



ST\_06-08

SIG

Web Address

## Sustainable HRM and Human Factors for Innovation Innovation SIG

<http://www.euram-online.org/conference/2015/>

### Short Description

Organizational strategies that rely on technology to gain competitive advantage are dependent upon successfully integrating humans into the solution. This track focusses on research that deals with human factors and human resource management to harmonize human, social, ecological, and economic resources to realize competitive and sustainable success

### Long Description

Historically, sustainability is a concept which emerged in times of crises and/or when resources became scarce (Ehnert, 2009). In the past years, Human Resource Management (HRM) practice and research have looked more in depth into the link between sustainability and HRM (Ehnert, 2009; Ehnert et al., 2014; Kramar, 2014; SHRM, 2010; Mariappanadar, 2003; Wilkinson et al., 2001).



In particular, two key roles for a Sustainable HRM have been identified (Cohen et al., 2012; Ehnert et al., 2014): First, to make HRM itself sustainable e.g. by developing work systems which allow employing an engaged, healthy and productive workforce today and in the future (i.e. along employee's whole working career). The second key role of Sustainable HRM is its potential contribution to ecological (Jackson et al., 2011), employee (Ehnert, 2009; Mariappanadar, 2012), social (Mariappanadar, 2014) and economic corporate sustainability along the whole supply chain (Ehnert et al., 2014). Both roles are long-term oriented and particularly difficult to fulfil and to defend in times of uncertainty. On the other hand, uncertainty offers opportunities for innovative, potentially paradoxical managerial thinking and actions for a more sustainable societal and corporate development (Ehnert, 2009; Hahn et al., 2014; Smith & Lewis, 2011).

The objective of this track is to encourage work on Sustainable HRM and to increase our understanding of the role of HF/HRM in developing more sustainable business organisations. Consequently we call for full papers that provide new theoretical perspectives on and/or empirical insights into HF/HRM and Sustainable Development.

Topics of interest include but are not limited to:

- Theoretical Perspectives on Sustainable Human Resource Management
- Sustainable Human Resource Management: Concepts, Practices and Processes
- Human, ecological, and economic sustainability and the role of HRM in business organizations and global supply chains
- Sustainable employer-employee relations and sustainable labour participation
- Sustainable employability and sustainable careers
- HRM and sustainability-oriented behaviour at work: paradox and ambidexterity perspectives
- International comparative developments of Sustainable HRM
- Synthesis outcomes of sustainable HRM

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<b>Keywords</b>	Human Factors	Human sustainability	Sustainable HRM
	Human Resource Management	Ecological sustainability	Human Systems Integration



## SUBMISSION GUIDELINES – EURAM 2015

### RULE OF 3

Note that you may be listed as an author or co-author on up to 3 submitted papers.

1. Each paper can only be submitted to ONE topic or track.
2. Submitted papers must NOT have been previously published and if under review, must NOT appear in print before EURAM 2015 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).
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, 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.
10. Submissions will be done on-line on the EURAM 2015 website, from **December 1st 2014 till January 13th 2015**
11. Only submissions in English shall be accepted for review.
12. In case of acceptance, the author or one of the co-authors should be available to present the paper at the conference. The author(s) needs to plan to attend the conference for its entire duration. Individual requests to have a presentation scheduled on a specific date or session will not be taken into account.
13. Please, note that EURAM will do its best to compose a rational and feasible schedule for all the participants. However, EURAM will not arrange any personal participants' schedule because of potential overlapping of papers authored by the same person. In the case that you are submitting more than one paper, you should coordinate with your co-authors in order to make it possible that all the papers will be presented, even simultaneously.



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