

#### Contents:

- New Editor-in-Chief
- Paul Edwards joins the Team
- New blood for the Editorial Board
- Reviewer of the year
- Most downloaded paper of 2005
- Emerald Citations
- Calls for papers: Governance, Food
- Fashion



## *human relations* NEWSLETTER

### Spring 2006

#### **New Editor-in-Chief for *human relations***

After five years, Paul Willman has completed his term as Editor-in-Chief. On January 1<sup>st</sup> 2006, he handed over to Stephen Deery, Professor of Human Resource Management at King's College London.

#### ***Leaving 'while he still has a few friends left'***

In his final editorial, Paul writes, 'lets face it, a job where you spend most of your time getting people to review papers for free and asking people to submit papers against an 85% rejection rate – then having to tell the 85% "no" – is designed to expend your social capital at an alarming rate. I am leaving while I have a few friends left.'

#### ***Internationalisation and more drinks***

Paul's reign saw the internationalisation of the editorial team; he appointed Linda Putnam (Texas A&M) and Suzy Fox (Loyola University Chicago) to strengthen the journal's base in the US. And he introduced online submission, review and editing so that Suzy and Linda did not have to wait for packages of manuscripts posted from the editorial office in London to cross the Atlantic. He was also a great believer in getting out to conferences, meeting authors and reviewers and buying them a drink; he was a strong supporter of the Reviewers' Reception, an annual party at the Academy of Management to thank those who had reviewed for the journal during the preceding year.

#### ***Empassioned debates***

Another feature of his editorship was his interest in encouraging debate within the pages of the journal. In 2002 Brendan McSweeney and Geert Hofstede had an intense exchange on national cultural differences. And there was an impassioned debate on evolutionary psychology between Graham Sewell and Livia Markoczy & Jeffrey Goldberg in August 2004. McSweeney's article is still one of our most frequently-downloaded papers. (You can read all of these papers free of charge by clicking on the links at the bottom of this piece.)

We are delighted that Paul has agreed to stay on as an Associate Editor until the end of 2006.

## Stephen takes charge

In his first editorial, Stephen Deery paid tribute to his predecessor and described his vision for a broad and interdisciplinary journal whose role will be 'to interrogate research questions from a number of disciplinary perspectives'. He stated his intention to 'welcome manuscripts that employ thoughtful and innovative research methodologies', and his commitment to ensuring a timely response for all submissions. Read his editorial, and the rest of the January issue, free of charge, by clicking [here](#).

McSweeney, B. [Hofstede's model of of national cultural differences and their consequences: a triumph of faith – a failure of analysis](#). *Human Relations*, 2002, 55 89-117.

Hostede, G. [Dimensions do not exist: a reply to Brendan McSweeney](#). *Human Relations*, 2002, 55, 1355-1361

McSweeney, B. [The essentials of scholarship: a reply to Geert Hofstede](#). *Human Relations*, 2002, 55, 1363-1372.

Sewell, G. [Yabba-dabba-doo! Evolutionary psychology and the rise of Flintstone psychological thinking in organization and management studies](#). *Human Relations*, 2004, 57, 923-955.

Markóczy, L & Goldberg, J. [Yabba-dabba-doo! A response to unfair accusations](#). *Human Relations*, 2004, 57, 1037-1046.

Sewell, G. [Monkey business? What Markóczy and Goldberg's response tells us about the state of evolutionary psychology in organisation and management studies](#). *Human Relations*, 2004, 57, 1047-1059.



New boss Stephen Deery

## Paul Edwards joins the team

One of Stephen's first moves as Editor-in-Chief has been to appoint Paul Edwards as an Associate Editor. Paul is Professor of Industrial Relations in the Industrial Relations Research Unit, Warwick Business School, University of Warwick. He is a Fellow of the British Academy. He edited *Work, Employment and Society* for three years, and during 2004-7 was a Senior Fellow of the UK's Advanced Institute of Management Research. His publications include (with Judy Wajcman) *The Politics of Working Life* (OUP, 2005) and (with John Storey and Keith Sisson) *Managers in the Making* (Sage, 1997). He edited *Industrial Relations* (Blackwell, 1995 and 2003) and co-edited (with Marek Korczynski and Randy Hodson) *Social Theory at Work* (2006, OUP). His research interests include employment relations at workplace level and new forms of work organization, the personnel policies and practices of multinational companies, and employment relation in small firms.

## New blood for the Editorial Board

We are delighted that Anat Rafaeli, Gayle Porter and Terry Beehr have joined the Human Relations Editorial Board. Anat Rafaeli is Associate Professor of Organisational Behaviour in the Faculty of Industrial Engineering and Management, Technion, Israel. Gayle Porter works at Rutgers where she is Associate Professor of Management, and Terry Beehr is based at Central Michigan University where he is Professor of Industrial/Organizational Psychology.



## Reviewer of the Year, 2005

Anand Narasimhan has been awarded the prize for Reviewer of the Year 2005.

Anand is Assistant Professor of Organisational Behaviour at the London Business School. When he is not writing detailed reviews for *Human Relations*, he works primarily in the field of the culture industries. He has recently edited a book entitled *Change: How to adapt and transform the business* for Format Publishing's Decision-Makers series

## Most downloaded paper of 2005

Our most heavily downloaded paper of 2005 was [The Mount Everest climbing disaster: The breakdown of learning in teams](#) by D Christopher Kayes. *Human Relations*, 2004, 57, 1263-1284.

## Emerald Citations of Excellence

Two *Human Relations* papers have been awarded Emerald Citations of Excellence:

Redman, T & Snape, E. [Kindling activism? Union commitment and participation in the UK fire service.](#) *Human Relations*, 2004, 57, 845-69.

Stein, M. [The critical period of disasters: insights from sense-making and psychoanalytic theory.](#) *Human Relations*, 2004, 57, 1243-61.



## Calls for papers:

We are currently inviting submissions for two special issues:

### Governance

**Governance in transition: emerging paradigms and practices in the twenty first century**  
(deadline for submissions: 31 October 2006)

### Food

**Food, work and organization**  
(deadline for submissions: 30 November 2006)

Click [here](#) to see the full calls for papers.

## Fashion

This season, we shall be wearing the new greeny-blue *Human Relations* badge. Pick up yours at the Human Relations stand at the Academy of Management. Don't be seen in last year's orange version!

**CONTACT:** Please send comments or queries about this newsletter, or any aspect of the journal, to Alice Gilbertson, Managing Editor, [a.gilbertson@tavinstitute.org](mailto:a.gilbertson@tavinstitute.org).