Special Issue - Call for Papers


Special Issue Editors: Prof. Dr. Tim Weitzel, Sven Laumer, Otto-Friedrich University of Bamberg, Andreas Eckhardt, Goethe University Frankfurt a. Main, Germany

Submission Deadline: 18. January 2010

Overview:

In their 2007 survey [4] identified “Attracting, developing, and retaining IT professionals” as the top managerial concern of CIOs in US companies. For the past several years, researchers have been trying to identify best practices for managing (IT-) professionals [1, 6]. In today’s dynamic business and technical environments, organizations need both experienced professionals and new hires to have the appropriate balance of skills (e.g., technical, business/management, industry, communications, working in teams). Management faces significant challenges in understanding the mix of skills that is required, in defining an appropriate sourcing strategy, and in recruiting as well as retaining the critical talent the organization currently needs and has [2]. However, the discussed talent shortage of IT professionals is not really new for the discipline. Researchers and practitioners alike have long been discussing strategies for successful IT-hires, and the issue reached a peak as [3] postulated the “war for talent”. In this context one of the key conclusions of Luftman and Kempleaiah’s (2008) survey is that “IT leaders should work with their HR organizations and pay more attention to the impact these important factors have on their employees”.

In addition to these challenges the increasing diffusion of the internet and its related internet-based services changed the way business is conducted and people organize their life. As an example, the process of recruiting and managing employees has become an IT-supported business process [5] and put Human Resource Information Systems (HRIS) and Electronic Human Resource Management (E-HRM) into the spotlight. From simply posting job ads and information on the internet to online application forms and holistic e-recruiting system architectures, the “e” in e-recruiting has substantially transformed how employer and prospective employee interact, and also how the existing HR resource could be used. This has led, among others, to substantially changed job seeker and firm behavior on internal and external job markets.

Thus, organizations are facing a two-fold challenge: Internally, they need to implement an effective and efficient recruiting, retaining and talent management process (HRIS, E-HRM) to sustain in the war for talent. Externally, firms need to understand the behavior of IT-professionals and their goals, motivations and communication channels to reach out to them (understand IT talent).

Therefore, the objective of the special issue “Electronic Human Resource Management and the Global IT-Workforce in an e-Business Environment” is to offer a platform for researchers and practitioners to discuss questions like

- How can E-HRM innovations help to address these challenges?
- What can E-HRM help firms to stay ahead in the global “War for Talent”?
• How can innovative IT-solutions support successful hiring, retention and talent management strategies?
• How can companies (universities) attract, recruit, mentor, and retain IT students and professionals?
• Have the knowledge, skills, and abilities needed to be successful in IT changed?

We intend soliciting for theoretical, conceptual, qualitative and quantitative studies as well as design sciences approaches that deal with, but are not restricted to the following areas:

• Adoption and Diffusion of E-HRM (Challenges and Organizational Benefits)
• Integrated Human Resource Information Systems
• Virtual Communities in E-HRM
• Business Process Management in E-HRM
• Cultural Issues of E-HRM and the IT – Workforce
• Matching-Algorithms and Personal Recommender Systems for hiring and team staffing
• Skills (IT and Business) Development of IT Professionals
• Recruiting and Retention Issues of the IT-Workforce

Submission of Manuscripts

All submissions must be in English, should represent original work done by the authors, and must NOT have been published, accepted for publication, or be presently under consideration for publication elsewhere. Manuscripts should be prepared according to the submission guidelines of Journal of Electronic Commerce Research (JECR) that can be found in the journal web site: http://www.jecr.org/s_guide.htm. Reviews of the submitted manuscripts will proceed in accordance with JECR’s editorial policy. Submissions should be by electronic transmission ONLY (using a Word or PDF file attachment). Submissions should be sent to: sven.laumer@uni-bamberg.de

Timeline:

January, 18th 2010: Deadline for full paper submission
May, 3rd 2010: Outcome of first review round sent to authors
July, 5th 2010: Resubmission of paper with required revisions
September, 4th 2010: Outcome of second review round sent to authors
September, 20th 2010: Submission of final (camera ready) version
September, 25th 2010: Notification of acceptance, accepted papers sent to journal co-editors
November 2010: Publication of special issue

References