

Paradigm Shifts in Industrial Relations Research: A Bibliometric Approach

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1. Introduction

Recent research has argued that the paradigms of industrial relations throughout the international community have dramatically shifted (Kaufman, 2008). The primary reason given is that industrial relations has suffered losses in both number of researchers and, more importantly, relevance. The purpose of this research effort is to empirically examine --- through a bibliometric approach --- how the academic research regarding industrial relations has morphed over the last thirty years.

2. Current research effort

In previous work, we have utilized bibliometrics to uncover the invisible colleges within the *Industrial and Labor Relations Review* and the *British Journal of Industrial Relations* (Casey & McMillan, in press; McMillan & Casey 2007). Our current research effort expands this type of approach to include all of the top ten ranked industrial relations journals based on the ISI citation rankings. By extending our approach beyond a specific journal into a broader set, we hope to better understand how industrial relations has shifted, which journals have shown the most shift, and whether the field as a whole has embraced the notion of employment relations versus industrial. We will explore the citation patterns for journals, authors, articles, and geographic region of scholarship.

3. References

Casey, D.L. & McMillan, G.S. (In Press) "Identifying the Invisible Colleges of *Industrial & Labor Relations Review*: A bibliometric approach", *Industrial & Labor Relations Review*.

Kaufman, B. (2008) Paradigms in Industrial Relations: Original, Modern and Versions In-Between, *British Journal of Industrial Relations*, 46, 2, pp. 314-339.

McMillan, G.S. & Casey, D.L. (December, 2007) "Identifying the invisible colleges of the *British Journal of Industrial Relations*: A bibliometric and social network approach", *British Journal of Industrial Relations* 45:4 pp. 815-828.