



## 4<sup>th</sup> International Conference in Human Resource Management

### Call for Papers - State of the art in HRM: Innovative reviews and conceptualizing

Dear Colleagues,

Reviews play an irreplaceable role in discipline structuring and theory advancement. Depending on the purpose of the review, the researcher can use a number of strategies, standards, and guidelines developed especially for conducting a literature review (Snyder, 2019). There are different kinds of reviews, from traditional ones (Williams, Clark, Clark & Raffo, 2021) to Systematic, Semi-systematic and Integrative ones (Snyder, 2019).

Systematic literature reviews originated in the healthcare field where medical practice is based on scientific evidence (Williams, Clark, Clark & Raffo, 2021). Tranfield and colleagues' (2003) introduced systematic literature reviews to management research addressing the growth of management studies and its interaction with other fields. They valued the comprehensive nature of the systematic literature reviews search and the transparency of the inclusion process as critical aspects when using the technique in management.

Over the last decades systematic literature reviews have migrated to other fields including management (Williams, Clark, Clark & Raffo, 2021) and specifically in managing people related domains, e.g.: religiosity in the workplace (Héliot, Gleibs, Coyle, Rousseau & Rojon, 2020), human resource development (Nolan & Garavan, 2016), leadership (Zhu, Song, Zhu & Johnson, 2018), the impact of recent technological tools in human resource management (Ruparel, Dhir, Tandon, Kaur & Islam, 2020) and the theoretical support of social-psychological models in organizations (Ulker-Demirel & Ciftci, 2020).

Systematic literature reviews may enhance management research by solving research problems related to (Williams, Clark, Clark & Raffo, 2021):

Different construct definitions and measurement – by exposing inconsistent conceptualizations;

Null hypothesis significance testing – by uncovering work with findings that are close to, but not meeting, the  $p$  .05 requirement;

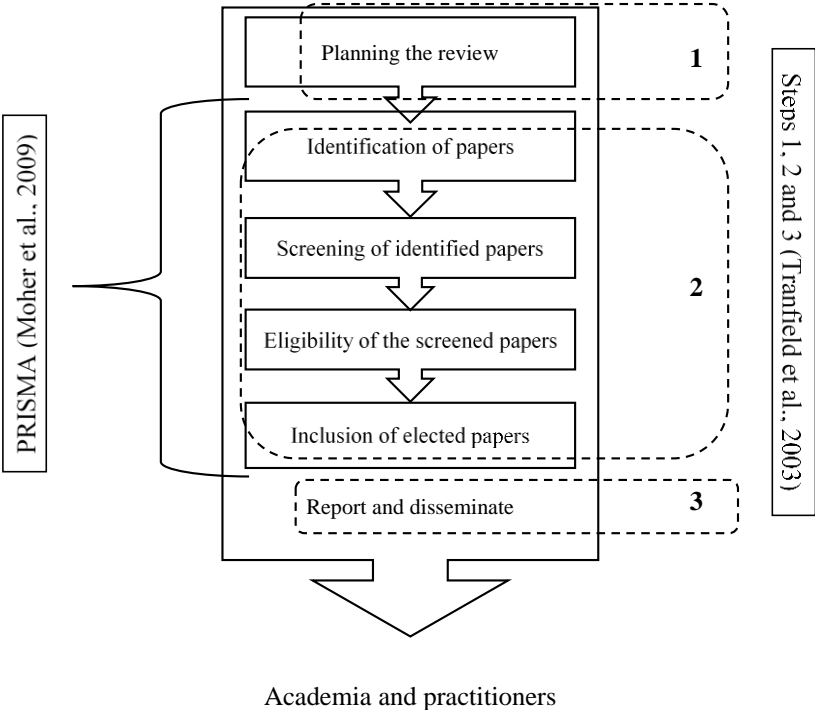
HARKing and p-hacking – by identifying HARKing (hypothesizing after the results are known) and p-hacking (manipulating or altering data, variables, or statistical analysis to achieve significant results);

Research replication – by incentivizing replication studies, which have been considered a not in management research, but show be suggested, since replication is effectively applied in other disciplines;

Other management research enhancements – by suggesting research stream and identifying research deficits and inadequacies, inspire doctoral-level students and provide valuable insights for practitioners.

There are different approaches to literature reviews and they all contribute to academia by mapping a research field, synthesizing the state of art knowledge, advancing theoretical frameworks and suggesting an agenda for further research. This studies go far beyond simple overviews and descriptions of research areas, even when they address the literature as an historical overview or timeline of a specific topic (Snyder, 2019). Therefore, we can also aspire to detect emerging topics and theoretical perspectives within a specific research discipline (Ward, House & Hamer, 2009). This type research method can be useful for determining the effect of a variable across studies and suggest future studies to test such effect. A review can discover which study-level or context-related sample characteristics significantly impact the phenomenon being studied (Davis, Mengersen, Bennett & Mazerolle, 2014). Researchers are expected to follow accepted conventions for reporting on how the study was conducted (Torraco, 2005) and describe in detail the applied protocol (Williams, Clark, Clark & Raffo, 2021).

Systematic reviews use explicit algorithms, as opposed to heuristics, to perform searches and critical appraisals of the literature. The rigor in conducting each of the steps of a review is paramount for quality (Crossan & Apaydin (2010). A clear example is:



Adapted from Curado & Mota, 2021

A review aims to build a conceptual consolidation across a fragmented field (Crossan & Apaydin. 2010). It should sequentially include systematic data collection procedures, solid descriptive and qualitative data analysis techniques, and offer a theoretically grounded synthesis (Tranfield et al., 2003). Theoretically well-founded work and rigorous methodological analysis are required in order to make a solid contribution to the debate.

### Keywords

Careers and Diversity Management  
Change Management  
Ethics and Work-life Balance  
HRM Digital Challenges  
Knowledge Management

Leadership and Communication  
Organizational Behavior  
Performance and Appraisal  
Skills Management and Talents' Attraction  
Workplace Happiness

We look forward to receiving your submissions.

Carla Curado  
Paulo Lopes Henriques  
Helena Mateus Jerónimo  
Lucía Muñoz-Pascual

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