FROM DIGITAL TO SMART HUMAN RESOURCE MANAGEMENT

Sixth International e-HRM Conference

October 27-28, 2016

https://www.utwente.nl/bms/hrm/smart-hrm-2016/

Following the First Academic Workshop on Electronic Human Resource Management in the Netherlands, four more international e-HRM conferences have taken place in Marseille, Bamberg, Nottingham and New York City. Marking e-HRM conference' tenth anniversary provides an excellent opportunity to revisit the concept of e-HRM and critically assess academic and business achievements in this field. In the past decade, several special issues of international journals have appeared and various volumes of contributed chapters have been published reporting on diverse empirical and conceptual considerations in developing our understanding of e-HRM and as contributions to optimizing the balancing act between information technologies and people management.

This sixth international conference will focus on the progression from e-HRM to digital (*d*-HRM) - towards smart HRM. Since Tapscott coined the term "digital economy" in 1995, it has been extending its scope of impact from automating work processes to monitoring and influencing consumer behaviours, from value creation in the production chain within a company to the whole value chain within and across businesses. The HRM field is entering smart businesses where the human, digital and high-tech dimensions seem to increasingly converge, and HRM needs to anticipate its own *smart* future. Technological developments and interconnectedness with and through the Internet (often called "Internet of Things") set new challenges for the HRM function. Smartness enacted by HRM professionals, notions of "smart industries", "smart things" and "smart services" all put new pressures on strategic HRM. What kind of digital and strategic HRM will this new breed of companies need? What kind of smart solution can and will HRM offer to meet the expectations of the latest business developments? Can HRM become *smart* and combine digitization, automation and a network approach? What will be an impact of new technologies on employment management? How do businesses futureproof their HRM in the smart era? What competences do employees need to ensure businesses flourish in smart industries? Moreover, how should research into HRM respond to these changes?

With rapid business and technological developments, and ever-greater automation and information available, the HRM function needs to focus on non-routine and complex, evidence-based and science-inspired, creative and value-added professionally demanding tasks.

The goal of this conference is, as in previous years, to bring together international scholars and business leaders and consultants to facilitate the exchange between business and academics of the latest ideas concerning digital HRM (*d*-HRM), and *to match cutting edge d-HRM research and practice with the focus on smart HRM.*

Submission topics

To advance the integration of interdisciplinary academic research with practitioner-based perspectives, we encourage conceptual and methodological, qualitative and quantitative, empirical contributions, case studies, futures studies as well as proposals for practitioner panels on:

- Conceptualization of e/*d*-HRM and its translation to Strategic HRM
- Changing requirements for smart HRM
- Digital HRM (*d*-HRM) and globalization
- Context of *d*-HRM implementations, business policy changes with *d*-HRM
- *d*-HRM and smart restructuring of the HRM function
- Business performance and *d*-HRM
- *d*-HRM in different sectors
- Effects of cloud-based HRM
- Effects of HRM analytics
- New business solutions with *d*-HRM
- Smart performance management with digital HRM
- Smart HRM in international business
- Smartness of HR professionals – changes in the HRM function
- *d*-HRM and networks
- Changing use of social media in HRM
- Macro- and micro-level smart HRM
- Research methodologies and methods for understanding *d*-HRM
- Future developments in *d*-HRM

We would emphasize that this list of topics, although long, is not exhaustive, we invite all papers that can help advance the discussion on such questions as: How does *d*-HRM look in a smart industry? How do *d*-HRM, smart HRM and sustainable HRM relate to each other? Is new theory needed for smart HRM? How can smart HRM improve business performance? How does strategic smart HRM look?

Submission requirements

Following the tradition of previous e-HRM conferences, we welcome three categories of submissions:

- Full papers
- Papers in development
- Panel discussions or symposiums on a particular topic

For *full papers* and *papers in development*, authors should submit extended abstracts, in English, with the understanding that accepted submissions will be developed into a paper for the actual conference. All abstracts will be blind reviewed. Papers presented at the conference

will be included in the conference proceedings and distributed to all participants. All scholars, who submit abstracts (by April 15, 2016), must submit full papers to this conference (by July 20, 2016). Selected papers will be invited for inclusion in the edited book. We are considering to publish it within the Emerald series "The Changing Context of Managing People".

Extended abstracts (in English) should be 750-1000 words and should contain:

- Summary description of the theoretical framework and hypotheses (where applicable)
- Research design and approach to data analysis (where applicable)
- Key findings and theoretical and practical implications

We also welcome proposals for *panel discussions* or symposiums on a particular topic. Proposals for panel discussions should be 3-5 pages long and describe the key objectives of the discussion in addition to the planned speakers.

Please submit your abstracts (excluding any author-identifying information) in pdf format as an attachment to an email covering letter that includes contact information to BMS-SMartHRM_2016@utwente.nl

Key dates

April 15, 2016
Deadline for all submissions

May 15, 2016
Notification of acceptance/rejection

June 15, 2016
Early-bird registration deadline

July 20, 2016
Final paper submission for the conference

October 1, 2016
Registration completion

October 27-28, 2016
Sixth International e-HRM Conference

Publication opportunity

Selected papers will be invited for inclusion in an edited book. We are considering to publish it within the Emerald series "The Changing Context of Managing People". Preliminary publication schedule:

October 15, 2016
Chapter submission for the Emerald volume

December 1, 2016
Final chapter submission for the Emerald volume

April 2017
Estimated publication date of the Emerald volume