

Editorial

Ten Volumes of Dialogue

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“Why a European Journal of Workplace Innovation?” this was the question posed in the journal’s first editorial. The answer offered was both practical and conceptual: to create a space where different traditions of research and practice could meet. Since then, the *European Journal of Workplace Innovation* has published seventeen issues across ten volumes. Hosted by the University of Agder, it has remained committed to that original purpose: to contribute to knowledge “that unfolds within some kind of totality, a totality that no research approach can claim to fully overview” (Pålshaugen, 2015, p. 10). This editorial vision has also consistently emphasised pluralism over orthodoxy, aiming “not to impose a particular view or model,” but rather to offer “an arena where a number of previously separate discourses can meet” (Ennals, 2016, p. 4).

The journal’s second decade begins as the first did; with questions, not answers. In this volume, these reflections are complemented by a special editorial by Professor Hans Christian Garmann Johnsen, Managing Editor of *the journal*. His view offers a perspective on the journal’s trajectory and future avenues.

This tenth volume of the *European Journal of Workplace Innovation* presents seven contributions. They address different domains of practice, reflect varied research strategies, and emerge from distinct institutional and national contexts. Parts of these contributions were first presented at the EUWIN conference *The Future of Workplace Innovation*, held in Donostia-San Sebastián (Spain) in October 2024.

The issue opens with a conceptual contribution from **Peter Oeij, Steven Dhondt and Fiejte Vaas**, who explore the compatibility between Modern Sociotechnics and the SMART Work Design model. Rather than advocating convergence, they propose a constructive dialogue between traditions, offering a vocabulary for future interdisciplinary collaboration in the design of human-centred work systems. **Eva Lindell, Anette Hallin and Bosse Jonsson** follow with a discourse analysis of how blue-collar workers are framed within Industry 4.0 narratives in the Swedish steel industry. Their study uncovers contradictions between rhetorical commitments to inclusion and the structural persistence of exclusion, highlighting the symbolic and material stakes of technological transformation. The third contribution by **Koen Nijland and collaborators** examines how smart technologies are reshaping job roles and skills among production workers in manufacturing SMEs. Their findings show not only polarisation in skills and task allocation but also the uneven organisational responses to digitalisation, particularly in relation to training and competence development.

Hideaki Nakai and Yusuke Asada shift the focus to care work, presenting a pilot study on task analysis training in disability welfare facilities in Japan. The study reports measurable improvements in work engagement among staff, suggesting that interventions can support both service quality and professional well-being. From a healthcare perspective, Niek Zuidhof and colleagues offer a longitudinal qualitative study on the use of smart glasses by nurses and care professionals. Using a theoretical framework, the article investigates how such technologies transform communication, collaboration, and perceptions of professional identity. Milan R. Wolffgramm and co-authors revisit industrial contexts through a comparative case study on collaborative robot arms. Their analysis shows how the implementation of identical technologies can result in divergent organisational outcomes, shaped by managerial strategy, workplace culture, and employee agency. Finally, Koen Nijland, Paul Preenen and Luuk Collou present a design framework for inter-organisational ecosystems that support continuous skill development. Their article closes the volume by proposing a practical, system-level model for promoting adaptive learning environments across institutional boundaries.

References:

- Ennals, R. (2016). Editorial: The workplace innovation debate expands. *European Journal of Workplace Innovation*, 2(1), 3–5.
- Pålshaugen, Ø. (2015). Editorial: Why a European Journal of Workplace Innovation? *European Journal of Workplace Innovation*, 1(1), 5–12.

N°	Title	Authors
1	<i>Modern Sociotechnics and the SMART Work Design Approach: A Possible Marriage</i>	Peter Oeij, Steven Dhondt, Fietje Vaas
2	<i>Exclusion and Inclusion through a Discourse of Equality – Positioning the Blue-Collar Worker in Industry 4.0</i>	Eva Lindell, Anette Hallin, Bosse Jonsson
3	<i>Jobs and Skills of Production Workers at Manufacturing SMEs: An Empirical Exploration of Smart Technology Adoption</i>	Koen Nijland, Dennis Trotta, Paul Preenen, Sebastian Thiede
4	<i>A Pilot Study on the Effects of a Task Analysis Training Program on Self-Efficacy and Work Engagement in Disability Welfare Facility Staff</i>	Hideaki Nakai, Yusuke Asada
5	<i>Zooming in on the Impact of Collaborative Robot Arms in Manufacturing Workplaces: A Comparative Case Study</i>	Milan R. Wolffgramm, Stephan Corporaal, Aard J. Groen, Paul Preenen
6	<i>Appropriation of Smart Glasses: A Qualitative Study on the Long-Term Use of Smart Glasses in Healthcare</i>	Niek Zuidhof, Oscar Peters, Peter-Paul Verbeek, Somaya Ben Allouch
7	<i>A Design Framework for Ecosystems that Facilitate Continuous Employee Skill Development</i>	Koen Nijland, Paul Preenen, Luuk Collou