

Call for Papers

Special Issue on Critical Perspectives in Work and Organizational Psychology

In *Applied Psychology: An International Review*

Special Issue Editors (in alphabetical order): Ruth Abrams, P. Matthijs Bal, Premilla D'Cruz, Severin Hornung, Gazi Islam, Matthew McDonald, Zoe Sanderson, Maria José Tonelli

The Special Issue (SI) on *Critical Perspectives in Work and Organizational Psychology* has four main aims.

- The SI calls for contributions to advance theoretical understandings of critical work psychology, organizational behavior and management. With a plethora of critical perspectives being available outside these field, such as critical theory (Islam & Zyphur, 2009), interpretive, hermeneutic, and phenomenological traditions (Gerard, 2016), feminist, post-colonial and postmodern perspectives (Lawthom, 1999, Teo, 2015), and psychoanalytic and psychodynamic approaches (Gabriel & Carr, 2002), there are ample possibilities to advance our understanding of phenomena related to applied psychology, and offer important and complementary insights into our research. For instance, critical theory may elucidate the dynamics underpinning shifts in responsibility for well-being, from organizations to individuals, the significance of which leads employees to bear the brunt of work and career challenges (Prilleltensky & Stead, 2013). Such research may focus (1) within the organization to explain sources of workplace exploitation, (2) at the frontiers of the workplace to critically examine issues of exclusion, discrimination, or precarity, or 3) at the field level, critiquing the historical and current modes of knowledge production that are dominant in work and organizational psychology as a whole, or in significant sub-fields, such as organizational behavior and management.
- The SI calls for contributions focusing on critical methods. Specifically, this calls for broadening of the methodological toolkit that is used within work psychology (e.g., Symon & Cassell, 2006). Recent methodological debates around the political and ideological implications of psychological research methods (e.g., Zyphur & Pierides, 2017) have resulted in demands for increased reflexivity around the goals and uses of different methods, both quantitative and qualitative. With the dominance of positivistic and quantitative methods, promoting such reflexivity within work psychology may involve greater exposure to diverse methods, such as critical discourse analysis, critical ethnography (Gerard, 2016), or critical hermeneutic phenomenology (D'Cruz & Noronha., 2018).
- Third, the Special Issue aims at publishing critical approaches towards the relationship between work psychology as a scholarly discipline and as applied practice. Both a methodological and a substantive issue is how researchers and practitioners produce knowledge together. Their relative roles constitute an ongoing source of contention (Islam, 2015). As an applied discipline, it is imperative that critical work psychology informs practice and practitioners, while also drawing its own theorizing from the lived experiences and struggles of workers (DuGay & Morgan, 2013). Contributions that reframe the scholar-practitioner divide in ways that

uphold scholarly values while promoting emancipatory practice are especially welcome.

- Finally, the Special Issue calls for contributions that explore the *international*, *cultural*, and *contextual* issues of critical work psychology. Critical psychologists have increasingly recognized the role of geopolitical, colonial, and hegemonic practices in the production of psychological knowledge (Hook, 2005). For critical psychology to adequately promote reflexivity within *mainstream* psychology, it must recognize the location of mainstream psychology within structures of power that privilege knowledge emanating from the Global North. A critical work and organizational psychology would therefore promote a “worlding” of scholarship (Painter, 2015), explicitly aiming to incorporate Non-Western perspectives on work psychology.

The Special Issue call details are available at
<https://onlinelibrary.wiley.com/journal/14640597>.

Please direct questions about the submission process, or any administrative matter, to the Managing Editor at apps@wiley.com. Please address any content-related questions you may have to Matthijs Bal at mbal@lincoln.ac.uk.

The Special Issue is an initiative of the FoWOP Movement. For more information, see www.futureofwop.com.