big data' has received much attention (George, Haas, & Pentland, 2014). Does this change assumptions about how to conduct evidence based-management processes (Rousseau & McCarthy, 2007)?

Revisiting organisational behaviour frameworks to project well into the future may necessitate new or further integration of topics. For example, traditional selection methods examining personality (Dunlop, Morrison, & Cordery, 2001) might be coupled with physiological measures to improve accuracy (Jackson, Loxton, Harnett, Ciarrochi, & Gullo, 2013) and identify those prone to destructive leadership before it occurs. Research on emotions, surface and deep acting (Nguyen, Groth, & Johnson, 2016) or negotiations (Kulik & Olekalns, M, 2012) might be used to develop well-defined scripts for services delivered by artificial intelligence. What are the risk and safety implications that arise from such technology? Are there situations where it is unethical for jobs to be automated? Risk, safety and ethical considerations are especially pertinent for the increased diversity in the workforce (e.g., older workers, cultural diversity, immigration status, gender), so that unconscious biases are reduced (Sojo, Wood, & Genat, 2016). Will we be able to successfully retain older workers and how do we manage issues relating to cognitive decline? Perhaps there are methodological and digital solutions such as real-time reporting of social justice as a point of differentiation and employee choice?

Submission Details

The first step involves the submission of a research proposal (deadline: October 8, 2018) of no more than 5 pages that outlines the proposed review topic, theoretical contribution, and implications for industry/practitioners. Submissions need to follow AJM formatting guidelines.

Based on the submitted proposals, the Special Issue Editors will invite selected authors to proceed with a full submission. Completed submissions are due by March 31, 2019 and will undergo a formal review process.

Submission Instructions

- Authors submit the 5-page proposal using the AJM editorial system October 8, 2018.
- If you do not yet have an account in the ScholarOne system, please use the following link: <http://mc.manuscriptcentral.com/ajm> and click “Create Account New Users”.
- Once registered, you should be able to login and enter the “author dashboard”. To submit a manuscript, click on the icon “click here to submit a new manuscript”.
- All papers must be submitted via the ScholarOne online system. Please indicate in the appropriate drop-down menu that your paper is a candidate for the special issue and select as special issue: “Looking back and looking ahead: Applying Organisational behaviour to explain the changing face of work”.
- Authors will receive a decision from the editorial team in November 2018 regarding the proposal acceptance and an invitation to develop the proposal further.
- March 31, 2019: Is the submission deadline for full papers.

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