

CALL FOR ABSTRACTS FOR A DEVELOPMENTAL CONFERENCE

A MINI CONFERENCE OF THE STRATEGIC HUMAN CAPITAL INTEREST GROUP STRATEGIC MANAGEMENT SOCIETY

THE VALUE PROPOSITION OF HUMAN CAPITAL JUNE 17th AND 18th, 2011

Location: Fisher College of Business, The Ohio State University, Columbus, Ohio
Date: 17th and 18th of June, 2011
Submission Deadline: February 18th, 2011

OVERVIEW

The strategic human resource management research stream suggests human resource systems affect organizational stocks and flows of human capital as well as the value created and captured from these assets; yet scholars struggle to theorize and model the mechanisms by which the management of human capital leads to firm heterogeneity and performance. The strategy literature, while recognizing the value creation potential of human capital, frequently overestimates the asset's manageability by failing to consider the complexity and causal ambiguity of managing an asset embedded in individuals holding free will, emotions, mobility, and collective proclivities. By taking an interdisciplinary view of human capital, we can extend beyond the boundaries of discipline-based research and expand our understanding of how human capital is used to create and appropriate value for the firm.

GOALS AND EXPECTED OUTCOMES OF CONFERENCE

Our goal in organizing this conference is to bring together scholars broadly interested in the study of human capital in an organizational context. Instead of showcasing completed work, plenary and break-out sessions will be designed to provide authors with constructive feedback to increase the probability of successful publication. Opportunities for organized and informal networking will abound.

SUBMISSION

We invite abstracts for conceptual and empirical papers that explore the intersection of value, variability, and management of macro to micro human capital. As this is a developmental conference, papers should be no further than the stage of early drafts with preliminary data collection at the time of presentation. Please submit an abstract of 800 words or less by the deadline of **February 18, 2011**. Submit on-line to Kathy Zwanzinger (zwanzinger_1@fisher.osu.edu) in reference to "Human Capital Conference".

CONFERENCE ORGANIZING COMMITTEE

Benjamin Campbell, Ohio State University
Timothy Gardner, Vanderbilt University
Janice Molloy, Michigan State University
Shad Morris, Ohio State University

STRATEGIC HUMAN CAPITAL INTEREST GROUP OFFICERS

Russ Coff, University of Wisconsin
William Hesterly, University of Utah
David Lepak, Rutgers University

CONFERENCE DETAILS

1. What is an “early stage” paper?—As outlined in the call for papers, we are willing to accept abstracts outlining research at the earliest conceptual stage up to draft papers with preliminary data collection. Before sending the abstracts out for blind review, conference organizers will screen to ensure the papers have not progressed beyond the appropriate stage.
2. What will be the conference format?—With a developmental conference, there is great variation in the quality of the submitted work. Abstracts describing research projects that are less developed and less likely to benefit from feedback from all participants will be presented in “roundtable” sessions. This involves breaking papers into groups of 4-5 authors each. One by one each author presents their work, discusses their work with the other roundtable participants, then opens discussion to conference participants observing the discussions.
3. What kind of feedback can I expect?—Presenters at the plenary sessions will be asked to include a final slide in their presentation that identifies three to five elements of their project that would benefit from feedback and discussion from the participants. This allows the participants to provide feedback on the entire paper but also focuses the group’s attention on key areas for improvement. Such a structure ensures alignment between the goals of the conference and the desire of presenters to present their best work and efforts.