

management revue

Socio-Economic Studies

Call for Papers

Organisations and Social Sustainability at Work

Conference Organisers & Guest Editors:

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Special Issue

With the thematic focus, this year's annual meeting addresses the megatrends of social sustainability and new understandings of quality work for employees. Social sustainability means offering processes for creating successful places that promote well-being by understanding what people need from the places they live and work. Social sustainability supports social and cultural life, social amenities, citizen and employee engagement opportunities, and space for people and places to evolve as belonging and identity. Social sustainability can be reached by aligning formal and informal processes; systems, structures, and relationships must allow current and future generations to create healthy and durable living. Socially sustainable communities are equitable, diverse, connected, and democratic and provide a good quality of life. The annual meeting organisers are interested in how organisations of all types can contribute to a social sustainability culture and how these cultures can be organised.

Examples of problems, challenges, work practices and initiatives of interest to the conference and social sustainability paradigm are, among other things:

- The reproduction and production of social closure and exclusion in organisations: starting from cultural and social bias in recruiting, over-performance and promotion management (meritocracy, the seniority principle) to self-exclusion of particular demographic groups, workplaces have the power to divide social groups further – or potentially mend this gap.
- Private companies are increasingly interested in alternative work standards concerning technological progression: changes include agile, low-hierarchy digitalised workflows, and liberal group and project management, especially in IT and high-tech, but also in other domains.
- Organisations are increasingly encouraging issues of employee identity, belonging, (mental) health and psychological safety, cultural struggles, and empowerment: such momentum can be explored and evaluated from different perspectives. While ethical considerations (e.g., overcoming racial discrimination) matter, managing employee demands resulting from their identity and belonging and integrating resulting practices in the business and management model (e.g., rewarding employee engagement appropriately) must be equally thought through.
- The megatrends towards sustainability and new standards of good work have increased the "talk" about such issues: Organisations have professionalised their public verbiage, installed public corporate persona and otherwise improved their image regarding corporate consciousness and engagement. Team building measures and a focus on good and friendly work milieus are ubiquitous – however, whether or not such measures benefit employees or merely the "new spirit of capitalism" (Boltanski and Chiapello, 2007) is to be explored.

In addition, contributions that deal with other empirical personnel and organisational research topics beyond the conference topic are also welcome.



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We look forward to exciting and inspiring contributions and discussions!

Special Issue of management revue – Socio-Economic Studies

management revue – Socio-Economic Studies is a peer-reviewed, interdisciplinary European journal publishing qualitative and quantitative work and purely theoretical papers that advance the study of management, organisation, and industrial relations. management revue publishes articles contributing to theory from several disciplines, including business and public administration, organisational behaviour, economics, sociology, and psychology. Reviews of books relevant to management and organisation studies are a regular feature.

Full papers for this special issue must be submitted by **28 February 2024**. All contributions will be subject to double-blind reviews. Papers invited to a 'revise and resubmit' are due 30 June 2024. The publication is scheduled for issue 4/2024. Please submit your papers electronically via the [online submission system](#) using 'SI Organisations and Social Sustainability at Work' as the article section.

Manuscript length should not exceed 10,000 words (excluding references), and the norm should be 30 pages in double-spaced type with margins of about 3 cm (1 inch) on each side of the page. Further, please follow the [guidelines on the journal's homepage](#).

We are hoping to hear from you!

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