

# Aston Centre for Human Resources

## Invites Submissions For

### **11<sup>th</sup> International Human Resource Management Conference 9-12 June 2010, Aston Business School, Birmingham, UK**

#### ***Emergence of New Economic Powers: Management of Human Resources in the Challenging Global Context***

#### **Overview:**

The quarter century just past has seen International Human Resource Management (IHRM) evolve into an important field of research, teaching and practice. A number of significant global developments are currently taking place that have serious implications for IHRM. These include the growth of multinationals in emerging markets, ever increasing levels of foreign direct investments, the growing intensity of cross-border alliances (M&As) involving firms from emerging markets, an increasing trend in business process outsourcing and indeed the challenges created by the present financial crisis and how best to manage in difficult times. As a result of these developments, an emergent phenomenon is the ever-increasing movement of people around the globe and the issue of how best to manage them. These can be expatriates, inpatriates, transpatriates, self-initiated expatriates or self-initiated repatriates.

The emerging global economic scenario, in which emerging markets are becoming economically stronger, is creating on the one hand, serious challenges for IHRM policy makers, but on the other hand, immense opportunities for IHRM researchers. Overall, these are exciting times for the field of IHRM as the established patterns of managing human resources (based predominantly on Western MNEs) are now challenged and researchers have the opportunity to explore patterns of HRM systems appropriate to the emergent landscape of global business.

#### **Topics:**

We invite submissions that cover conceptual, theoretical and empirical investigations that adopt different methodologies and highlight the context-specific nature of IHRM systems. Papers that address but are not necessarily restricted to the following topics are especially invited:

- Emerging patterns of IHRM systems
- Cross-national comparative HRM
- Global transfer of HRM practices
- Expatriate and repatriate management
- HRM and firm performance in different settings
- Convergence-divergence or cross-vergence of global HRM
- Outsourcing and IHRM

- HR issues in cross-border strategic alliances
- People management practices (e.g., staffing, performance management, leadership and diversity management)
- Peculiarities and defining characteristics of HR models unique to emerging markets
- Sector specific people management strategies
- Emerging patterns of employee-employer relations
- Work-life balance in different cultural settings
- Organisational learning, talent management and dynamic capability in the global marketplace
- The teaching of IHRM in the business curriculum
- Ethics, Corporate Social Responsibility and IHRM

The conference programme will consist of keynote speeches, symposia, competitive paper sessions, interactive paper sessions, and career development workshops for doctoral and early career researchers.

### **Submissions are invited for the following:**

1. Competitive papers (Up to 7000 words as per Academy of Management Journal submission style).
2. Working and developmental papers (Abstracts of up to 700 words).
3. Symposia/workshops/panel discussions (Outlines of up to 5 pages).

All submissions must be original and should not have been previously accepted for publication in a journal, or presented in another conference. All papers will be blind reviewed. Papers presented at the conference will be published in the proceedings of the conference.

**Special Issues:** Selected papers will be considered for publication in special issues of *Thunderbird International Business Review* and *International Journal of HRM*.

Please submit your papers electronically to the conference secretariat at [\*\*IHRM@aston.ac.uk\*\*](mailto:IHRM@aston.ac.uk)

### **Important Dates:**

Deadline for all submissions: 15 February 2010

Acceptance/rejection letter: 30 March 2010

Final paper submission: 30 April 2010

### **Key Note Speakers:**

So far following colleagues have confirmed to deliver keynotes at the conference:

1. Professor Rosalie Tung, Simon Fraser University, Canada (Possible focus of Talk: on Expatriation).
2. Professor Chris Brewster, Reading University, UK (Possible focus of Talk: learning from Cranet research and way forward).
3. Professor Felix Brodbeck, Ludwig Maximilian University, Munich, Germany (Possible focus of Talk: learning from GLOBE project and way forward).

4. Dr Santrupt Mishra, CEO, Carbon Black Business & Director, Group HR Aditya Birla Management Corporation Pvt Ltd (Possible focus of Talk: learning and HR challenges for Indian MNCs overseas).
5. Ms. Jackie Orme, Chief Executive, The Chartered Institute of Personnel and Development, UK (Possible focus of Talk: Changing nature of CPID in the global context).

### **Organising Committee:**

Professor Pawan Budhwar, Professor Samuel Aryee, Ms. Carole Parkes, Dr. Helen Shipton, Dr. Ann Davis, Dr. Jonathan Crawshaw, Ms. Charmi Patel and other colleagues at Aston Centre for Human Resources.

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### **Financial Support:**

There is some funding available to support attendance at the conference. Priority will be given to doctoral researchers. Please enquire by mailing at [IHRM@aston.ac.uk](mailto:IHRM@aston.ac.uk) for this support.

**Conference Website:** [www.aston.ac.uk/ihrm](http://www.aston.ac.uk/ihrm)

### **Registration Fees:**

£350 till 15<sup>th</sup> April 2010, afterwards £375 (which will include conference proceedings, conference dinner worth £55 at Aston Villa Football Club, visit to the 14<sup>th</sup> century Aston Hall, refreshments, lunches, conference bag, etc).

**IHRM Conference Secretariat:** Associate Professor Paul Davidson, QUT, Brisbane, Australia.  
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