Call for Chapters

“Islam, Workplace Diversity and Reflexive HRM”

Editors:
Jasmin Mahadevan, Pforzheim University, Pforzheim, Germany, and
Claude-Hélène Mayer, UNISA, Pretoria, South Africa

Publisher: Gower

The context

Muslim immigration has made Islam a prominent marker of ethnic, racial and religious diversity in many Western European countries; managing this diversity has become increasingly relevant. At the same time, strong Anti-Islam movements, such as PEGIDA in Germany, have emerged and influence, shape and restrict the discourses on Islam and Muslim identity in Western Europe. For truly inclusive HRM, organizations need to create awareness and move beyond a mere business-oriented view on diversity management.

Musl

im employees are a religious, ethnic and racial minority in many Western European countries, and understanding Islam and Muslim identity as a current facet of Western European workplace diversity requires multi-level and relational analyses. It can be assumed that dominant and minority perspectives on these individuals clash. For example, Muslim employees might consider themselves to be highly qualified skilled self-initiated expatriates (SIEs), yet, they might be perceived as non-skilled and inferior migrant status might be projected upon them.

Still, HRM theory and practice often limits itself to individual or organizational analyses which do not acknowledge large scale diversity markers such as religion, ethnicity or race. Islam and Muslim identity in Western Europe as a facet of workplace diversity encompasses all three of these diversity markers. Yet, those studies which consider Islam and Muslim identity do so mainly on the level on religion and via a reifying and dichotomist approach, for example by suggesting ‘Islamic HRM’ as an alternative to presumably ‘Western HRM’. Such an approach is part of the dominant discourse through which ‘Islam’ is constructed and affirmed as the ‘Other’ in relation to an imagined ‘global West’. In the sensitive field of diversity, HRM students, academics and practitioners are required to become aware of the implicit assumptions of their discipline.

Scope and aims of this book

In our textbook, we would like to critique the prevailing mono-level, dichotomist and simplistic understanding of Islam as a facet of workplace diversity. We intend to link reflexive, relational and critical approaches to HRM and Islam / Muslim identities as an increasingly relevant and multi-dimensional facet of workplace diversity in Western Europe. Our book should be of interest to all those who are dissatisfied with simplified manuals of ‘how to manage diversity’ which have proved insufficient and often discriminatory in theory and practice.

Details to potential contributions

For this book, we invite empirical, methodological and theoretical contributions. They should help HRM reflect on current discourses on Islam and Muslim identity in Western Europe, raise critical HRM awareness and facilitate insights on Islam as a facet of current workplace diversity in Western Europe and beyond. Contributions which consider contexts outside Western Europe are welcome if they contribute to the above mentioned aims (e.g. by shedding light on why Muslim migrants depart for Western Europe). We encourage ‘out-of-the-box’thinking. Critical, postcolonial, postfeminist and reflexive lenses of analyses are most welcome. If possible, contributions should include implications for reflexive / critical HRM.
Call for Chapters: Islam, Workplace Diversity and Reflexive HRM

Topics may include (but are not limited to):
- The contexts and contours of Islam as a facet of Western European workplace diversity
- Reflexive, postcolonial and critical analyses of discourses on Islam as related to organizations
- The origins of Islamophobia and their impact on organizations
- Stereotyping, othering and discrimination at work and beyond
- Cross-national and cross-cultural comparisons of Islam as a facet of workplace diversity
- Islamophobia in specific HRM contexts, e.g. recruitment, selection, training and development
- Muslim migrants / skilled Muslim SIEs, international HRM and talent management
- Muslim and non-Muslim identities at work and beyond
- The heterogeneity of Muslim identities
- Intersectional analyses of Muslim identities, e.g. Muslim women
- 2nd and 3rd generation Muslims and bi-cultural / bi-ethnic individuals at work and beyond

*Our key concern:*
Regardless of the focus point of your contribution: Ultimately, we would like to help answer questions such as: What – if anything – should organizations do about these issues and why should tackling them be an HRM problem? What are the responsibilities of organizations and HRM with regard to Islam and Muslim identities? How can organizations and HRM become reflexive and make others aware? What should HRM academics and practitioners do about it and why should they care?

We will be pleased to discuss any ideas for manuscripts via e-mail. Please direct all your questions to both editors at jasmin.mahadevan@pforzheim-university.de and claudemayer@gmx.net.

Submission Guidelines:
- Condensed chapter proposal due **15 October 2015**
  - Please provide an anonymized chapter proposal of 1.500 - 2.000 words (excluding references) which should contain all features of a full paper in a condensed manner.
  - Please send a separate title page including an abstract of 100 words, keywords, author information, contact data and your areas of expertise (for conducting reviews). Please also indicate how many chapter reviews you are willing to perform.
- Notification of acceptance **15 January 2016**
- Extended chapter due **01 April 2016**:
  Please submit a finalized extended version of the above mentioned submission.
  - Data-based / empirical articles: 6,000 – 8,000 words
  - Theoretical or methodological contributions: 5,000 – 6,000 words
- **Format:**
  - Times Roman 12
  - 1.5 spaced
  - APA formatting

All submissions will undergo external and anonymous peer-review. Please make sure that your chapter proposal meets these requirements. As a prospective contributor, you might be asked to review 1-2 other contributions. This process is intended to ensure the coherence and quality of the edited volume (still, willingness to perform reviews is not a prerequisite for submitting).

Please send your submission to both editors at jasmin.mahadevan@pforzheim-university.de and claudemayer@gmx.net.
Background reading (non-exhaustive, non-prescriptive list)


