

**Investigating Multi-Level Sociological, Psychological, and Managerial Challenges
in the context of Intellectual Capital from and within Emerging Markets**

Special Issue Call for Papers
Journal of Intellectual Capital

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Focus:

Economies in the global south, including emerging markets, have in recent years emerged as the fastest developing countries. This development has surged ahead, driven by the human capital base that evolved through deliberate and strategic investments made by these countries. However, key determinants of explosive growth such as the intellectual and social capital are areas that are under-researched. More specifically, insufficient attention has been paid to the sociological, psychological, and managerial challenges in the context of intellectual capital (IC) from and within emerging markets. This special issue aims to utilize a multi-disciplinary approach by investigating the key sociological, psychological, and managerial challenges in the development of forms of intellectual capital at macro (nations, regions, or economies), meso (organizations, industries, or communities), and micro (teams, families, or individuals) levels. Contextually, and of particular interest are countries considered fastest-developing such as BRICS (Brazil, Russia, India, China, South Africa), MINT (Mexico, Indonesia, Nigeria and Turkey), Next Eleven (Bangladesh, Egypt, Indonesia, Iran, Mexico, Nigeria, Pakistan, the Philippines, South Korea, Turkey, and Vietnam), and CIVETS (Colombia, Indonesia, Vietnam, Egypt, Turkey and South Africa). Of late the Journal of Intellectual Capital has published work on emerging countries (e.g. see recent work on ‘changes in the productivity of insurance companies in Ghana’ by Oppong et al., (2019) and ‘intellectual capital efficiency and organizational performance: in the context of the pharmaceutical industry in Bangladesh’ by Chowdhury et al., (2019)), and this call for papers solicits further such contextual work following the topical areas of research appended below.

Sociological factors associated with intellectual capital in emerging markets that need further examination include the effects on class (caste/tribe/ethnic groups where applicable) conflict and social policies. For example, it is unclear whether the development of intangible forms of capital in the global south complement or undermine social welfare systems (Doh et al., 2017). Moreover, it is also unclear whether the development of intellectual capital has led to greater accumulation of capital (in various forms), or to the decentralization of capital (Tomé, 2005). Are forms of intellectual capital in developing markets leading to greater exploitation of human and natural resources, or to more sustainable practices (Crane, 2013). Finally, how has corporate social responsibility developed in rapidly developing societies (Devinney, 2011) and what challenges and opportunities are presented by these dynamics?

Psychological factors related to intellectual capital similarly need further scrutiny, especially the idea of intangible property forms (Babie, 2010) which diverges from structural notions of intellectual property. There is a notion that liberal conceptions of private property – and in particular, intellectual property – are leading to challenges with regards to climate change, economic insecurity, and a rise in violence and civil unrest in emerging markets. For example, are such emerging notions of intellectual capital part of the problem, or are such challenges emergent from micro-level traits or strategies observed in newly-developed settings (e.g., mental states, cognitive schemes, or behavioral phenomena)?

Managerial challenges in the context of intellectual capital in emerging markets can also be identified at macro, meso, and micro levels. At the macro level, for example, there have been the long discussed challenges of ‘brain drain’, a phenomenon wherein key human capital of an emerging country emigrates to developed countries in search of greater professional and financial opportunities and in the process, these countries lose their intellectual capital (Docquier & Rapoport, 2012; Baruch, Budhwar & Khatri, 2007). In contrast, a more recent phenomenon wherein these highly educated, experienced and globally sought experts move back to their country of origin, has led to what is termed as ‘reverse brain drain’ (Wadhwa, 2009). At the meso and micro levels, there are issues of transition when it comes to managerial approaches, especially within certain high-tech industries in these emerging economies, which move up the value chain, mainly driven by a knowledge based economy, as compared to a previously more traditional

economy reliant and dependent on foreign intellectual capital. A classic example here is that of the Indian business process industry and its allied organizations (Pereira and Malik, 2015), which have moved up the value chain, over time, from being a destination of cheap call centers to hubs of research and development, engaging key knowledge workers possessing tacit intellectual capital.

Topics:

Based on the above focus, below we identify a list of indicative topics with the potential to form research questions and we encourage both conceptual and empirical submissions. More specifically, we develop a list of macro, meso and micro sociological, psychological and managerial challenges in the context of intellectual capital (IC) from and within emerging markets. That said, the list we develop here will not be exhaustive and other relevant topics will also be considered. Sociological/Psychological/Managerial topics identified are:

- **Macro:**
 - IC in class/ethnic/cultural conflicts
 - IC and gender
 - IC in regional/national/international policies
 - IC and social welfare systems
 - IC and the accumulation/diffusion of capital
 - IC and use/exploitation of human and natural resources
 - IC and sustainable societies/SDGs
 - IC in the digital sphere
 - IC in MNCs
 - IC and corporate social responsibility
 - IC and post-colonialism/neo-colonialism
 - IC and intellectual property
 - IC and climate change
 - IC and economic insecurity
 - IC and violence/civil unrest
 - IC and talent/brain drain and relevant reverse talent/brain drain
 - IC and social values
 - IC and International migration challenges

- *Meso*
 - IC in organizational politics/practices
 - IC is urban life
 - IC in state/municipal governance
 - IC in smart cities
 - IC in professional contexts/certifications
 - IC in SMEs
 - IC in business ecosystems
 - IC and industries
 - IC and resource-based/knowledge-based perspective
 - Reliance of foreign IC
 - IC and the digitization of organizational relations

- *Micro*
 - IC in person-to-person (P2P) relations
 - IC and professional performance
 - IC and small business
 - IC and micro-enterprise
 - IC and personality traits
 - IC and cognitive schemes
 - IC and behavioral phenomenon
 - IC and talent management in organizations
 - IC and skills
 - IC and development of tacit/explicit knowledge
 - IC and the digitization of work

This proposed special issue will be edited by multi-disciplinary experts from the field of sociology, psychology, and management. Brief biographies of the six editors are appended below.

Special Issue Timetable

Author submission window opens 01 April 2020

Author submission deadline: 30 June 2020

Notification to authors of decisions: 30 August 2020

Deadline for authors' revisions: 31 October 2020

Notification to authors of decisions: 15 January 2021

Deadline for 2nd revisions: 31 March 2021

Final acceptance of papers: 30 June 2021

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Editor Bio's:

Dr Vijay Pereira, (PhD), is Associate Professor at Khalifa University, Abu Dhabi, UAE. He was Associate Dean of Research and Associate Professor of Strategic and International HRM at the Australian University of Wollongong in Dubai, UAE. He is the Associate Editor (Strategic Management and Organization Behavior), *Journal of Business Research*. Dr. Pereira is also currently an adjunct and visiting scholar at Manchester and Portsmouth Universities, UK. He has experience and expertise in consulting, industry and academia, globally. He has a track record of attracting funding and has published widely, in over 100 outlets, including in leading international journals such as the *HRM US*, *Journal of World Business*, *British Journal of Management*, *International Journal of HRM*, *Journal of Business Research*, *HRM Review*, *Journal of International Management*, *International Journal of Production Research*, *International Marketing Review*, *International Business Review* and *Journal of Knowledge Management* among others. Dr Pereira has also published eight books. He is currently on the editorial and advisory board for the journals *Production and Operations Management* (Listed in Financial Times), *International Journal of HRM*, *Asia Pacific Journal of Management*, *Asian Business & Management Journal* and *South Asian History and Culture*.

Professor Glenn Muschert, (PhD), is Professor in the Department of Humanities & Social Sciences at Khalifa University, Abu Dhabi, UAE. He has formerly served on the faculty of Sociology, Social Justice, and Comparative Media Studies at Miami University (USA), and the Law and Society faculty at Purdue University (USA). In the academic fields of Sociology, Media Studies, and Justice Studies, he has written or edited a dozen academic volumes and special collections of journals, dozens of academic articles, and dozens of chapters in academic volumes. Dr. Muschert has frequently served as visiting international scholar/adviser, and has collaborated research projects/colleagues in a variety of international contexts, including Turkey, the Palestinian State, the United Arab Emirates, Nigeria, South Korea, United States, Canada, United Kingdom, Germany, France, Finland, Greece, and Italy. He has served as associate editor for Teaching Sociology, and on the editorial advisory board of various journals such as Social Problems, Secrecy & Society, and the Turkish Journal of Sociology. Since 2009, he has served as Secretary and member of the Board of Directors for the Society for the Study of Social Problems. He has a track record of attracting internal and external funding for research projects. Major book publications include *Theorizing Digital Divides* (Routledge); *The Digital Divide: The Internet and Social Inequality in International Perspective* (Routledge); multiple volumes of the *Agenda for Social Justice* (Policy Press); *Columbine, 20 Years and Beyond: Lessons from Tragedy* (Praeger); and *Responding to School Violence: Confronting the Columbine Effect* (Lynne Rienner Pub.) His research as appeared in a variety of academic journals such as *Journal of Contemporary Criminal Justice*; *International Journal of Communication*; *American Behavioral Scientist*; *Aggression & Violent Behavior*; *Humanity & Society*; *Homicide Studies*; *Disaster Health*; *Sociological Spectrum*; *The Gerontologist*; *Sociology Compass*; *Research in Social Problems & Public Policy*; *Criminal Justice Studies*; *Social Science Journal*; *Annual Review of Law & Social Science*; *Youth Violence & Juvenile Justice*, *Journalism & Mass Communication Quarterly*; and, *Sociological Inquiry*.

Professor Arup Varma, (PhD) is Professor of Human Resource Management at the Quinlan School of Business at Loyola University Chicago. Dr. Varma's research interests include performance appraisal, expatriate issues, and HRM in India. He has published his research in

several leading journals, including the Academy of Management Journal, the Journal of Applied Psychology, and Personnel Psychology, etc. He is also the co-editor of six published books – Performance Management: A Global Perspective (2008), Doing Business in India (2011), Managing Human Resources in Asia-Pacific (2014), Performance Management Systems: An Experiential Approach (2019), and Indian Business -- Understanding a Rapidly Emerging Economy (2019), and Spirituality in the Workplace -- Insights from India. Prof Varma has co-guest edited special issues of several leading journals, including *Human Resource Management* (2010, and forthcoming); *International Journal of Human Resource Management* (2011); *Journal of World Business* (2012); and *Journal of International Management* (2018), *Human Resource Management Review* (forthcoming), and *Personnel Review* (forthcoming).

Professor Pawan Budhwar, PhD, is a Professor of International HRM, an Associate Pro Vice Chancellor International (India) and the Director of Aston India Centre for Applied Research, Aston University, Birmingham, UK. Professor Budhwar is the Co-Editor-in-Chief of *British Journal of Management* and Associate Editor of *Human Resource Management*. He is the co-founder and first President of Indian Academy of Management, an affiliate of the AOM. Prof Budhwar's research interest is in the broad area of HRM in emerging markets with a specific focus on India. He has published over 110 articles in leading journals and has also written and/or co-edited 18 books. Professor Budhwar is a Fellow of the Higher Education Academy, British Academy of Management, the Academy of Social Sciences and the Indian Academy of Management. He was AOM Caucuses Chair in 2009. He has been regularly invited to deliver keynote speeches at major conferences and has won many research related awards.

Dr. Michael Babula (PhD), is an Assistant Professor at Khalifa University who holds a dual doctorate in psychology and politics, and an MBA in finance. His publications in the *Journal of Applied Social Psychology* and *PS: Political Science and Politics* aim to transform the way in which social scientists view human psychological development. His book titled Motivation, Altruism, Personality, and Social Psychology took up the question of whether individuals are capable of pure altruism. He argued that dispositional traits were key to promoting altruism and encouraging people to progress from “wanting more” based on extrinsic reward to “becoming more” based on building intrinsic motivation. Dr. Babula is thus well positioned to serve as an editor on a special issue that would partly investigate whether individual views of intellectual property could contribute to solving climate-change, structural and episodic violence, and other major issues facing emerging markets. His most recent publications have appeared in the Journal for *Quality of Participation* and *International Journal of Management Education*.

Dr. Gillie Gabay (PhD), specializes in multi-disciplinary research. She is a senior lecturer at the College of Management Academic Studies and serves as a visiting professor in the department of health economics at Cattolica University, Rome. She studies psychological, behavioral, human capital and managerial processes in simple and complex systems, in various organizations and industries such as healthcare, including very large hospitals. She focuses on both the person to person level and the organizational level. Dr. Gabay has applied the science of Mind-Genomics to HRM, mapping communication messages by mindsets to promote both strategy implementation and social capital. Her research appeared in a good variety of Q1 rated academic journals focusing on the macro-level, the meso- level and the micro-level. She has also published three books on the experiences of individuals from various levels of organizations such as patients, doctors, and hospital directors. Her current international research examines processes that top executives

manage, as they look ahead towards the complex future world, such as assuring the resilience of human capital, optimizing strategy effectiveness, designing organizational structures and creating value for all stakeholders.