



Strategic Interest Group 09 – Organisational Behaviour (OB)

<http://www.euram-online.org/annual-conference-2017.html>.

Dear EURAM members and friends,

With our theme **“Managing Knowledge: Making Knowledge Work”**, we invite you to participate in debate about how we can use and develop our knowledge better so that solving problems and dealing with issues can become more effective. We look forward to receiving your submissions.

ST 09_02 Human Resource Management

Proponents:

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Description:

Although personnel administration has a long history, being probably the earliest developed management function (Deadrack and Stone, 2014), the label Human Resource Management (HRM) has become widely diffused more recently in response to substantial increase in competitive pressures. Several social and economic changes have affected the growth of the HRM, recognizing that human resources are crucial to organizational success in most industries. The increasing importance of intangible resources has highlighted firms' human capital as a central element of strategy. Promoting theory and research development on important substantive and methodological topics in the field of HRM is therefore of foremost importance, as confirmed by the growing number of academic journals that are addressing this topic. As presented by Guest (1987) in one of the very first paper addressing this issue, HRM represents a

new approach to personnel management that provides closer alignment to business, the involvement of line management and a focus on individual and organizational outcomes, such as organizational commitment, OCB, job performance, turnover and productivity.

The HRM field covers several research areas and levels of analysis. Following Boxall, Purcell, and Wright (2007) we distinguish among three major subfields of HRM: micro HRM, strategic HRM, and international HRM. Micro HRM covers the sub functions of HR policy and practice and consists of two main categories: one with managing individuals and groups (e.g., recruitment and selection, training and development, performance management, and compensation) and the other with managing work organization and employee voice systems (including union-management relations). Strategic HRM covers the overall HR strategies adopted by companies, measuring their impacts on performance. International HRM focuses on HRM in companies operating across national boundaries.

All these areas of research have incorporated inputs from different psychological, organizational, sociological and economic theories but have gained their own relevance and identity in the domain of the Organizational Behaviour research.

While all articles falling within the broad domain of HRM will be considered, we encourage papers submissions addressing the following specific themes:

- HR leadership and HR strategy
- HRM systems and their effects on performance
- HR's role in corporate governance and ethics
- Re-designing the HR organization
- HRM metrics and measurement
- The role of line managers in HRM
- HRM implementation effectiveness and HRM perceptions
- E-HRM implementations & Human Resource Information Systems
- HRM practices and employees work attitudes, behaviours and wellbeing
- Rethinking career development
- Inclusive HRM practices for diversity management
- Managing an ageing workforce
- Employment relations and flexibility
- HRM & New Ways of Working
- International HRM
- HRM and innovation

Empirical studies, theoretical contributions and interdisciplinary research are welcome.

Publish:

Emerald advanced series in management (book series)
Evidence-based HRM (journal)

For more information:

Contact the proponents above mentioned.

Submission Deadline: 10 January 2017 (2 pm Belgian time)

Authors Guidelines and Submission Deadline:

As an author, it is crucial to follow the guidelines and formatting instructions to prepare and submit your paper in order to have it published in proceedings.

ONE PRESENTING AUTHOR PER PAPER SUBMISSION

Each individual is limited to one personal appearance on the programme as a presenting author. This policy precludes acceptance of papers for more than one presentation. In other words, **an author can submit and present only one paper**. However, a presenter can always be a non-presenting co-author on additional papers.

Please read the instructions carefully prior to submitting:

1. Each paper can only be submitted to ONE track.
2. Submitted papers must NOT have been previously published and if under review, must NOT appear in print before EURAM 2017 Conference.
3. To facilitate the blind review process, remove ALL authors identifying information, including acknowledgements from the text, and document/file properties. (Any submissions with author information will be automatically DELETED; author information and acknowledgements are to be included in a SEPARATE document).
4. The entire paper (title page, abstract, main text, figures, tables, references, etc.) must be in ONE document created in PDF format.
5. The maximum length of the paper is 40 pages (including ALL tables, appendices and references). The paper format should follow the [European Management Review Style Guide](#).
6. Use Times New Roman 12-pitch font, double spaced, and 1-inch (2.5 cm) margin all around.
7. Number all of the pages of the paper.
8. No changes in the paper title, abstract, authorship, track and actual paper can occur AFTER the submission deadline.
9. Check that the PDF File of your paper prints correctly and ensure that the file is virus-free. Submissions will be done on-line on the EURAM 2017 website (open as of 1 December 2016: see <http://www.euram-online.org/annual-conference-2017.html>.)

10. Only submissions in English shall be accepted for review.
11. In case of acceptance, the author or one of the co-authors should be available to present the paper at the conference. A presenting author can only present one paper at the conference.