



Call for Papers

**Special Issue:**

**Always on, never done?**

**How the mind recovers after a stressful work day**

**Special Issue Editors:**

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What goes on in workers' minds after a stressful work day and what is it about their jobs that got them thinking like this? This Special Issue of the *German Journal of Human Resource Management (GHRM)* aims to bridge the gap between research on cognitive recovery processes (e.g., detachment, work reflection, rumination, problem-solving pondering) that were mainly examined in Occupational Health Psychology, and research on employee stress and working times (Blagoev et al., 2018) in the field of Human Resource Management. We hope that this integration will not only stimulate theoretical advancement concerning recovery from work but also uncover important practical implications that help organizations respond to currently pressing HR challenges.

Recent changes in workplaces may lead to greater work stressors and can harm employee wellbeing, health, motivation and work performance (Kubicek and Tement, 2016; Sonnentag, 2018). Previous research has shown that *recovery during* (Syrek et al., 2018; Wendsche et al., 2016) and *after work* (De Bloom et al., 2009) is important to attenuate potential adverse effects. Following this line, scholars have focused on *work cognitions during recovery periods* from different perspectives: cognitive distancing from work and engaging in work-related thoughts during recovery periods.

It was proposed that *psychological detachment* is positively related to wellbeing (Sonnentag and Fritz, 2015) whereas negative thoughts about work during off-job time (e.g., *negative work reflection, affective/negative work-related rumination*) are negatively related to psychophysiological recovery (Brosschot et al., 2006). Meta-analytical results widely bolster these assumptions (Bennett et al., 2018; Ottaviani et al., 2016; Wendsche and Lohmann-Haislah, 2017). Yet, some researchers have stated that positive or functional thinking about work during recovery periods might even have positive effects (e.g., Binnewies et al., 2009). Because such inconsistent findings can result in contradictory

practical implications (Vahle-Hinz et al., 2017) the purpose of this Special Issue is to shed light on cognitive recovery research from an HRM perspective.

While research on individual-level antecedents of cognitive recovery is well-developed, less is known about *new types of work stressors* related to recent changes in workplaces (e.g., increasingly blurred work–life boundaries, new technologies and digitization, information overload, job sharing, platform and gig economy), *organization-level antecedents* (e.g., firm size, industry, profit- vs. non-profit, recovery climate) and *team characteristics* (e.g., leadership, group behavior). Hence, new research would imply stronger *multilevel theoretical advancements*, approaches studying the *interplay between individual and work factors*, and considering potential psychological and behavioural processes (Syrek et al., 2017; Weigelt and Syrek, 2018) explaining how the antecedent factors affect cognitive recovery. Moreover, little is known about how cognitive recovery processes affect *physiological, motivational and performance-related outcomes*. Further, more research is needed that sheds light on the boundary factors shaping such relationships (e.g., short- vs. long-term effects, non-linear patterns).

Given the important outcomes of cognitive recovery from work, scholars started to develop recovery interventions (Verbeek et al., 2018). So far, these approaches have been mainly person-focused trainings. Less is known about potential *organizational interventions* (e.g., work design, HR practices and policies) and *interventions targeting recovery needs and active recovery behaviours* of employee groups (Bennett et al., 2016; Gravador and Teng-Calleja, 2018).

Finally, there is also a need to advance *methodological issues*. This concerns a replication of findings on daily after-work cognitions to *shorter* (e.g. work breaks) and *longer* (e.g., vacations) *recovery periods*, the role of *measuring work cognitions* as absence or presence of work-related thoughts, and the role of conceptualizing *cognitive recovery* as *within- or between-person variable* (McCormick et al., 2018; Zijlstra et al., 2014).

We invite submissions to this Special Issue from either psychological, sociological or economic perspectives. We welcome empirical studies, systematic reviews or conceptual papers which promote theoretical advancement. Submissions could focus on one or more of the following questions with regard to *work cognitions during recovery periods* – but this is a non-exhaustive list:

- How do new types of work stressors affect work cognitions during recovery periods?
- How do macro-level variables affect work cognitions and extend existing individual-level models?
- How do combinations of person and work factors affect work cognitions?
- What variables mediate the relationship between antecedent factors and work cognitions?
- How do work cognitions relate to physiological indicators of stress and recovery and motivational or performance-related outcomes?
- Which factors moderate the relationship between work cognitions and motivational or performance-related outcomes?
- Which person-directed and organizational interventions are helpful to change work cognitions?
- How does the length of the recovery period affect the relationships between work cognitions and their antecedents and outcomes?
- How do varying conceptualizations of work cognitions relate to distinct antecedents and outcomes of work cognitions during recovery periods?

## Submissions

In order to be considered for publication in this Special Issue of the *GHRM*, an extended abstract of 1,500–1,800 words (or a preliminary paper) should be submitted by **October 31<sup>st</sup>, 2019**. The editors will decide on invitations for full papers, sending feedback to the authors by **December 20<sup>th</sup>, 2019**. Full manuscripts (max. 10,000 words) must be submitted by **April 30<sup>th</sup>, 2020**. The manuscripts will undergo a double-blind review process. Feedback from the editors, based on the reviews, can be expected by **July 15<sup>th</sup>, 2020**.

Finalized papers will be due on **September 30<sup>th</sup>, 2020**. The Special Issue's expected publication date is **February 2021**.

Abstracts and full papers should be written in English and submitted via <https://mc.manuscriptcentral.com/ghrm>. The submission guidelines of the *GHRM* can be found on <http://journals.sagepub.com/home/GJH>. Submitted papers must be unpublished and not submitted to other journals.

## The German Journal of Human Resource Management (GHRM)

The *GHRM* is an international journal concerned with advancing the study of HRM. It has a strong reputation as a dedicated academic journal open to high-quality research on all aspects of HRM. The journal is available via its publisher SAGE worldwide <https://journals.sagepub.com/home/gjh> and has a high download usage and short production cycles. The *GHRM* is ranked in category 2 by the ABS journal quality list.

## Editors of the Special Issue

**Johannes Wendsche** is Post-doctoral Researcher at the Federal Institute for Occupational Safety and Health (Germany). His research interests include work design, stress and recovery, and employee turnover. His work has been published in a number of journals for instance German Journal of Human Resource Management, Journal of Management and Organization, Ergonomics and International Journal of Nursing Studies.

**Jessica de Bloom** works both as an Academy of Finland Research Fellow at Tampere University (Finland) and as a Rosalind Franklin Fellow at the University of Groningen (Netherlands). Her area of expertise concerns the interface between work and non-work time, job stress and recovery from work as well as e-mental health. She is editorial board member of the Scandinavian Journal of Work and Organizational Psychology, Leisure Sciences and Journal of Occupational Health and has published in journals such as Journal of Occupational Health Psychology, Journal of Occupational and Organizational Psychology and Work & Stress.

**Christine Syrek** is Professor of Business Psychology at the University of Applied Sciences Bonn-Rhein-Sieg in the Department of Management Sciences. Her research interests are focused on human resource management, specifically leadership, recovery from work-related stress, e-mental health, and digitalization. Her work has been published in international journals, including Journal of Occupational Health Psychology, Work & Stress and Journal of Personnel Psychology.

**Tim Vahle-Hinz** is Post-doctoral Research Fellow at the Department of Occupational Health Psychology, Humboldt Universität zu Berlin, Germany. His research interest centers on health, well-being, motivation and performance of employees, with special emphasis on the effects of changing work environments. His work has been published in international journals such as Work & Stress, Journal of Occupational Health Psychology and The International Journal of Human Resource Management.

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