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Article

Editorial: Varieties of employment

Management Revue

Provided in Cooperation with:
Rainer Hampp Verlag

Suggested Citation: Schramm, Florian (2007) : Editorial: Varieties of employment, Management Revue, ISSN 1861-9916, Rainer Hampp Verlag, Mering, Vol. 18, Iss. 3, pp. 249-250

This Version is available at:
https://hdl.handle.net/10419/78894

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Mitglied der Leibniz-Gemeinschaft

Florian Schramm*

Editorial: Varieties of Employment

One of the large topics of human resource management is the adjustment of the employment system to the changing economic conditions in (post-)modern societies. During the last decades most of these countries had to cope with high and even increasing unemployment rates. Due to recent developments the economies seem to find a new equilibrium. Beside the – doubtless helpful - economic recovery by more or less cyclical increase of gnp (Sachverständigenrat 2007, the labour market system and employment systems (Marsden 1999) themselves are changing. The extension of temporary work and fixed term contracts in some countries are visible signs of this development. Some variants of these new types of employment seem to be more or less precarious, while others are just different to standard types of employment in the sense of full time employment with the employer himself on an infinite work contract.

For this special issue, participants of the conference „Neue Beschäftigungsverhältnisse. Die Rolle arbeitsrechtlicher und tarifpolitischer Entwicklungen für Beschäftigte und Organisationen were asked to contribute their conference paper. The conference was conducted in November 2006 by the AKEmpor, a network for the analysis of human resource and organisational topics. In line with the aim of this institution the presented papers include theoretical as well as empirical analyses.

Five papers were submitted and have passed the review process. Three of them analyse special forms of employment, partly the effects on individual behaviour in organisations are focussed. Two papers present results regarding labour law effects on attitudes and behaviour of personnel managers.

The first paper by *Stefan Süß and Markus Kleiner* connects the research area of atypical work forms and organizational behaviour by analyzing the impact of the free lancer status on commitment to the temporary employer. The presented results show that commitment is an important attitude even for temporary employed IT Free lancers.

The contribution by *Dorothea Alewell, Katrin Bähring, Anne Canis, Sven Hauff, and Kirsten Thommes* gives an insight into the outsourcing decision. Although the general problem of make or buy is a classical one, the aspects of the outsourcing especially of hr functions has not been analysed very well yet. The systematic derivation of triggers of the outsourcing decision, the role of perceived alternatives and the importance of situational and structural factors are analysed in the article.

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management revue, 18(3): 249-250
ISSN (print) 0935-9915, ISSN (internet) 1861-9908, © Rainer Hampp Verlag, www.Hampp-Verlag.de

The third article by *Albert Martin, Marcus Falke, and Christian Gade* focuses on the complement of precarious work types. State civil servants in Germany usually have jobs which are the opposite of precarious ones. Although job security is a very attractive aspect of the workplace /working conditions, theoretical and empirical arguments show that the influence of job security on working behaviour is limited.

In the fourth article *Florian Schramm and Michael Schlese* analyse the effects of the German labour protection law against dismissals from the hr-managers perspective. Possible effects are not limited to the perception and evaluation of firing behaviour but there are possible effects on hiring employees and cooperation on the work floor level as well. Surprisingly the reported effects of the intensively discussed labour law seem to be very limited.

Finally there is a contribution by *Ralph Kattenbach*. In order to understand the generation of types of employment subjective measures are central from a behavioural point of view. Because employers usually decide whether they offer certain kinds of employments the subjective dimension of hr-managers themselves is taken into account. The author presents empiricial evidence for the relevance of subjective measures regarding the image of part time work.

References

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