

BAM 2026
CONFERENCE



BAM 2026: Human Resource Management Track

Track (Outgoing) Co-Chairs:

Dr Maranda Ridgway, Nottingham Trent University, UK

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Conference Theme:

Thriving Together: Impact, Innovation, and Inclusion in Business and Management

The British Academy of Management (BAM) 2026 Conference invites submissions to the Human Resource Management (HRM) Track. This year's theme, '*Thriving Together: Impact, Innovation, and Inclusion in Business and Management*', reflects BAM's commitment to advancing research and practice that enable organisations and individuals to flourish collectively. In a period of rapid technological change, shifting societal expectations, and global uncertainty, HRM plays a pivotal role in shaping organisational approaches to disruptions, uncertainty, and workplace diversity and inclusion.

We encourage contributions that critically engage with the evolving global labour market and how HRM can address emerging challenges while creating opportunities for sustainable growth and well-being in the context of businesses automation and artificial intelligence (AI), green transition, demographic shifts and geopolitical tensions. More specifically, we welcome submissions that concern developing strategies for upskilling

and reskilling the workforce, and supporting individuals as they navigate integration and segmentation of work and home lives, flexibility and hybridity practices, and professional development and mobility across organisational and geographical borders.

Scope of Submissions

We welcome papers within the broad context of HRM, including but not limited to:

- Automation and AI: how technological changes are shaping job roles, work intensification, skill demands, recruitment practices, and workplace surveillance
- Diversity and equality: employer responses to and employee experiences of the changing global and local inclusion agendas
- Employee relations: the legal, strategic and operational implications of the industrial relations climate for employers and HR professionals, and employee view and experiences of collective voice mechanisms, trade union representations
- Non-standard work (e.g., platform work and the gig work): implications of shifting regulations for the rights of workers and HR practices
- Strategic HRM
- Talent management
- Training and development: employer approaches to skill shortages, workforce planning, and engagement with the prior the industrial strategy
- Occupational health and safety (OHS), and employee wellbeing: how organisational safety climate evolves and influences OHS management outcomes and employee psychosocial outcomes at a time of crisis

Priority Themes

Employee Relations

Exploring how HR can collaborate with trade unions to respond to disrupted institutional contexts, particularly in relation to safety boundaries at work. These disruptions may include workplace conflict, occupational health and safety, and equality.

Strategic HRM

Investigating how HR can develop sustainable and responsible approaches to uncertainty, supporting workers across organisational functions and influencing policies and practices within global supply chains. We particularly welcome critical perspectives on the role of strategic HRM in shaping equality and safety boundaries .