

Call for papers

Special issue of *Human Systems Management* on: **Outsourcing strategies in a global economy** Guest-editor: **Falguni Sen**

Outsourcing as a global phenomenon has grown at a very fast rate in the last few years. The issues in outsourcing deal with people, technological and organizational systems and managerial effectiveness. There is much debate on the impact of outsourcing and the best way to organize and manage it. Yet, no dominant paradigm has emerged. There is disagreement within academia as well as between academics and practitioners on the best practices. In this forthcoming special issue of *Human Systems Management* (HSM) we intend to join the larger debate on outsourcing by synthesizing some of the existing approaches and findings as well as proposing new ones.

Human Systems Management is an international journal serving world business community for more than 20 years. Human systems are systems with significant or dominant human contents or interactions. In this approach, components Human-Systems-Management have become integrated to form a unified organism of thought. Outsourcing is being viewed as one of important issues requiring such integrated systems approach to its understanding.

Articles on outsourcing exploring the following issues are welcome:

1. Socio-economic and political impacts of outsourcing including the relevance of government policies on its future.
2. Changes in technology and organizational systems and the future of outsourcing.
3. Effectiveness of different outsourcing business models (onsite, offsite, offshore, equity partner-

ships, ownership, cost only, cost and quality, etc.).

4. Business Process Outsourcing versus Information Technology Outsourcing similarities and differences.
5. Value added outsourcing of non-routine activities (Healthcare, financial services, legal services etc.).
6. The role and impact of culture (organizational and regional) in outsourcing.
7. Control and autonomy in managing outsourcing.
8. Outsourcing and the theory of the firm; is there a paradigm shift; how will it evolve?
9. Organizational identity and work in an outsourcing firm.
10. Role of knowledge and innovation management in outsourcing.

Please send us your outline of intention and submit complete paper by June 15th, 2005 to

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