



## Strategic Interest 09 – Organizing Behaviour (OB)

<http://www.euram-online.org/annual-conference-2018.html>.

Dear EURAM members and friends,

With our theme **Research in Action**, 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.

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### 09.02 ST Human Resources Management

#### Corresponding Proponent:

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#### Proponents:

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#### Short Description

The standing track covers the complete field of HRM research, promoting theory and research development on important substantive and methodological topics in the field. Abstract proposals falling within the broad domain of HRM will be considered, spanning from micro HRM to strategic HRM and international HRM subfields. Empirical studies, theoretical contributions and interdisciplinary research are welcome.

#### Long Description

The standing track covers the complete field of HRM research, promoting theory and research development on important substantive and methodological topics in the field. Abstract proposals falling within the broad domain of HRM will be considered, spanning from micro HRM to strategic HRM and international HRM subfields.

Empirical studies, theoretical contributions and interdisciplinary research are welcome. The track aims at providing opportunities to reflect on the latest research in the field and strengthen international collaborations.

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
- HRM implementation effectiveness and HRM perceptions
- HRM practices (recruitment and selection, training, development and talent management, career management, performance management, rewarding and compensation)
- HRM practices and employees work attitudes, behaviours and wellbeing
- The role of line managers in HRM
- 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
- Re-designing the HR organization
- HRM metrics and measurement
- E-HRM implementations & Human Resource Information Systems
- Institutional, cultural and contextual issues in HRM

### **Publishing Outlets:**

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

### **For more information:**

Contact the proponents above mentioned.

**Submission Deadline: 10 January 2018 (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 2018 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 2018 website (open as of 1 December 2017: see <http://www.euram-online.org/annual-conference-2018.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.