

Journal of African Business

CALL FOR PAPERS

Special Issue – HRM and the Creation of Effective Organizations in Africa

Special Issue Editor: Ken Kamoche, Nottingham Trent University, UK.

The Special Issue seeks papers that not only advance debate on the challenges of managing people in Africa, but that also challenge conventional wisdom about the ‘traditional problems’ of managing in post-colonial (and post-apartheid) economies. We welcome papers that seek to open up new paradigmatic avenues, drawing from a range of theoretical perspectives and tackling HR and entrepreneurial problems in creative and innovative ways. Papers should not merely focus on how African organizations can learn from tried and tested theories, but might examine how the unique circumstances of the African context contributes to management theory and practice. Topics may include:

- Emergent themes in HRM and their impact on organizational effectiveness
- The impact of African cultural norms and values on ‘modern’ management practices
- The adoption and suitability of foreign management practices, including those from Asia
- The impact of globalization on HR and organizational performance
- The role of expatriates, inpatriates and cross-functional global teams in developing and disseminating effective HR practices
- Evidence of learning organizations and their effectiveness; the challenge of creating and diffusing knowledge and the role of HRM in these efforts
- The impact of practices like nepotism and ethnicity on HRM and organizational effectiveness
- HRM, business ethics and corporate social responsibility

Papers for the Special Issue should be submitted to jab@athabascau.ca and ken.kamoche@ntu.ac.uk by 30 October 2010, with a covering letter indicating that the paper is for the Special Issue. The details of submission guidelines for the Special Issue are available at: <http://www.informaworld.com/smpp/title~content=t792306882>.

Please note that a symposium on the subject will also be held at Nottingham Trent University on 13-14 September 2010, with an earlier submission deadline of 30 May 2010.

All enquiries, proposals and submissions for the symposium should be sent to: Professor Ken Kamoche, Nottingham Business School, Nottingham Trent University, Burton St., Nottingham NG1 4BU, UK. Tel, +44 (0) 115 848 6830. ken.kamoche@ntu.ac.uk