



Human Resource Management Track

Track Chairs

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Reimagining Human Resource Management as a force for good

Successive changes and disruptions in the form of economic and public health crises, combined with financialized strategies in public and private organizations, have created significant challenges for Human Resource Management (HRM). While professional turnover, absenteeism and burnout hit new records, the Covid-19 pandemic has provoked upheavals in terms of operations predictability, work collaboration, and career schemes. Such unprecedented changes have added to an increasing level of uncertainty for individuals, HRM, and businesses alike.

To alleviate the potential negative impact of these uncertainties and external pressures, there is a need for action. We call upon our research community to identify the possible reengineering of Human Resource Management practices when it comes to yielding positive impacts on individuals, teams and organizations. Scholars are encouraged to explore the ways in which HRM could be reconfigured and discuss how the future of HRM could be used as a force for good.

While we invite contributions that investigate HRM as a force for good, we welcome work that evaluates a plethora of broader HRM themes including technology and HRM, flexible working, equality and diversity, and talent management (to name just a few) which would benefit from scholarly scrutiny. We encourage attempts to gauge the impacts of HR practices across the broad range of traditional HR topics to be reimagined, and to critically engage in the reflection of an HR agenda that focuses on a human-centered perspective to positively impact individual lives and society.