

BAM 2024 CONFERENCE



Human Resource Management Track

Track Chairs:

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In an era marked by successive changes and disruptions encompassing economic, geopolitical, environmental, and technological crises, society and organisations face significant challenges in achieving transformation for the greater good. The convergence of factors such as the advent of the intelligence interface, the rise in living costs, the proliferation of health and well-being concerns, and emotional exhaustion, compounded by ongoing global trends, has ignited a series of predicaments – particularly in the context of people at work.

To address the potential impact of these uncertainties and associated pressures, we call upon our research community to explore the possible reengineering of Human Resource Management (HRM). The focus is on research to foster a positive impact on individuals, teams, and organisations while navigating the barriers inherent in turbulent times.

We call on scholars to explore how HRM can be reconceptualised, emphasising the societal, organisational, and personal dimensions. We have identified four overarching themes to organise our stream.

Technology and HRM:

Integrating Artificial Intelligence and technology into HRM practices is instrumental in achieving transformation, as it enhances efficiency, decision-making, and employee experiences. It addresses barriers related to outdated HR processes and fosters enablers for a more streamlined and data-driven approach. While this integration offers benefits, it comes with risks such as data privacy concerns, algorithmic bias, and the potential for job displacement. Thus, there is scope for research to inform transparency, fairness, data security, employee trust, AI, technology, the future of work and innovation.

Work and the Organisational Environment:

Examining issues such as the risk of the platform economy, sustainability, diversity, and well-being emphasises the importance of creating inclusive and sustainable work environments. These themes address societal, organisational, and personal barriers by promoting ethical practices, addressing ecological concerns, and ensuring employee well-being. Thus, there is scope for research into platform work (gig economy), corporate social responsibility, sustainability diversity and inclusion, well-being, industrial relations (including the role of trade unions), teamwork and culture.

HRM Practices and Strategy:

HRM practices and strategy are critical in driving organisational transformation. They provide frameworks to adapt to change, align with global practices, and equip the workforce with the necessary skills. These topics address barriers by providing methodologies for effective change management and strategic alignment. Thus, there is scope for research into organisational change management, strategic HRM, international HRM, recruitment and selection, and training and development.

Individual and Team Dynamics:

Within this theme, organisational behaviour and the psychological state, performance, leadership, and talent management are essential in addressing personal barriers and enablers by improving employee engagement, motivation, and leadership capabilities. Focus on the individual and team aspects of HRM; there is scope for research into organisational behaviour and psychological state, performance, leadership and talent management.

These HRM themes collectively address the multi-dimensional challenges and opportunities of achieving transformation for the greater good. They provide insights into how technology, organisational practices, and individual dynamics can drive positive change, mitigate barriers, and enable sustainable, ethical, and inclusive transformations at societal, organisational, and personal levels.