Call for Papers

*Journal of Business Ethics*

**Special Thematic Symposium on**

**CORPORATE SOCIAL RESPONSIBILITY AND EMPLOYEES**

Submission deadline: **31 October 2016**

**Guest Editors**

Alexander Newman (Deakin University)
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David A. Jones (University of Vermont)
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**Introduction to the Special Thematic Symposium**

For this symposium we seek contributions that enhance our understanding on how employees perceive and react to corporate social responsibility (CSR) of their organizations. In the last decade a growing literature has examined the link between employee perceptions of CSR and their work behaviours and attitudes (El Akremi et al., 2015). Although scholars have developed comprehensive scales to measure employee perceptions of CSR (El Akremi et al., 2015; Turker, 2009) and socially responsible HRM practices (Shen & Benson, 2014), there is still disagreement in the literature as to the relative importance of the different mechanisms forwarded to explain employees’ attitudinal and behavioural response to organizational CSR. In addition to social identity theory, which has been the basis for most work looking at employee responses to CSR (Hofman & Newman, 2014; Jones, 2010; Kim et al., 2010; Newman et al., 2015), researchers have put forward alternative explanations based on organizational justice and social exchange theories (El Akremi et al., 2015; Jones, 2010; Rupp et al., 2006; Rupp et al., 2013). There has also been limited investigation of the factors which influence the development of employees’ CSR perceptions and the boundary conditions (moderators) of the relationship between employees’ CSR perceptions and their work outcomes (Hofman & Newman, 2014).

We would like this symposium to offer a series of articles that encourage empirical examination of topics including, but not limited to:

- What are the underlying mechanisms linking employee perceptions of CSR towards various stakeholders to their work behavior and attitudes?
- How does employee involvement in CSR initiatives influence the development of employees’ CSR perceptions and subsequently influence their work attitudes and behaviors?
- What communication strategies might organizations use to enhance employee perceptions of their CSR initiatives?
- How do employees’ personality, values, and cultural context in which they work influence the ways they perceive and respond to CSR?
- Does the job function of employees, as regards the extent to which they face external stakeholders, influence their responses to CSR?
Do employees’ collective perceptions of CSR influence team or organizational-level outcomes?

We encourage authors to utilize a diversity of methodological and theoretical perspectives when developing manuscripts for the symposium. We are not seeking review pieces or purely conceptual theoretical papers.

**Submission Process and Deadlines**

Authors are strongly encouraged to refer to the *Journal of Business Ethics* website and the instructions on submitting a paper. For more information see: [http://www.springer.com/social+sciences/applied+ethics/journal/10551](http://www.springer.com/social+sciences/applied+ethics/journal/10551)


The editors welcome informal enquiries related to proposed topics. Questions about expectations, requirements, the appropriateness of a topic, and so forth, should be directed to: a.newman@deakin.edu.au

**References**


