

14th Annual People and Organizations Conference
The Wharton School of the University of Pennsylvania
September 24-25, 2021

Call for Abstracts

Submission Deadline: June 1st, 2021

We are pleased to invite submissions for the 14th Annual People and Organizations Conference at the Wharton School, University of Pennsylvania.

The format for the conference is not as yet fixed. We hope that by September we will be able to welcome those participants who are willing and able to travel in person at Wharton. We may, though, be forced to hold the conference fully online, as we did last year. We will certainly offer an online option for those unable to travel. We will confirm the format nearer the time, as the situation becomes clearer. In the meantime, we invite submissions to the conference.

OVERVIEW:

The purpose of the "People and Organizations" Conference is to bring attention to macro-level research on topics associated with work and employment. We aim to support the community of scholars from organization theory, industrial relations, economics, political science, sociology and strategy who share common interests and need a forum for interdisciplinary exchange.

Representative papers from past years have included studies exploring the effects of workplace practices on organizational performance, the causes and consequences of worker mobility, the nature of inequality within workplaces, the impact of gender and race on employment outcomes and careers, and the role of social networks in shaping employment outcomes. Human and social capital issues related to business strategy and performance have also become a common theme. We have a special interest in studies that relate to new developments in issues around work and employment.

Among topics of recent interest have been:

- New developments in work and employment relationships
- The effects of organizational employment practices on firm performance and worker outcomes
- The structure and determinants of careers in and across modern workplaces
- New insights on inequality in the workplace

SUBMISSION INSTRUCTIONS:

If you are interested in participating in the conference, please submit your abstract here:

https://cornell.ca1.qualtrics.com/jfe/form/SV_bw7pxpwoDPYsqP4

Your abstract should summarize your theoretical or empirical argument, discuss how it relates to the relevant literature and/or an extant debate, spell out the quantitative or qualitative methodology, if your paper is empirical, and highlight your key findings and/or the implications of your work. For empirical papers, a brief overview of at least preliminary results will help our process.

14th Annual People and Organizations Conference
The Wharton School of the University of Pennsylvania
September 24-25, 2021

Submissions from all fields and disciplines are welcome. We are particularly seeking studies that have not yet been published nor accepted for publication. We are less interested in studies that have no empirical results, however, unless they are explicitly theoretical.

If the volume of past submissions is any guide, we are unlikely to be able to have everyone who submits an abstract present a paper in the roundtable.

Thanks for your interest in the conference!

Feel free to contact any of the members of the organizing committee with questions.

CONFERENCE ORGANIZING COMMITTEE:

Matthew Bidwell, The Wharton School (MBidwell@wharton.upenn.edu)

Diane Burton, Cornell University (Burton@cornell.edu)

Peter Cappelli, The Wharton School (Cappelli@wharton.upenn.edu)

JR Keller, Cornell University (jhk296@cornell.edu)

Peter Sherer, University of Calgary (PSherer@ucalgary.ca)