

BAM 2025 CONFERENCE



Human Resource Management Track

Track Chairs:

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This year's theme, 'On the Border: Management Challenges, Business Opportunities, and Disrupted Institutional Contexts', addresses the centrality of globalisation, connectivity, and mobility in contemporary organisations.

We welcome papers that address how individuals navigate the complexities and impact of daily border crossings between work and home domains, social and professional roles in contemporary organisations. Such borders are often fluid and ambiguous with critical individual and organisational implications. Submissions may consider the experiences of workers—ranging from professional to non-professional roles and from junior to senior positions—as they interact with organisational policies and cultures in day-to-day border crossing. We encourage examination of how organisational status and social characteristics shape individual experiences of border crossing in a global setting.

We invite discussions on the effect of technology on the separation or integration of work and personal life as well as the challenges that arise from evolving work practices. More specifically, the track would like to explore responsible approaches to remote work and virtual collaboration, automation of work tasks and processes, and AI use policies. The track would also like to explore the implications of blurred work-life boundaries, including, on the one hand, how organisations manage internal and external borders at the strategic and operational level, and on the other hand, how workers experience and make sense of border crossing in response to technological change. At the organisational and workplace level, we are interested in how employers develop effective frameworks to promote occupational health and safety and equality in response to the changing socioeconomic policies related to border crossing. We are also interested in understanding how organisational policies and practices may improve to address presenteeism and leaveism associated with technological change while skilling up the workforce to meet future sectoral needs. At the individual level, we are particularly interested in examining how individuals navigate issues of integration and segmentation of work-and home lives, flexibility and hybridity practices, and professional development and mobilities between borders.

Finally, we encourage submissions that address how intersecting social identities—such as class, race, gender, sexuality, and disability—influence the individual experiences of border-crossing within the contemporary contexts of work and organisations

We welcome submissions within the broad context of HRM, including but not limited to automation and AI, diversity and equality, employee relations, diverse forms of work that include platform work (gig economy), strategic HRM, talent management, training and development, occupational health and safety and wellbeing. We particularly welcome papers that address:

Employee Relations

Exploring how HR may work with trade unions in response to disrupted institutional contexts, specifically in terms of addressing safety boundaries at work . This theme examines workplace conflicts occupational health and safety, and equality.

Strategic HRM

How HR can develop a sustainable and responsible approach to navigating uncertainties and ambiguities, supporting workers across different functions of the organisations, and influencing the policies and practices of key actors in the global supply chain. In particular, we welcome critical investigation into the role of strategic HRM in shaping equality and safety boundaries at work.