

BJIR CALL FOR PAPERS

Conference and special issue on:

Employment Relations and Human Resource Management: Building on David Marsden's legacy

The BJIR (<https://onlinelibrary.wiley.com/journal/14678543>) invites submissions for a conference and subsequent special issue devoted to taking forward the work of long-time editor David Marsden.

Sarah Ashwin (London School of Economics: s.ashwin@lse.ac.uk), Rafael Gomez (University of Toronto: ralph.gomez@utoronto.ca), and Patrice Laroche (University of Lorraine: patrice.laroche@univ-lorraine.fr) will serve as editors of this special issue. Scholars interested in participating in this conference and special issue should submit an extended abstract (1000 words) or paper by **17 October, 2022**. Authors will be notified by **17 December 2022** whether their paper has been accepted for presentation at the conference, which will be held in **June 2023** at the London School of Economics. A subset of authors will be asked to submit their papers to the *BJIR* with the expectation that their papers will be published in a special issue if they pass the external review process. Prospective contributors are welcome to consult any of the guest editors regarding preliminary proposals or ideas for papers.

Overview and submission procedures

Employment relations scholars were shocked and saddened to learn of David Marsden's death on 10 August 2021. In his long and distinguished career, David shaped and contributed to debates across the employment relations field from youth employment, through performance management and pay, to comparative institutional analysis. David's first refereed article (1980) was an analysis of shop stewards in West Germany, France and the UK, and his fascination with cross-national variation in formal and informal institutions persisted throughout his career. He was ahead of the curve in his focus on the sources and effects of pay inequality in Europe (1981). David's magisterial book *A Theory of the Employment Systems: Micro-Foundations of Societal Diversity* (1999, Oxford University Press), developed a novel theory of how

institutions shaped work organization and employment relations within firms. Yet this was not David's final comparative contribution, with further cross-national analyses focusing on issues such as individual voice (2013) and performance management (2019). David was also interested in a wide range of policy issues from training, to pay determination and collective bargaining, to, most recently, employee wellbeing (2021). This conference and special issue seeks to honour and take forward David's work, building on the themes which David spent his life exploring.

David worked across a wide range of areas, and we encourage submissions across the gamut of his interests, including:

- Comparative employment relations and human resource management
- Performance management, performance pay and pay inequality
- Collective bargaining and employee voice
- Labour markets and employment systems
- Employee health and wellbeing

We encourage work which develops these themes through either novel empirical work or contributions that develop theory by drawing on David's work and related contributions.

To submit an abstract for consideration by the conference, please attach your abstract to an email and send to Sarah Ashwin at s.ashwin@lse.ac.uk

Deadline for submission of abstracts: 17 October 2022

The conference will be held in June 2023 at the London School of Economics.

References:

- Doellgast, V., & Marsden, D. (2019). Institutions as constraints and resources: Explaining cross-national divergence in performance management. *Human Resource Management Journal*, 29(2), 199-216.
- Marsden, David (1980) Shop Stewards in West Germany, France and Great Britain. *Employee Relations*, 2, 4: 2-5.
- Marsden, David & Christopher Saunders (1981). Pay inequalities in the European Community. London: Butterworths in association with the Sussex European Research Centre, University of Sussex.
- Marsden, D. (1999) *A Theory of Employment Systems: Micro-Foundations of Societal Diversity*, Oxford: Oxford University Press.
- Marsden, David (2013). Individual voice in employment relationships: A comparison under different forms of workplace representation. *Industrial Relations: A journal of economy and society*, 52, 221-258.
- Marsden, D. (2021) 'Patterns of organizational ownership and employee well-being in Britain.' *British Journal of Industrial Relations*, <https://doi.org/10.1111/bjir.12605>