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7th INTERNATIONAL e-HRM CONFERENCE

HRM 4.0 FOR HUMAN-CENTERED ORGANIZATIONS

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CALL FOR PAPER

Digitization is referred to as disruptive innovation that opens up new business and social opportunities and at the same time challenges traditional job design. These challenges can result in both people and organization change. From the organizational perspective the 4.0 revolution is changing the time and space dimensions of work, extending new organizational opportunities and work designs to the whole workforce: smart working, agile working, and new virtual production are going to emerge. Digitization also enables organizations more efficient ways of designing work and providing clear goals and real-time feedbacks to support continuous development and motivation (Sonnentag et al., 2008). However, detractors of the 4.0 revolution suggest some potential downsides like the replacement of human work, causing an unprecedented job loss and dramatic unemployment, a wider variety of alternative and more precarious work arrangements, forcing organizations to redefine and continuously change the architecture of their management practices to better cope with the increasing diversity of workforce (Klotz, 2016). From the employee perspective, these changes bring about growing sense of job insecurity, technological angst, isolation and segregation (Turkle, 2011). The continuous learning path and the difficulty to separate work and non-work domain could cause work-life balance conflicts, stress, and burnout (Butts et al., 2015). Moreover, there is evidence that these radical changes could negatively impact individual creativity and critical thinking (Jackson et al., 2001).

This challenging scenario represents a tremendous chance for the HRM domain. It provides stimuli to develop positive social change and to develop and adopt new digital systems and innovative organizational solutions. HRM professionals and researchers can help business leaders and employees shift to the 4.0 mind-set, digital ways of managing, organizing, and leading change. To face this opportunity, HRM 4.0 needs to partner with IT, adopt design thinking, and use integrated analytics. It represents a new world for HRM, potentially opening up new career opportunities and transforming the impact that HRM has on people, business and society at large (Strohmeier & Parry, 2014; Bondarouk & Brewster, 2016). Rigorous conceptual and empirical research that is relevant to organizational settings is called for.

Conference chairs

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Key dates

Deadline for submission of extended abstracts (1000 - 1200 words): May 15, 2018

Acceptance notification to authors: June 30, 2018

Full paper submission: October 31, 2018

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