

CALL FOR PAPERS
NEGOTIATION AND CONFLICT MANAGEMENT RESEARCH
SPECIAL ISSUE

Counterproductive Work Behavior and Conflict

DEADLINE FOR SUBMISSIONS: April 1, 2012

Guest Editor

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Recent scholarship on counterproductive work behavior and related constructs (e.g., deviance, bullying, harassment, aggression, social undermining, incivility, abusive behavior, mobbing, mistreatment, revenge) has advanced the understanding the individual and situational factors that drive employees to engage in harmful actions at work, and illuminated the effects of such behavior on individual, group, and organizational outcomes. However, despite the many parallels between counterproductive work behavior and conflict processes, there has been surprisingly minimal integration between these areas, both in the scholarly literature and in practice. This state of affairs has prompted scholars to call for increased theory and research that integrates insights from conflict and negotiation research into the study of counterproductive work behavior. Accordingly, the goal of this special issue is to provide an outlet for research and theory that have investigated counterproductive work behavior with a conflict lens. The following is a sample of the types of questions that we envision being represented within this special issue:

- To what extent are established negotiation, conflict resolution, and/or mediation techniques proving to be effective for intervening in situations of counterproductive exchanges between employees?
- What are the interpersonal and cognitive dynamics that transpire when conflict between coworkers is perceived as bullying or abuse by at least one of the parties? What is the role of power differentials and how do the parties acquire power? What are the contingencies during escalation that may represent leverage points for intervention?
- In what ways do employees' conflict frames (e.g., relationship vs. task; emotional vs. intellectual; cooperate vs. win) influence employees' reactions to injustices and subsequent use of counterproductive actions, both against other employees and against the organization?
- To what extent does counterproductive work behavior (interpersonally- and organizationally-directed) from one member of a work group stimulate group conflict and/or retaliation from coworkers? Does this "bad apple" provoke the emergence of group-wide task conflict, relationship conflict, and/or process conflict?
- With the increased organizational recognition and legislation for workplace bullying and harassment in many nations over the past decade, to what extent are employees now reframing their interpersonal conflicts as instances of bullying/harassment? What are the personal, group, organizational, and societal implications of this shift?

The preceding list of questions represents only a sample of the ways in which scholars might investigate counterproductive work behaviors through a conflict lens. We envision many directions that such research might take, and encourage submissions that pursue novel avenues.

Provisional time frame:

April 1, 2012	Paper submission deadline
June 1, 2012	Feedback from reviewers/editor
October 1, 2012	Acceptance decisions

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Submission Instructions:

Please submit manuscripts online at <http://mc.manuscriptcentral.com/ncmr> by April 1, 2012. When submitting, please be sure to click on the “special issue” submission link.