

Call for Papers

ADVANCE – ISEG’s Research Center in Management from the University of Lisbon and Faculty of Business Administration from the University of Macau invite authors to submit articles in Human Resource Management and related fields to the 3rd International Human Resource Management Conference - 2021. We welcome theoretical and empirical articles in either **Portuguese or English.**

Submissions should follow the rules of The Learning Organization (https://www.emeraldgrouppublishing.com/journal/tlo?_ga=2.69137432.86526124.1604603963-923823706.1563034404#author-guidelines). We address researchers in the areas of Human Resources Management and related fields, students in master's and doctoral programs, as well as practitioners interested in such research topics.

The Conference goals are:

- To create an arena for discussing quality scientific research in the scientific areas of Human Resource Management and related;
- To promote the production of quality scientific research in the scientific areas of Human Resource Management and related;
- To contribute to the development of articles and work in progress through its constructive discussion;
- To provide early-stage researchers with the discussion of their research projects, in the form of an article;
- To develop skills in terms of critical evaluation of scientific papers and presentation of research papers.

The Conference format

The Conference will be held on the 18th and 19th November 2021. Given the current global pandemic, the Conference will have a hybrid format (online and onsite) with two streams. All papers in the Portuguese stream will have online presentations, whereas the papers in English stream will have the OPTION to have onsite presentation at the University of Macau.

The presentation and discussion of articles will work in parallel sessions, with 20 min allocated for the presentation and discussion of each article. Articles will be accepted based on their merit, and they may be in an intermediate stage of their preparation. The acceptance of the submitted articles will only become definitive when at least one of the authors of the article registers for the Conference and makes the respective payment.

All accepted articles will be collected in a book of proceedings with ISBN.

The Conference main theme: Human Resource Management contribution to Sustainability

Human Resource Management can promote a “sustainability mindset” (Ehnert & Harry, 2014) and contribute to address the sustainability challenges. Nevertheless, it persists a lack of the required human resources to build the changes for sustainability in organizations (Singh et al., 2018). We specially invite authors to explore the role of Human Resource Management green practices (Jerónimo et al., 2020) and how Human Resource Management contributes Sustainability-Oriented Performance (Muñoz-Pascual et al., 2020).

We invite research on employee well-being and inclusiveness (Barrena-Martinez et al., 2019) that addresses human resources policies and practices that are sensitive to multiple stakeholders and inclusive in nature. Human resource practices contribute to employees’ sustainable careers, thus it is particularly interesting study how to reshape jobs and enhance sustainable employability (Ybema et al., 2020) while respecting the local cultures.

Considering the digital transformation that fosters more sustainable organizations (Seele & Lock, 2017) and demands for a shift in the way that leadership is crafted (Van Wart, Roman, & Pierce, 2016) we invite authors to reflect on the role of e-leadership and sustainability (Inel, 2019). Considering the technology basis of the “home-office” situation we wonder if the future post Covid-19 reality will establish a new rationale for human resources management that redesigns HRM practices to keep the engagement and commitment after the pandemic.

The link between Human Resource Management and Sustainability invites us to reflect upon how Human Resource Management functions support organizations to reach the societal Sustainability goals. We believe that this special issue will be an opportunity for discussion in support of the implementation of the 2030 UN’s Agenda for sustainable development and its relation with the standing paradigm of capitalism.

Conference tracks

We propose several tracks to address Human Resource Management contribution to Sustainability:

Change Management – Tracks chairs: Prof. Susana Almeida Lopes & Prof. S.H. Kong

Digital Challenges for HRM – Tracks chairs: Prof. Mírian Oliveira & Prof. Joanne Chan

Ethics and Social Responsibility – Tracks chairs: Prof. Rita Martins, Prof. Maria João Santos & Prof. Robin Snell (Lingnan University)

Gender and Diversity in Organizations – Tracks chairs: Prof. Sara Falcão Casaca & Prof. Lida Zhang

Knowledge Management – Tracks chairs: Prof. Carla Curado & Prof. Jacky Hong

Leadership and Communication – Tracks chairs: Prof. Helena Jerónimo & Prof. Anders Örténblad (University of Agder)

Organizational Behavior – Tracks chairs: Prof. Maria Eduarda Soares & Prof. Lucy Lin
Performance Evaluation, Social benefits and Rewards – Tracks chairs: Prof. Paulo Lopes Henriques & Prof. Raymond Loi
Skills Management and Talent Retention – Tracks chairs: Prof. Pilar Conde & Prof. Kraivin Chintakananda
Training and Career Management – Tracks chairs: Prof. Ricardo Fortes da Costa & Prof. Jennier Lai
Other topics in HRM – Tracks chairs: Professors in the Scientific Committee

With this Call for Papers we encourage multiple contributions from a variety of Human Resource Management areas to the discussion, since the main objective of this conference is to present evidence on the contribution of Human Resource Management to Sustainability. Theoretical approaches such as contributions devoted to under-explored topics in Human Resource Management and Sustainability or offering fresh philosophical/methodological positions are welcome. However, empirical approaches are also targeted for this conference, like papers reporting unique, systematic, innovative, and integrative empirical research. Submissions of empirical studies using either quantitative, qualitative or mixed methods analyses are most welcome. We invite research contributions from any viewpoints that represent a departure from the mainstream paradigm!

We look forward to receiving submissions!

Submissions' deadline – August 31th 2021 (6.500 words)
Decision notifications to authors – 30th September 2021

Registrations (dates and fees):

00:00 October 1st to 23:59 October 31st 2021 (Western EU/Portugal/UK TIME)

Students - 185 €

Regular - 260 €

00:00 November 1st to 23:59 November 16th 2021 (Western EU/Portugal/UK TIME) (*authors must register before 23:59 November 12th for allocation of presentations*)

Students - 285 €

Regular - 360 €

Detailed information about the International Human Resource Management Conference - 2021 is available at: [3rd International Human Resource Management Conference - 2021 \(ulisboa.pt\)](https://www.ulisboa.pt/3rd-International-Human-Resource-Management-Conference-2021)

The selection of articles for presentation at the Conference will be subject to their appreciation by the reviewers assigned to each track.

Conference partnership with The Learning Organization – special issue edition.

The best articles of the Conference will be considered for publication in a special issue on: 'Learning Organization, Human Resource Management and Sustainability'

Therefore, the best articles of the Conference will be further evaluated and may be published after definitive acceptance by the editorial team.

Description of organizing institutions

ADVANCE – ISEG’s Research Center in Management from the University of Lisbon – conducts top research activities, combining a deep theoretical background with extensive empirical research. ADVANCE researchers produce work that is presented at top international conferences, alongside with highly cited papers published in top quality scientific journals and several books and reports. The researchers are mainly professors from ISEG’s department of management and are among the best academics in the world, having received various international awards for research achievements and knowledge dissemination. They serve in numerous editorial boards of top peer reviewed journals, several international conferences scientific committees, national and international scientific accreditation boards, etc. They have leaded national and international funded projects, supported by the very competent and dedicated ADVANCE staff. ADVANCE regularly promotes international conferences, summer schools and research seminars, allowing the interaction of its members with top international researchers in the several fields of management. ADVANCE hosts ISEG’s PhD program in Management – the single doctoral program in management from the Universidade de Lisboa. ISEG's mission is to create, share and enhance the social and economic value of knowledge and culture in the fields of Economics, Finance and Business Sciences, in a context of plurality and assurance of intellectual and scientific freedom, and respect for ethics and social responsibility. ISEG offers 7 undergraduate degree programs (one run in conjunction with the Faculty of Human Kinetics), over 20 masters programs, various doctoral programs and the ISEG MBA. All degrees are fully recognized and accredited, and comply with European higher education requirements. ISEG is accredited by AACSB, AMBA and ranked at the Financial Times global rankings of Masters. Universidade de Lisboa is the major university in Portugal and a leading institution of higher education in Europe (<https://www.ulisboa.pt/en/inicio/international/rankings/>).

Faculty of Business Administration of University of Macau is a distinctive flagship business school with key responsibilities in business and management education and nurturing leadership talents for the development of Macau and beyond. With AACSB and AMBA accreditations, we provide student-centered education with strong real-world business element through innovative technology-enhanced teaching and learning. Our programmes cover both traditional and emerging subjects in business and management, ranging from Accounting, Finance, Business Economics, Information System Management, General Management, to specialised Integrated Resort Management. We further help our students develop a global mindset and build knowledge, skills and capabilities needed to succeed as global citizens.