

中国人民大学劳动人事学院 40 周年院庆系列活动

“劳关天下”夏季专修班

——技术与工作、研究方法、论文发表与学科建设

会议邀请函

为助力劳动科学一级学科和劳动关系学自主知识体系建设，进一步满足经济社会发展对提升劳动关系学科研究水平的需要，值此 40 周年院庆之际，中国人民大学劳动人事学院拟于 2023 年 7 月 16 日至 18 日举办“劳关天下”夏季专修班，关注技术与工作、劳动科学交叉学科研究范式与方法和劳动关系学科建设等关联主题。

当前，伴随着互联网、大数据、人工智能等数字技术的发展，技术作为生产力工具、管理工具和生产组织工具的变革性作用日益凸显，数字经济时代的劳动和就业领域面临哪些新的挑战？劳动者、人力资源从业者和国家制度又该如何妥善应对？上述话题业已引起广泛热议并成为全社会普遍关注且亟待解答的重要命题，而劳动科学交叉学科视角和劳动关系领域的研究无疑成为回应这些社会关切的重要力量。本次专修班将汇聚国内外劳动科学的重要学术智慧，从学术研究、研究方法、论文发表和学科发展等角度切入，在相关主题领域构建系统性、模块化的知识和方法论体系，在接轨国际劳动科学研究和学科发展经验的基础上，着力促进中国劳动关系学自主知识体系建设。

组委会将邀请中外学界代表参加此次专修班系列活动，以主题学术论

坛、交叉学科工作坊和研讨会等多样化的形式开展内容丰富的专修活动，诚挚期待您的参与！

一、会议内容

本次“劳关天下”夏季专修班由系列活动组成，主要包括“技术与工作”主题学术论坛、研究方法与论文发表交叉学科工作坊、劳动关系学科建设研讨会三个模块。

【模块一：“技术与工作”主题学术论坛】

近年来，人工智能、数字平台、算法管理等新兴技术领域的迅猛发展引发了深刻的社会变革，也深深地影响了工作模式、业务流程和组织结构，同时对传统的管理理念和方法提出了严峻的挑战。技术、工作与管理交叉领域业已成为劳动关系和人力资源管理学者所关注的重点，而上述变革是如何被嵌入进更加广泛的制度和情境之中的更是成为了前沿话题。为此，Asia Pacific Journal of Human Resources (SSCI) 期刊计划组织一期专刊并面向国内外学界征集稿件。本次专修班组委会已于早前发布面向国内投稿者的《亚太情境下的技术与工作之辩》征稿启事（见附件1），并将遴选有潜力的选题于本次主题学术论坛发表，同时收集专刊特邀编辑的点评意见作进一步修改。目前组委会已收到学界同行的踊跃报名。鉴于本次活动的关注度较高，特此将截止时间延长至7月5日。请有意参加的学者于截止日期前将中英文题目和摘要发送至：zhang-hao@ruc.edu.cn。如选题通过筛选，您将收到正式的参会邀请。受邀演讲的作者可以免收本次专修班的会议费，但交通和食宿需自理。

除投稿作者的学术发表之外，学术论坛还特邀国内外相关领域重磅嘉宾进行主题演讲，目前已确定的主题演讲嘉宾包括：

- Russell Lansbury，澳大利亚悉尼大学商学院荣誉教授
- 李应芳（Fang Lee Cooke），澳大利亚莫纳什大学商业与经济学院教授
- 刘明巍，美国罗格斯大学管理与劳动关系学院副院长、教授
- 方涛，加拿大纽芬兰纪念大学 Jarislowsky 文化和经济转型系讲席教授，多伦多大学兼职教授，四川师范大学客座教授
- 杨伟国，北京市社会科学院副院长、中国人民大学劳动人事学院教授
- 赵忠，中国人民大学劳动人事学院院长、教授
- 吴清军，中国人民大学劳动人事学院教授、博导

【模块二：研究方法与论文发表交叉学科工作坊】

为促进劳动科学交叉学科科研能力建设，进一步加强对广大师生科研工作的指导，补齐研究方法短板，规范劳动科学学科范式，专修班特设研究方法与论文发表工作坊。工作坊将邀请美国罗格斯大学管理与劳动关系学院副院长刘明巍教授担任主讲嘉宾，就质性研究方法、劳动科学研究如何将质性和量化研究相结合、质性和量化混合研究论文写作等主题开展专题讲座，同时邀请中国社会科学院社会学研究所副研究员、《社会学研究》编辑杨可就学术期刊论文写作与发表进行专题分享，并同与会学员交流讨论。

【模块三：劳动关系学科建设研讨会】

21 世纪以来，在哲学社会科学的传统学科之外，产生了一批新兴学科与交叉学科。在劳动科学的世界，多样的劳动价值观生发出了不同的理论范式，每个学科范式关联到劳动科学下的不同学科方向，并汇聚成为劳动关系交叉学科。鼓励进行劳动关系学科建设和人才培养，不仅是推动新时期社会科学蓬勃发展的题中之意，更是劳动科学整合学术资源、解放学术生产力的有效路径。本研讨会将广邀中外兄弟高校劳动关系专业的主要学科带头人和专业负责人，通过主题演讲和圆桌论坛等形式，对促进劳动关系学科发展、推动劳动关系人才培养等展开交流讨论，着力规划和探讨适应新时代需要的劳动科学学科建设举措。

二、会议安排

(一) 会议时间：2023 年 7 月 16 日-7 月 18 日，会期三天。

(二) 会议地点：北京，中国人民大学

(三) 议程安排：

时间	内容（以当天实际执行为准）
7 月 16 日全天	开班仪式暨“技术与工作”主题学术论坛
7 月 17 日全天	劳动关系交叉学科工作坊：研究方法
7 月 18 日上午	劳动关系交叉学科工作坊：论文写作与发表
7 月 18 日下午	劳动关系学科建设研讨会暨闭幕式

(四) 参会费用：

本专修班收取会议费 1000 元/人，参会人员交通食宿自理。专修班面向

以下几类人员免收会议费：劳动人事学院在校师生及历届院友（本、硕、博和博士后）、各兄弟院校在读博士生、特邀发言嘉宾及主题学术论坛受邀作者。

三、会议报名

请于2023年7月1日前将参会回执（附件2）发送至会务组任意一位联系人邮箱，或通过扫描下方二维码报名。



四、会务组联系方式

联系人：王天傲、隋意

联系电话：18510227220、15164054626

E-mail: wangtianao_99@ruc.edu.cn、sui-yi@ruc.edu.cn

中国人民大学劳动人事学院
人大-罗格斯全球雇佣与工作研究中心

附件 1: 主题学术论坛征稿启事

Asia Pacific Journal of Human Resources (SSCI) 期刊计划组织一期专刊并面向国内外学界征集稿件, 主题为《亚太情境下的技术与工作之辩》(Situating the Debates on Technologies and Work in the Asia Pacific)。以人工智能、工业机器人、移动设备、远程办公软件、数字平台和算法管理工具为代表的新技术正在深刻变革着工作的世界。新技术的应用重构了现代职场, 不仅改变了工作的定义、设计和社会建构方式, 同时也变革着人力资源管理的实践和员工在工作过程中被控制的方式。这些发展引起了新的学术争鸣, 学者们针对工作和技术的关系开展研究, 技术作为生产工具与劳动控制工具重新成为了工作、劳动和人力资源管理领域的前沿话题。有关这些议题的学术文献近年来层出不穷, 但是对于其“社会嵌入”的关注相对较少。本专刊致力于弥补这一缺憾, 尤其关注新技术在工作场所中的应用如何被嵌入进独特的国家和区域情境之中。亚太地区特有的和多样化的制度和文化的无疑为开展这方面的学术研究提供了极好的机会和空间。专刊欢迎嵌入在国家/地区制度或文化情境的有关技术和工作的研究, 或者跨国/地区比较研究, 并特别鼓励在工作场所技术变革背景下探讨管理和制度问题的实证研究稿件, 具体信息详见附后的征稿启事。

中国人民大学劳动人事学院和人大-罗格斯全球雇佣与工作研究中心

(Rutgers-Renmin Center for Global Work and Employment) 拟于 2023 年 7 月 16 日召开工作坊, 邀请 Asia Pacific Journal of Human Resources 期刊主编和专刊的客座编辑共同参会。专刊编辑希望借此次工作坊活动筛选有潜力的选题, 由与会专家和编辑提出建设性的研究和写作建议, 并邀请有潜力的稿件作者于会后修改成符合期刊要求的英文稿件, 向专刊投稿。工作坊的工作语言为中英文, 采取线上与线下混合方式, 线下活动将在北京举办, 有意参加的学者请于 2023 年 7 月 5 日前将中英文题目和摘要发送至: zhang-hao@ruc.edu.cn。如选题通过筛选, 您将收到参加工作坊的正式邀请和详细日程通知。

中国人民大学劳动人事学院
人大-罗格斯全球雇佣与工作研究中心
2023 年 6 月 25 日

附件 2: 参会回执

参会回执				
姓名		单位名称		
职务/职称		研究领域		
手机号码		电子邮箱		微信号
参加模块	<input type="checkbox"/> 模块一：主题学术论坛 <input type="checkbox"/> 模块二：交叉学科工作坊 <input type="checkbox"/> 模块三：学科建设研讨会			
身份	<input type="checkbox"/> 劳动人事学院在校师生 <input type="checkbox"/> 劳动人事学院历届院友（请在备注注明年级和学位） <input type="checkbox"/> 其他院校在读博士生 <input type="checkbox"/> 定向受邀嘉宾 <input type="checkbox"/> 以上皆非			
备注				

Call for Papers for a Special Issue of *Asia Pacific Journal of Human Resources*

Situating the Debates on Technologies and Work in the Asia Pacific

Guest Editors:

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New technologies, such as artificial intelligence, industrial robots, mobile devices, remote-work apps, digital platforms, and algorithmic tools for people management, have significantly impacted the world of work (Litwin et al. 2022; Murray, Rhymer and Sirmon 2021) and transformed how labor is organized into capitalist accumulation processes (Sundararajan 2016). These technologies have restructured modern workplaces, changing not only how jobs are defined (Cappelli and Keller 2013), designed (Jia et al. 2023), and socially constructed (Boons, Stam and Barkema 2015; Josserand and Kaine 2019), but also how workers are controlled in their labor process (Gandini 2019; Kellogg, Valentine and Christin 2020). This development has sparked new debates on the relationships between work and technologies, particularly regarding the role of technologies as means of production (Raisch and Krakowski 2021) and means of labor control (Raham and Valentine 2021). While scholars have extensively researched the impacts of new technologies on work, labor, and human resource management (HRM) (Curchod et al. 2019; Keegan and Meijerink 2023; Kim, Wang and Boon 2021; Nankervis and Cameron 2023; Wilkinson and Haar 2023), along with workers' responses to these changes (Lei 2021; Raham 2021; Maffie 2022), the social embeddedness of these processes has not received much scholarly attention.

In this special issue, we are particularly interested in how the workplace deployment of new technologies is embedded in the unique national and local contexts of the Asia Pacific, and what this social embeddedness means for workers, firms, employment relations, and HRM. The Asia Pacific region provides an important entry point for this inquiry for two reasons. First, it is one of the most dynamic regions in developing and utilizing new technologies. Historically, Asian developmental states have played a significant role in promoting national industrialization through technological advancement. Currently, South Korea, Singapore, China, Japan, New Zealand, and Australia rank among the most innovative economies in the world (WIPO 2022). Moreover, compared to regions such as Europe, Asia Pacific countries have generally shown more openness towards the use of new digital technologies in the workplace, such as digital platforms and algorithm-based data collection. Second, the Asia Pacific region boasts a wide range of diverse institutions and cultures, making it an ideal setting for conducting contextualized and comparative research. Countries in this region can be categorized into different types of political economies, including the Anglo-Saxon model of

liberal market economies (e.g., Australia and New Zealand), coordinated market economies (e.g., Japan), post-colonial countries (e.g., India and Pakistan), and the developmental state model (e.g., China, South Korea, Singapore). These different models suggest a diverse array of possible ways in which the state and other stakeholders may facilitate or challenge the deployment of new technologies, the restructuring of work, and the management of workers. Additionally, workplace culture varies significantly across the Asia Pacific. In East Asian countries, including China, South Korea, and Japan, excessive and unpaid overtime, collectivism, and teamwork practices are prevalent. This is vastly different from the workplace culture in Australia, New Zealand, and many post-colonial countries where individualism and refusal to work overtime are common.

This special issue aims to make two significant contributions by advancing contextualized and comparative research on technologies and work. Firstly, by situating the debates in unique institutional or cultural settings, we aim to bridge the international HR and employment relations (ER) literature with the study of technology in the workplace. This endeavor will enrich scholarly knowledge of the potentially varied outcomes brought about by commonly deployed technologies in different contexts. Secondly, our concerted research efforts will inform multinational corporations as they seek to replicate successful technology models and related work and management practices from one national/regional context to another. It will also provide policy makers with implications on how to best regulate new workplace technologies to balance the interests of different stakeholders in their specific contexts.

We welcome research on technologies and work that are embedded in specific national or regional contexts, or that take a comparative approach. In particular, we encourage empirical studies that address both managerial and institutional issues within the broader context of technology deployment in the workplace. Contributors may address key research areas such as:

- What are the key features of technology-empowered workplaces and management in today's Asia Pacific? How are these features developed, and what technological and social factors contribute to these processes? Additionally, what causes the similarities and variations across national and regional settings?
- How do new technologies become institutionalized in the workplace? Are they introduced through managerial initiatives or restructuring, labor and union-involved collaborations, or state-driven programs? What are the roles of managers, professionals, workers, unions, and other stakeholders in these processes?
- What are the impacts of new technologies on the financial and operational performance of firms? Are these impacts moderated by factors such as how technologies are used, the industry or type of firm, internal organizational structures, or national/regional settings? Moreover, how should firms' HR strategies and functions adapt to these technological changes?
- What are the impacts of new technologies on various employee outcomes, such as wages, benefits, working time, physical and mental health, job security, and privacy? How do these impacts differ among employees with different demographics, occupations, and

- levels of skills, and in various national and regional contexts? Additionally, how do employees respond to or adapt to new technologies? What are the coping strategies of workers who are negatively affected by new technologies, and how effective are they?
- Are there various models of online labor platforms in the Asia Pacific? If so, what are the social, economic, and institutional factors that contribute to the diversity of these models? Additionally, do these platforms implement distinct work and employment arrangements, and what are the implications for workers and their labor processes? Furthermore, how are workers managed or controlled in different models of online labor platforms, and do they respond or resist control in varying ways?
 - Why do individuals in Asia Pacific countries and regions work for online platforms? How do they transition from traditional employment to working as online freelancers or independent contractors? Additionally, are they better or worse off in terms of income, working conditions, work autonomy, work stress, access to social protection, and work-life balance? Moreover, how do they acquire or improve their skills, develop their work and professional identities, and build their careers?
 - What digital HRM systems and practices are being used in the Asia Pacific, and to what extent are they effective in improving financial and operational performance? What factors influence their adoption? Additionally, what challenges do firms and HR professionals face in implementing digital HRM systems or practices? Furthermore, how do digital HRM systems and practices affect workers' attitudes, behavior, and economic and psychological outcomes?
 - How has remote or hybrid work evolved in the Asia Pacific, and is there variation in the extent to which remote work is adopted across countries and regions? If so, what accounts for these differences? Additionally, how is remote work managed across different industries? Moreover, what are the impacts of remote or hybrid work on firms and workers, and what are the factors that influence these impacts?
 - What challenges and opportunities have arisen for worker representation in the Asia Pacific due to new technologies? How do labor unions respond to these challenges and opportunities, and how effective are their responses? Moreover, are there similarities or variations in union responses across different countries and regions, and if so, what factors contribute to these similarities or variations?
 - How do governments in the Asia Pacific respond to new workplace technologies? What innovative strategies, policies, and regulations have been devised, and how do they influence the deployment of new technologies in the workplace? Moreover, what political economy factors shape the policy agendas and regulatory approaches of governments in this regard?
 - How does the deployment of technologies and its impact in today's Asia Pacific compare to the past when Western technologies were transferred and deployed in the region? What has changed or remained the same, and why? Furthermore, what implications or lessons can we learn for the Asia Pacific from studies of technologies and work in other parts of the world?

The above list of questions is not intended to be exhaustive. The guest editors of the special issue encourage authors to contribute papers that address issues consistent with the themes

outlined in this call for papers. Papers can be from different theoretical perspectives, as can be the use of different empirical methodologies (e.g., quantitative, qualitative, case-oriented or mixed). Works submitted must be original studies that contribute to the advancement of existing knowledge and/or debates on the topic.

Submissions for the special issue will open on January 1, 2024 and will close on **January 31, 2024** and authors are advised to follow the submission guidelines of APJHR available [here](#). All papers for the special issue will go through the standard peer review process of APJHR without guarantee of final acceptance.

Submissions can be lodged at <https://wiley.atyponrex.com/journal/APHR>.

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