

management revue

Socio-Economic Studies

Call for Papers

Sustainable HRM and New Ways of Working

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EURAM 2024 SIG 09_04 Organisational Behaviour Track & MREV Special Issue

Companies, employees, and scholars alike have taken a growing interest in sustainable HRM (Ehnert et al., 2016; Stahl et al., 2020), especially in the face of current trends in the workplace – like remote working and digitalization – in the post-COVID-19 era (McKinsey Global Institute, 2021). Since HRM practices affect not only employees but also the human, social, and environmental firm context (Rothenberg et al., 2017), developing more sustainable HRM systems can enhance social sustainability (Ehnert, 2009; Pfeffer, 2010) and help organizations not only to reach their corporate sustainability (Taylor et al., 2012) but also traditional performance goals, thereby addressing the some of the grand challenges of nowadays society (George et al., 2016).

To achieve these organisational goals, however, the response of employees, work teams, and managers to sustainable HRM practices is crucial, as they hold a primary role in the success of sustainable HRM (Paulet et al., 2021). The common view is that sustainable HRM will positively affect employees (Aust et al., 2020) and that innovative workplace practices are welcomed, therefore assuming favourable responses at the individual level and, consequently, positive outcomes at the organisational level.

The growing embracement of sustainable HRM and innovative work practices in today's changing workplace provides excellent research opportunities to study its multifaceted, under-explored outcomes and to contribute to "Fostering Innovation for Grand Challenges". This track explores the impact of sustainable HRM and workplace innovation on employee attitudes and behaviours, the interplay of sustainable and innovative practices with other corporate initiatives, and its ultimate link to organization-level outcomes.

Possible themes include:

- The impact of different sustainable HRM and innovative work practices on shaping employee attitudes and behaviours at the individual and group levels. Empirical evidence of positive (e.g., employee well-being, engagement) and negative outcomes for employees (e.g., burden requirements, unethical behaviours) is welcome.
- Organisational value creation and outcomes of using innovative and sustainable HRM (e.g., innovation, performance).
- Possible synergies or redundancies stemming from combining sustainable and innovative work practices and other corporate sustainability initiatives and their effect on individual and organisational outcomes.
- Interplay between sustainable work practices, workplace innovation, and current trends in the workplace, such as remote work and digitalisation, and their effect on individual employee attitudes, behaviour, and performance.



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We look forward to receiving your contributions.

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This call for papers is related to a European Academy of Management (EURAM) track. We encourage interested colleagues to submit and present their research at the conference. However, it is possible to contribute to the special issue without joining the conference.

European Academy of Management (EURAM)

The *European Academy of Management* (EURAM) is a learned society founded in 2001. It aims at advancing the academic discipline of management in Europe. With members from 49 countries in Europe and beyond, EURAM has a high degree of diversity and provides its members with opportunities to enrich debates over [various research management themes and traditions](#). EURAM 2024 is from 25 to 28 June 2024 at the University of Bath, School of Management, UK.

The deadline for paper submission is **11 January 2024** (2 pm Belgium time). Contributors are notified of acceptance in mid-March. Further information about the deadlines and important other dates can be found on [the EURAM homepage](#). The author's guidelines and information about the submission procedure can also be found on [the EURAM homepage](#).

Special Issue of management revue – Socio-Economic Studies

[management revue – Socio-Economic Studies](#) is a peer-reviewed, interdisciplinary European journal publishing both qualitative and quantitative work, as well as purely theoretical papers that advance the study of management, organisation, and industrial relations. The journal publishes articles contributing to theory from several disciplines, including business and public administration, organisational behaviour, economics, sociology, and psychology. Reviews of books relevant to management and organisation studies are a regular feature.

All contributors to the EURAM track are invited to submit their papers for the special issue of *management revue – Socio-Economic Studies*. Full papers for this special issue must be submitted by **30 September 2024**. All contributions will be subject to double-blind reviews. Papers invited to a 'revise and resubmit' are due 31 March 2025. The publication is scheduled for issue 3/2025. Please submit your papers electronically via the [online submission system](#) using 'SI Sustainable HRM' as the article section.

The manuscript length should not exceed 9,000 words (excluding references), and the norm should be 30 pages in double-spaced type with margins of about 3 cm (1 inch) on each page. Further, please follow the [guidelines on the journal's homepage](#).

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