



JOINT BAM HRM AND SIG ESRC SEMINAR SERIES WORKSHOP:

HRM AND EMPLOYEE WELL-BEING

8 and 9 May 2014, 10-4.00, MMU Business School, Manchester

This is a joint event between the BAM HRM SIG and the ESRC Seminar Series: Sustaining Employee Wellbeing in the 21st Century

<http://www.business-school.ed.ac.uk/research/clusters/organisation-studies/seminar-series>

Conference Theme

Key-note speakers and academic papers will consider the theme of HRM and employee well-being. Much of the early focus in HRM research was on its organisational outcomes, i.e. the HRM/performance link (Purcell and Kinnie, 2007). More recently there has been recognition of the need to understand employee-centred outcomes of HRM and 'build the worker into HRM' (Peccei et al., 2012). This has led to consideration of HRM and employee well-being. However, research in the field is in its infancy and there are many conceptual gaps. For example, how is well-being defined? Recent academic research has positioned it as constituting three dimensions, happiness, health and relationships (Van de Voorde et al., 2012). Yet the practitioner literature has focused largely on health and fitness initiatives (Torrington et al., 2010), albeit we have seen a recent widening of this to consider health and safety (CIPD, 2013). Moving beyond definitions, the effects of HRM on well-being are under-theorised (Peccei et al., 2012) and greater understanding is required as to the effect of HR practices on well-being, for example. Conceptual distinctions are also lacking in relation to well-being and employee engagement and there has been little research which considers the role of line manager in well-being, albeit there is general recognition of their critical role in HR processes (Purcell and Hutchinson, 2007). Finally, research integrating HRM and employee-centred outcomes (well-being) and organisational-centred outcomes (performance) is lacking and Van de Voorde et al. (2012) have suggested a number of fruitful research avenues. Their review is, however, of quantitative studies and there may be a need for in-depth qualitative consideration of these issues



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(e.g. Atkinson and Hall, 2011). It seems that the time is ripe for a fuller consideration of HRM and well-being that will respond both to academic and practitioner concerns, in respect of the latter particularly CIPD's aspiration to champion better work and working lives.

Key Note Speakers

Professor Jaap Paauwe, Tilburg University

Jaap is Professor in the department of Human Resource Studies at Tilburg University. He specializes in the link between Human Resource Management (HRM) and corporate strategies and how that has an impact on organizational performance and employee well-being. He has published widely in the field of HRM and employee well-being (for example, Paauwe et al., 2012 and Van de Voorde et al, 2012).

Professor Tom Redman and Dr Les Graham, Durham University: Wellbeing in service work

Dr Les Graham and Professor Tom Redman are based in the Department of Management, Durham Business School, Durham University. They have been conducting large scale studies of front-line service workers in both the private sector (e.g. hairdressing, banking, retailing) and the public sector (police work). In these sectors the "new-normal" is the organizational expectation that employees go the extra mile to satisfy and delight the customer\client. Whilst considerable "service chain" "service linkage research" has examined the impact of high levels of customer focussed service behaviours on organizational outcomes (sales, customer satisfaction etc), the impact on the service worker's wellbeing has been rather neglected. We address this gap in the presentation by drawing on multi-rater and longitudinal studies of service workers in the UK.



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Professor Gail Kinman

Gail is Professor of Occupational Health Psychology at the University of Bedfordshire. Her research interests are in work-related wellbeing and work-life balance, with a particular focus on emotionally demanding professions such as teaching, social work, nursing and emergency services.

Professor Rosalind Searle

Professor of Organisational Behaviour and Psychology at Coventry University Business School, Co-Convenor of the European Group of Organisational Studies' Standing Working Group on Organisational Trust, and a much in-demand media commentator on trust in organisations.

Professor Searle has researched and written extensively about organisational trust. Her work looks at how HRM systems and practices influence trust in organisations, but also how HR may be different in high trust contexts. She has an ESRC-funded seminar series and has co-edited book gathering together the latest thinking on trust and HRM, she has also co-lead a number of international conferences in this field. Most recently she has been studying trust repair in a Chartered Institute of Personnel and Development-funded study (March 2012)."

Call for Papers

We invite contributions from a variety of theoretical and methodological perspectives that address any of the areas below or that address the workshop theme more generally:

- Definitions of employee well-being
- HRM's role in employee well-being
- HR practices and employee well-being
- Employee engagement and employee well-being
- Line manager roles in employee well-being



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- HRM, employee well-being and organisational performance
- Methods for effectively researching employee well-being

Papers from doctoral and early career researchers are especially welcome. Submissions should be EITHER a full paper (maximum 8,000 words) OR an extended abstract (maximum 2,000 words) deadlines as follows:

- **Deadline for submission of abstracts:** 14th March 2014
- **Notification of acceptance:** 28th of March 2014

Submissions should be emailed to: cpp@mmu.ac.uk.

Please note the following guidelines:

- Papers should be anonymised and submitted in PDF format
- Use Times New Roman 12pt and double spacing
- The entire paper must be submitted in one document
- Do not use the MS Word Header and Footer function for anything other than the title of the paper
- No inclusion of any institutional graphics or logos
- References must be Harvard style
- Documents must be tidy, and not show any history of tracked changes or comments.
- If your paper includes graphics, please ensure these are of a high quality and please consider your final file size
- No changes in the paper title, abstract, authorship, and actual paper can be made after the submission deadline
- Check that the PDF File of your paper prints correctly (i.e. all imported figures and tables are there), and ensure that the file is virus-free.

The conference will be free although delegates are required to register their attendance as there is a limit of 30 places available. BAM is hosting a conference dinner on 8th May for which there is a charge. Booking details for both the conference and dinner are available at the following link:

<http://www.business.mmu.ac.uk/cpp/events.php>



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