Editorial

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Introduction

EJWI has developed in several ways since it was founded in 2013, in the context of the EUWIN network. The first editor in chief was Öyvind Pålshaugen, from the Work Research Institute (AFI), Norway. He set out an editorial approach which was based on diversity. We publish two issues each calendar year.

Since 2015, the second editor in chief has been Richard Ennals, from Kingston University, UK. Managing editor is Hans Christian Garmann Johnsen of the University of Agder, Norway, where EJWI is published.

In 2023 the EJWI editorial team was joined by Paul Preenen of TNO and Saxion University of Applies Sciences, Netherlands.
In 2024 the editorial team was joined by Egoitz Pomares of the University of the Basque Country, Spain. We are planning further strengthening of the team.

Links have developed with EUWIN (the European Workplace Innovation Network) and Workplace Innovation Europe (based in Ireland since 2016). There has been a series of reports in Discussion Forum, by Peter Totterdill, Frank Pot and Steven Dhondt, of EUWIN. In this issue Egoitz Pomares promotes "The Future of Workplace Innovation", a conference in October 2024, at the University of the Basque Country, in San Sebastian (Spain).

There is a flow of submissions to EJWI General Issues. Further papers are currently under review, for publication in subsequent General Issues. We welcome book reviews, and reports arising from collaborative research.

EJWI has developed relationships with international networks, which have been the basis for previous Special Issues. Two further Special Issues are now in preparation, on "Green Skills, Workplace Innovation and Just Transitions" (guest edited by Kenneth Abrahamsson and Swedish guest editors), and "The Future of Workplace Innovation" (guest edited from the European Commission Bridges 5.0 project). Core participants are from the European Union, with further contributions from elsewhere in Europe and internationally.

Scientific Articles

The four articles come from Scandinavia, three of which are concerned with public sector organisations.

Päivi Haapakoski, Sanna Wenstrom and Satu Uusiautti address "The correlation between Work Engagement and the Positive Organisational PRIDE Index Provides New Perspectives on Workplace Development: An Analysis of Northern Finnish Public Sector Workers". They are from Oulu University of Applied Sciences and the University of Lapland, Finland. The research team from Oulu and Lapland have published previous articles with EJWI. Here, in a study of public sector workers in Northern Finland, they explore work engagement. This follows research themes in the UK led by Truss, and the Macleod study on employee engagement. The article is primarily quantitative but shows consistent correlations between engagement and innovation.

Mattias Berglund addresses "Organisational Ambidexterity across multiple levels of analysis: The importance of routinization for promoting innovation". He is from Mälärdalen University, Sweden. The article explores the balancing act by managers as they seek to reconcile exploitation and exploration. It focuses on a qualitative case study in a single organisation in a Swedish municipality. Routinization of innovation is shown to promote organisational ambidexterity. Organisations work actively with innovation, but often lack an innovation strategy. Innovations are rarely explained. Ambidexterity is presented as a key concept. The research focuses on managers, and on obstacles to innovation. Managers can both innovate and support innovation by others.

Caroline Ärleskog and Bertil Rolandsson address "Making place for sustainable welfare in rural settings", set in Southern Sweden. Here the focus is on employees in rural settings, in a public housing company, with the objective of fostering places for sustainable welfare. The focus is on employee understanding of how to contribute to sustainable welfare. This is more difficult in small municipalities. The analysis addresses placemaking. Examples are taken from areas around the world. The objective is to understand bottom-up processes in rural areas. Place is a social construction and is often seen in top-down terms. Sustainability is a dynamic process. Agency concerns the ability to act.

Anne Inga Hilsen and Johan Reed Steen address "The Norwegian Cooperation Model as a Framework for Innovation in an Industrial Company". They draw on the tradition of work on innovation by Gustavsen and Pålshaugen, at the Work Research Institute in Oslo. Building on earlier published papers, they provide details of the underpinning arrangements for cooperation, in a paper which provides a useful starting point for "learning from differences". We are asked to make sense of the single case in a distinctively Norwegian historic and legislative context.

The four papers offer complementary accounts, in terms of content and method. Workplace Innovation is relevant in public and private sector organisations, when considering managers or employees. Large scale quantitative analysis is complemented by qualitative single case studies.

Discussion Forum

Peter Totterdill presents "How trade unions can influence the adoption of new technologies." Italy, Ireland. This is an interview with Valeria Cirillo of the University of Bari, Italy.

Peter Totterdill facilitated a round table discussion: "Industry 5.0: From concept to practice." This involved participants from Ireland, Germany, Austria, and UK.

Egoitz Pomares is hosting "The Future of Workplace Innovation: International Conference" in San Sebastian in October 2024, at the University of the Basque Country, Spain.

Richard Ennals contributed "Review Article: Quality and Workplace Innovation", which explores the relationship between Quality Improvement and Workplace Innovation, based on experience in the UK and internationally.

Richard Ennals wrote "Book Review: Science meets Philosophy: What makes Science divided but still significant?", by Hans Christian Garmann Johnsen, University of Agder, Norway,