Call for Papers

The Present & Future of HRM, Employment Relations & Work: Sustainability & Inclusion in an age of Artificial Intelligence, Digitization & the Gig Economy

Monash University Prato Centre, Palazzo Vaj, Prato, near Florence, Tuscany, Italy

7-9 June 2020

British Academy of Management
Human Resource Management Special Interest Group
International Symposium

Birmingham University, 1 UK; Macquarie University, 2 Australia; Monash University, 3 Australia; Newcastle University, 4 UK; Nottingham Trent University, 5 UK

In collaboration with: Capital University of Economics and Business, 6 China; Renmin University of China, 7 China

The Fourth Industrial Revolution (Schwab, 2017) has given rise to many polarized debates about the world of work and how employing organisations manage people. On the one hand, the emergence of artificial intelligence and digitization creates opportunities for new occupations, efficiencies in the production and supply chain, as well as reduction of human error (Colbert, Yee, & George, 2016; Wang & Siau, 2019). On the other hand, a large number of jobs are at risk of obsolescence, the skills gap accentuates, and adverse working conditions within the gig economy intensify (OECD, 2019; Wood, Graham, Lehdonvirta, & Hjorth, 2019). The role of data analytics also has strong implications for productivity and experience of work for workers through performance instantaneous monitoring and management interventions. At the same time, global and multi-layered developments increase the need for more sustainable, aligned and contemporary human resources management (HRM) and employment relations (ER) practices.

1 At Birmingham University, UK, the co-sponsor is Birmingham Business School.
2 At Macquarie University, Australia, the co-sponsor is Centre for Workforce Futures, Macquarie Business School.
3 At Monash University Australia, the co-sponsors are: International Consortium for Research in Employment and Work (iCREW), Centre for Global Business, and Monash Business Digitalisation Research Network, both are in Monash Business School.
4 At Newcastle University, UK, the co-sponsor is Newcastle University Business School.
5 At Nottingham Trent University, UK, the co-sponsor is Centre of People, Work and Organisational Practice, Nottingham Business School.
6 At Capital University of Economics and Business, the collaboration is with School of Labor Economics.
7 At Renmin University of China, the collaboration is with School of Labor and Human Resources.
For example, the changing demographics in the workforce caused by ageing workforces and conflict- or disaster-induced mass human displacements resulting in the need for labour market integration of immigrants and refugees, present employing organizations with both opportunities and challenges of how to effectively access novel and rare talent (UNHCR, 2019). In addition, climate change and global warming have given rise to governmental and corporate green policies with clear implications for designing, implementing and championing green HRM practices (Leidner, Baden, Ashleigh, 2019). Also, the changing nature of work, in part driven by digital innovations, has increasingly resulted in the growth of non-standard forms of employment (40% of the total economy in OECD countries) and subsequently, the need to extend social protection and the opportunity for collective bargaining to an increasing segment of workers (OECD, 2019).

This symposium offers an opportunity for dialogue among academics, practitioners and policy makers to engage with current and future challenges and identify potential HRM and ER strategies to address such challenges. We welcome both empirical and conceptual papers that may examine relevant topics at micro-, meso- or macro-level. All methodologies are welcome.

Topics likely to be examined include (the list is not exhaustive):
- Artificial intelligence, machine learning, and job automation
- Ethical use of artificial intelligence and data analytics in workplaces
- Changing workplace demographics, inclusion and diversity in the global economy
- Training and development of a workforce for the future of work
- Responsible HRM practices in the context of climate and demographic change
- Designing, implementing and promoting HRM practices for the digital age
- Opportunities and challenges for talent management in the changing world of work
- The gig economy and its implications for HRM in a global context
- The role of HRM in sustainable and responsible employing organisations
- HRM and employment practices across different organization forms and systems
- Big data: opportunities and challenges for workforces
- Roles of institutional actors in regulating digital platform work
- Workers’ voice in the digital age

Duration: 2 full days (8-9 June 2020) with registration and informal networking the day before (7 June)

Target audience:
- Academics and higher degree research students in HRM, ER, innovation, new technologies, work and related fields
- HRM practitioners and consultants
- Policy makers in such fields

Keynote speakers will include:
Thomas A. Kochan, George M. Bunker Professor of Management, Co-Director, Institute for Work and Employment Research, MIT Sloan School of Management, Massachusetts Institute of Technology, USA.
Jacqueline O'Reilly, Professor and Co-Director, Digital Futures at Work Research Centre, University of Sussex, UK/Economic and Social Research Council, part of UK Research and Innovation
Important dates:
- Deadline for abstract submissions: 10 December 2019
- Acceptance notifications: January 2020
- Deadline for early bird registration: 28 February 2020
- Deadline for registration for paper presenters: 31 March 2020
- Deadline for registration for non-presenting participants: 15 May 2020
- Registration and networking: 7 June 2020
- Main symposium: 8-9 June 2020

Registration and submission of abstracts
For more information and to register, please click here or go to:
www.bam.ac.uk/civicrm/event/info?reset=1&id=3661
Please submit an extended abstract of 1500-2000 words (including references) by 10 December 2019 to:
BAMhrmPrato20@ncl.ac.uk

In the submission e-mail, please attach the abstract in English in a Word or pdf file and include the following information in the body of the e-mail:
Title, Author(s) Name(s), 5 Keywords, Correspondent Author’s e-mail address.

Prato, travel and accommodation
Prato is a picturesque and heritage-listed city in Tuscany, Italy. It is only 17 kilometres north-west of Florence. The city boasts important gastronomic, historical and artistic attractions, with excellent restaurants, museums and a great cultural legacy that started with the Etruscans and reached its peak with the Renaissance, when artists such as Donatello, Filippo Lippi and Botticelli left their testimonies in the city. The famous biscotti invented in Prato during the Middle Ages, are still produced by local traditional bakers. More recently, Prato’s economy has been based on the textile industry. Prato has the second-largest Chinese population in Italy. It is the third largest city in central Italy (after Rome and Florence).

There are good-value flights to Italy, especially if they are booked well in advance. Airport options include (in order of proximity): Florence, Pisa, Bologna and Rome. For travel information, see:
http://www.monash.it/facilities/how-get-here

Prato attracts many visitors in June, so it is advisable to book accommodation early. For accommodation options, see: https://monash.it/facilities/accommodation
Or, if necessary, contact the Accommodation Officer: accommodation@monash.it

For information about Monash University Prato Centre Palazzo Vaj, see:
https://monash.it/files/study/docs/guidetothepratocentre.pdf

Participants (or their institutions) are responsible for their own arrangements for travel, accommodation and other costs.

Provisional schedule:
7 June 2020
Visiting museums & recovery from travel, your own schedule
17.00- Registration & informal networking

8 June 2020
09.00 – 09.30 Registration
09.30 – 10.00 Welcome & Introductions
10.00 – 11.30 Keynote speech
11.30 – 11.45 Coffee break
11.45 – 13.00 Paper Session A
13.00 – 14.00 Lunch
14.00 – 15.15 Paper Session B
15.15 – 15.30 Coffee break
15.30 – 16.45 Paper Session C
19.00 – 22.30 Symposium Dinner (tickets will be available for purchase nearer to the date)

9 June 2020
09.00 – 09.30 Registration
09.30 – 10.45 Paper Session D
10.45 – 11.00 Coffee break
11.00 – 12.15 Paper Session E
12.15 – 13.15 Lunch
13.15 – 14.45 Paper Session F
14.45 – 15.00 Coffee break
15.00 – 16.30 Keynote speech
16.30 – 17.00 Closing session

The organising team includes:
Professor Greg Bamber & Professor Fang Lee Cooke, both Monash University, Australia
Dr Stewart Johnstone, Newcastle University, UK; Dr Margarita Nyfoudi, Birmingham University, UK

The International Symposium advisory board includes the above team with the following additions:
Professor Xiliang Feng, Capital University, China
Professor Helen Shipton, Nottingham Trent University, UK
Professor Lucy Taksa, Macquarie University, Australia
Professor Weiguo Yang, Renmin University of China

References

To be confirmed