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DAĞITIM YERLERİNE

Üniversitemizin 10-12 Eylül 2022 tarihlerinde düzenleyeceği "Mavi ve Gri Yakalı çalışanlara ilişkin Yönetim ve Organizasyon Araştırmaları" konulu uluslararası kongreye ilişkin bilgiler ek'te sunulmuştur. İlgilenen akademisyenlere duyurulmasını saygılarımla takdirlerinize arz ederim.

Prof. Dr. M. Abdülkadir VAROĞLU
Rektör a.
Rektör Yardımcısı

Dağıtım:
ÜNİVERSİTE REKTÖRLÜKLERİ

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MANAGEMENT AND ORGANIZATIONAL STUDIES ON BLUE & GREY COLLAR WORKERS INTERNATIONAL CONGRESS

Ek-1

**10-12 SEPTEMBER 2022
BASKENT UNIVERSITY,
ANKARA**

ACADEMICS, MANAGEMENT PRACTITIONERS, SPECIALISTS, POLICY MAKERS, UNION LEADERS AND PHD STUDENTS FROM ALL AROUND THE WORLD!

We are honored to invite you to the “*International Congress on Management and Organizational Studies on Blue & Grey Collar Workers*”, which has been scheduled to take place on September 10-12, 2022 in Ankara, Turkey at Bařkent University.

We are proud and grateful to announce that the editors of well-known journals, such as “*Human Relations*”, “*Gender Work and Organization*”, “*Expert Systems with Applications*”, “*Intelligent System with Applications*”, “*European Management Review*”, “*International Journal of Business, Governance and Ethics*”, “*International Journal of Business, Governance and Ethics..*” etc. will contribute to the congress as Congress Scientific Committee Members.

Please be informed that within the scope of the congress, a variety of Special Interest Groups (SIG) is also formed to increase the focus of the Congress. (*Please click <https://manobg.org/special-interest-groups/> to see the topics and members*)

On behalf of the Congress Organizing Committee, we will be very happy to see you among us. Please note that your attendance, input and advise are vital for the success of our program which **certainly will play an important role to fill the gap in academic literature and be a source of inspiration for young academics and researchers.**

Papers should be submitted to the relevant tracks (special interest groups), but those that are not related with the existing tracks should be submitted to the “General Track” of the congress.

Three types of papers can be submitted to the congress:

a) Theoretical papers: This type of submission should clearly highlight the gap in the relevant literature and should define blue & grey collar-worker-specific contingencies. It is expected from the authors to refer high impact journals for the theoretical construction of their study. The expected outcomes should be conceptual models, hypotheses, research questions or propositions.

b) Research papers: Qualitative and quantitative research papers on blue & grey collar workers should aim at revealing specific conditions that can be more explanatory for this group of workers. Cross-cultural and inter-group comparative studies are especially important for the main theme of the congress.

c) Methodology papers: Development of measurement tools specifically for blue & grey collar employees is a crucial component of this academic event. Authors can submit papers based on alternative methods of research, development of scales, and revision of current methodological assumptions.



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d) Case studies: The contribution of professionals who have practical experience is quite significant for the academic community. HR directors, union leaders, strategic level managers and line managers can submit papers presenting real cases in the business life. It is not expected from the professionals to establish a link between theory and practice.

Only full paper submissions are accepted.

- Manuscript length should be between 4000-9000 words.
- Each paper should be submitted to one track.
- Identifying information about the authors should be removed from the manuscript for a proper blind review process.
- The abstract should not exceed 300 words.

Kindly be informed that we offer participants tour options and sightseeing such as CAPPADOCIA before the Congress and ANTALYA afterwards. For details please visit <https://manobg.org/>

CAPPADOCIA (before the congress)



ANTALYA (after the congress)





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**10-12 SEPTEMBER 2022
BASKENT UNIVERSITY,
ANKARA**

Key Dates

First Announcement of Call for Papers

➤ 7 February 2022

Start of the Submissions

➤ 20 March 2022

Deadline for Paper Submission

➤ 01 June 2022

Notification of Acceptance

➤ 15 June 2022

Early Bird Registration

➤ 10 June 2022

Registration Deadline

➤ 30 July 2022

Workshop

➤ 09 September 2022

Congress

➤ 10-12 September 2022

Registration fee for students: 30 Euro

The participants registered as 'Student' are required to submit their student ID cards by email to akmermer@baskent.edu.tr

Early Bird Registration: 50 Euro

Deadline 10 June 2022

Normal Registration: 60 Euro

Deadline 30 July 2022

Late Registration: 80 Euro

After 1 August 2022

Registration includes: Participation to all kinds of activities, conference information pack, certificate of participation, digital proceedings, pre-congress workshop for the PhD students and the tickets to join to the social events during the congress.



MANAGEMENT AND ORGANIZATIONAL STUDIES ON BLUE & GREY COLLAR WORKERS INTERNATIONAL CONGRESS

Ek-2

<https://manobg.org>
10-12 SEPTEMBER 2022,
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BAŞKENT UNIVERSITY

COVID-19 had a profound impact on the global workforce in terms of digitalization of the work processes and the ways employees interact with each other. The need for distant working in organizations has forced most employees to have a certain level of familiarity with information technologies.

Organizational scholars have tried to address multiple problems such as alienation, stress, social isolation, adaptation, fear and uncertainty that emerged during the period of the pandemic. Some employers considered this trend as an opportunity to benefit from decreasing operating costs. Likewise, employees saved their energy, time and money that they normally would have spent for their daily routines. This digital transformation of work seems like a fair treaty between employees and employers.

However, all these benefits seem to be valid only for the white-collar workers, most of whom are able to work from home providing a working environment that is safe and less risky. The issue here is that a significant proportion of the global workforce haven't got a chance to conduct their jobs remotely.

The workers who have the responsibility of providing fresh water, electricity, environmental hygiene, transportation, health care services, or food and security services have directly been exposed to the risk of being infected. There will be no civilization for us without the access of these key utilities even if we are able to work remotely using information technologies. Despite its significant role in the modern society, the short and glorious story of digital transformation during the COVID-19 period, has not involved much care about the conditions of blue and grey collar workers. In the future, this group of employees providing the essential services to the economies may be replaced by machines with artificial intelligence, but it seems that this transformation will take considerable amount of time and may not occur simultaneously in all countries. Therefore, it is possible to state that the pandemic period has deepened the gap between white and blue-grey collar workers in terms of status and working conditions.

It is quite evident from the relevant literature that the tendency to neglect blue and grey collar workers is not peculiar to the pandemic period – human resource management literature has mainly focused on white-collared workers and managerial positions. For example, when we searched the articles having the term “blue collar” in their titles on the Web of Science - management, psychology/applied, sociology, business-only 165 publications appeared in the journals. It seems that the literature has mostly dealt with the broad group called “employees” and hasn't empirically or theoretically defined specific contingencies concerning the blue and grey collar workers. Although the line managers and the directors of HR departments have to cope with multiple challenges introduced by this group of workers, the relevant literature does not offer sufficient blue & grey specific research outcomes or conceptual models. Unfortunately, scholars working on management and organizational studies have spent most of their efforts studying leaders/managers and white-collar workers. The intellectual production tells us how to manage engineers in a mining company but provides insufficient information about how to handle problems of 1000 lorry drivers or 2000 miners.



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This congress aims at starting an intellectual movement to fulfill the huge gap in the academic literature - both local and international - concerning blue and grey collar workers. There are multiple aspects of studying these groups of workers. Micro and mezzo level popular concepts such as motivational factors, leadership styles, group dynamics, power, culture, job satisfaction, commitment, citizenship, conflict, learning, decision-making, organizational justice, teams, and deviant workplace behavior should be reconsidered for blue & grey collar workers. Methodology may also provide a new avenue to a better analysis and diagnosis because most of the measurement tools and scales have not been developed specifically for these groups of workers. Macro level organizational studies are also required to examine the contextual factors affecting blue & grey collar workers. Strategic management literature should involve studies taking account this group especially in labor intensive sectors. Regulations, unions, industry relations, communication, political science and labor economics are other disciplines that can also make important contributions to this area of study.

Therefore, we invite academics, management practitioners, specialists, policy makers, union leaders from all around the world to be a part of this intellectual movement by submitting their papers and ongoing research findings.

Organizing Committee

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BAŞKENT UNIVERSITY

Ek-3



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10-12 SEPTEMBER 2022 | Başkent University Campus, Ankara, Türkiye

First Announcement of Call for Papers: **7 February 2022**

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Deadline for Paper Submission: **01 June 2022**

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Early Bird Registration Deadline: **20 June 2022**

Registration Deadline: **30 July 2022**



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