Global Journal of Flexible Systems Management announces

Special Issue on Flexible HR Practices!

Guest Editors of the Special Issue

• Professor Umesh Bamel, Indian Institute of Management Raipur, India
• Professor Peter Stokes, Deputy Dean, Chester Business School, Chester University, UK

Introduction to Special Issue

The research on the concept ‘flexibility’ has spawned the scholarly debate for at least two decades now and has evolved as one of the focus areas of management research. Appreciating the idea of Flexibility in HR Practices, Global Journal of Flexible Systems Management announces this special issue. The agenda of this special issue is: (a) to extend and to promote the research on Flexible HR practices; (b) to advance the scholarly debate and discussion on flexible HR practices; and (c) to facilitate the theorizing and conceptualization of the flexible HR practices. By doing so, we hope to stimulate the intellectual debate on the concerns related to flexible HR practices. Flexible HR practices can help organizations in achieving sustainable competitiveness through creating, integrating, and building on its human resources.

Scope and Coverage:

This special issue solicits theoretical, empirical, review, and meta-analytical research concerning flexible HR practices. In addition, we also encourage practitioners’ contribution on designing, development and implementation of flexible HR practices. The following page provides a list of indicative, but not exhaustive, research questions and topics, all of which could be addressed.
Scope and Coverage:

- Designing and implementing flexible HR practices
- Challenges and issues in designing, development and implementation of flexible HR practices
- Flexibility in manpower management (recruitment, selection and deployment)
- Consequences of flexible manpower management practices i.e. temporary hire, contract hire, employee exchanges, outsourcing, etc. on organization at large
- Designing and delivering customized training and development programs
- Flexible pay/wage administration and its consequences
- Flexibility in performance appraisal and management system
- Flexible benefits plans
- Flexi-timings
- Flexible talent management
- Flexibility in succession and career planning
- Leadership for promoting flexible HR practices
- Flexible HR strategies
- Organizational restructuring and renewal to practice flexibility in HR functions
- Organizational culture and climate to practice flexibility in HR functions
- Designing metrics and frameworks for evaluation and assessment of flexible HR functions and practices

Submission Details:
Articles submitted to the journal should be original contributions and should not be under consideration for any other publication at the same time. Authors submitting articles should follow the submission guidelines of Global Journal of Flexible Systems Management for preparing the manuscripts. Submissions should be sent to the guest editors of this special issue via the journal’s editorial manager system (link below). All papers will undergo double-blind review following the journal’s normal review process and criteria. Accepted papers not be included in the special issue will be published in a regular issue of the journal. For further information on this special issue, and any questions regarding submission of manuscript, please write to Prof. Umesh Bamel.

Last date for paper submission: February 15, 2015
Notification of first round of review: March 30, 2015
Notification of final decision: May 15, 2015
Submission site: https://www.editorialmanager.com/jfsm/
Details of the journal and its Editorial Board: http://www.springer.com/journal/40171

Contacts for this special issue
Umesh Bamel (umeshbamel@iimraipur.ac.in) | Peter Stokes (p.stokes@chester.ac.uk)
Journal office (jfsmspringer@gmail.com)

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