

May 2008

News from the HRM Editorial Office



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Join the HRM Social Network!

To connect our readers, reviewers, the Editorial Board, and HRM professionals, and scholars interested in dialog and learning about HRM, we have set up a social network sponsored by the Journal. We are still in the early stages, so you will see limited content at this point. The only way the content becomes more interesting is through your active participation. We are still doing some tweaking with the site. Stay tuned for small changes in look and feel over the next few weeks!

To sign up, go to <http://www.hrmthejournal.ning.com> and click “Sign Up” button. (You may need to copy and paste this link into your browser).

Several forum discussions have been set up. Please comment on any of them (click on the topic and it will take you to a place to comment) or start your own discussions. Feel free to link to Theresa’s blog, and comment on that site as well. And, as a member of the HRM community, we invite you to forward information on our social network to your colleagues.

Further, we suggest you set up your preferences to be alerted to responses to the stream of discussions. To do so, go to: My Page, then My Settings (on right hand side of the page), then Edit Email. If you run into any problems, contact Leslie (lwillhelm@umich.edu) or Theresa (twelbour@umich.edu).

Associate Editors Rotate

HRM is pleased to announce several changes in the Executive Editorial team and Associate Editors. On the Executive Editorial Team, **James Hayton (Bocconi University)** has replaced **Mark Roehling (Michigan State University)**. Mark made a significant impact on the Journal during his tenure as Executive Editor, a position he held since 2004. Mark was instrumental in transitioning the Journal following Mark Huselid’s tenure, and managed a significant number of manuscripts at a time when submissions sharply increased.

Taking over Mark’s responsibilities is James Hayton. James managed a special issue in 2006 on HRM Competencies and acted as an Associate Editor following that issue’s publication. James’ research focuses on the links between human capital, human resource management systems, and corporate entrepreneurship.

Several of the Associate Editors have rotated out of their positions to be replaced by others. We wish to sincerely thank **Arthur Yeung (CEIBS, Shanghai)** and **Wendy Boswell (Texas A&M)** for their years of service. New Associate Editors are **Kevin Carlson (Virginia Tech)**, **Lynn Perry Wooten (University Michigan)** and **Helen De Cieri (Monash University)**. Kevin has been a long-time Editorial Board member and very active reviewer for HRM. His expertise falls into staffing, training and development, productivity improvement, and the effective use of technology.

Lynn, also a Board member, has completed guest editing a special issue on Breaking Barriers, which is HRM’s current issue (<http://www.wileyinterscience.com/hrm>). Lynn’s research focuses on how changes in workforce demographics and the knowledge economy influence strategic HR management practices. In addition, she examines how these practices affect organizational performance and employee-related outcomes.

Finally, Helen joins the AE team from Australia after serving on the Editorial Board for many years. Helen has extensive experience in international HR and multinational networks. Her experience with Asia is a critical addition to our team due to the increasing number of submissions we are receiving that focus on research in that region.

Please join us in thanking the outgoing team for their years of dedication and welcome the incoming team.

Authors in the News

A note about Yehuda Baruch and James Campbell Quick's paper titled "Understanding Second Careers: Lessons from a Study of U.S. Navy Admirals" (HRM issue 46-4, Winter 2007) appeared in a recent Management Alert email from The Economist. The Economist has a regular section called "What's in the Journals" on their website at www.economist.com/business/management/. This is what they had to say about this article:

"An impressive and energetic group of managers making the transition into their second careers is examined herein: "flag-rank" admirals retiring from the United States Navy. The average age of those questioned was 70, yet fewer than half of them planned full retirement. The authors sought to discover their level of satisfaction with their second careers, especially after the structured hierarchy of the Navy (unsurprisingly, a good deal of them found work in defense-related industries).

Their conclusions found plenty of similarities between military and civilian career transitions – those that rated their experiences of transition positively reported satisfaction with the transition process itself, support from colleagues and family and a "protean" approach to job-searching; namely, associating career satisfaction with personal development rather than simple advancement. Since these former admirals had spent an average of 35 years on board, rising to the top of their profession, they perhaps felt little need to prove themselves to others."

Special Issues Underway

To receive the Call for Papers for any of these issues, please contact Managing Editor Leslie Southwick at lwilhelm@umich.edu.

| Special Issue Title | Guest Editors | Submissions Due |
|---|---|--------------------|
| Emerging Patterns of HRM in the New Indian Economic Environment | Pawan Budhwar, Aston Business School, UK Arup Varma, Loyola University, Chicago | May 28, 2008 |
| Human Resource Management and Employee Voice | Adrian Wilkinson, Griffith University Charles Fay, Rutgers University | August 31, 2008 |
| Entrepreneurship and Human Resources in the Global Economy | Judith Tansky, Ohio State University Domingo Ribeiro, University of Valencia Salvador Roig, University of Valencia | September 30, 2008 |
| Human Resource Management and the Supply Chain | Mary E. Graham, Clarkson University Sandra Fisher, Clarkson University Stephan Vachon, HEC Montreal Ann Vereecke, Vlerick Leuven Gent Management School and Ghent University | November 30, 2008 |
| Human Resource Practices in Mergers and Acquisitions | Yaakov Weber, College of Management, Israel Yitzhak Fried, Syracuse University | March 30, 2009 |

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