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Special issue of International Journal of Human Resource Management: The impact of technology on work in the twenty-first century: exploring the smart and dark side

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CALL FOR PAPERS

Special issue of *International Journal of Human Resource Management*: The impact of technology on work in the twenty-first century: exploring the smart and dark side

Guest Editors: Peter Holland and Anne Bardoel

Monash University, Melbourne, Australia

The twenty-first century has seen significant expansion in the use and availability of technology and created a paradigm shift in how we can work. As the next wave of technological change (big data and cloud technology) has started to emerge in the workplace, we thought it timely to explore the impact of high-technology on how we work and the individual.

As Morgan (2014, p. 4) notes, 'There are many fascinating things happening in the world of technology that are impacting on the way we work'. The use and control of high-technology provides an opportunity to be innovative in when we work, where we work and the way we work (time, place and space – see Harvey, 2010) in a global economy. Further, Howcroft and Taylor (2014) point out, these innovations in labour utilisation and scheduling work, impact on employees' work and how work is done as the boundaries of the organisation 'melt' away. Indeed, they argue that society is seeing a new wave of revolutionary technology that provides the platform for significant change in the way we work. These changes are creating renewed interest in how work is conceptualised – what we describe as the '*smart-side*' of technology. Advances in technology can provide an unprecedented level of electronic monitoring and surveillance of work and employees both inside and outside the workplace (Holland, Cooper, & Hecker, 2015), and have the potential to create 'deadly combinations' (Becker, Huselid, Pickus, & Spratt, 1997), particularly when combined with HR practices designed to develop trust and high commitment relationships. This can have a significant negative impact on work and employees – what we call the '*dark-side*' of technology

For this special issue, we are therefore looking at a diverse range of papers that explore the impact of high-technology on facilitating and inhibiting work patterns and practices. These changes are likely to increasingly impact HR policy and practice as organisations strive for competitive advantage through employees who can and are exploring new ways to work through technology.

Areas of research can include, but not be confined to:

- Work-life Balance
- Teleworking and/or Global Teams
- Electronic Monitoring and Surveillance
- Diversity
- Flexible Patterns of Work
- Work and Job Design
- Non-standard Employment

- High-performance Work Systems
- Work Organisation
- (Global) Talent Management
- Employee Relations
- Role of Social Media in Workplaces

Submission guidelines

We welcome qualitative and quantitative papers (including case studies) as well as conceptual papers that explore the relationship between work, technology and HRM theory. All papers should be based upon original materials and not be under consideration by other journals. The editors of this special issue will be happy to discuss ideas and concepts via email (peter.holland@monash.edu.au; anne.bardoel@monash.edu.au).

Important deadlines

Submission of full papers for refereeing: 31 January 2016.

Journal volume published in August 2016.

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