

## **Group & Organization Management**

### ***Special Issue Call for Papers***

#### **Uncovering missing voices: The invisible aspects of idiosyncratic deals (i-deals)**

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#### **Motivation for the Special Issue**

People often wonder why their coworker's work life looks different from their own. Why does that person have different hours, earn more or get promoted faster? This Special Issue seeks to extend research on idiosyncratic deals ('i-deals'), "voluntary, personalized agreements of a non-standard nature negotiated between individual employees and their employers regarding terms that benefit both" (Rousseau, 2005: 23) by focusing on the **hidden facets** of i-deals. Increasingly individualized employment has encouraged nonstandard work arrangements (Kalleberg, Reskin & Hudson, 2000; Liao, Wayne & Rousseau, 2016), with positive outcomes such as greater flexibility, less work/family conflict, better supervisory relationships, more proactivity and improved retention (Ho & Tekleab, 2016; Liu et al., 2013). We want to expand understanding of i-deals by drawing out their heretofore invisible aspects. Twenty years of i-deals research largely provides a positive perspective focused on the i-deal granting organization and the i-deal-making employee. Little is known about broader or potentially more negative effects of i-deals on the careers of i-dealers themselves and consequences for co-workers, HR/line managers, and other stakeholders. Current research also focuses primarily on professionals and high-status workers whose deal-making capacities may not be replicated for less-skilled or lower status employees. The main goal of this Special Issue is to capture the hidden, unintended or even 'dark' sides of i-deals by casting a wider net in terms of phenomena, stakeholders, and contexts. We welcome both conceptual papers and empirical work from diverse disciplines and methodologies.

#### **Illustrative Research Questions**

- Are i-deals typically made in ways that can be considered ethical?
- What negotiation strategies do successful *and* unsuccessful i-dealers use?

- What institutional or organizational limits/boundary conditions may hamper i-deal negotiations and their purported benefits?
- What consequences result for the individual and/or organization when i-deals are denied?
- How do lower status workers experience i-deals?
- How do power relations externally (i.e. labor market and society) or internally (i.e. within organizations) affect the negotiation of i-deals by women and other marginalized groups?
- How does an intersectional lens offer insight into the historical, socio-cultural, political and economic forces that shape i-deals?
- How do i-deals play out in different socio-institutional and cultural contexts?
- Are there wider spillover effects of i-deals - on families and co-workers, or on internal and external labor markets?

### **Timeline**

November 1, 2020: Call of Papers Announced

May 1 – July 1, 2021: Submission of paper to *Group and Organization Management*.

To submit a manuscript, please visit the website

<https://mc.manuscriptcentral.com/gom> (select “Special Issue Paper” as the manuscript type). Manuscripts should be formatted according to the GOM submission guidelines.

The publication of this special issue is planned for 2022. Accepted articles will be published online in advance.

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