

CALL FOR PAPERS

PARIS COLLOQUIUM & INTERNATIONAL JOURNAL OF HUMAN RESOURCE MANAGEMENT

Colloquium Theme & Special Issue:

“HUMAN RESOURCE MANAGEMENT IN ASIA: DISTINCTIVENESS OF ASIAN HUMAN RESOURCE MANAGEMENT?”

Date: 18-19 September 2014

Venue: ISC Paris Business School and Cnam, Paris, France

COLLOQUIUM WEBSITE <http://hrminasia2014.iscparis.com/>

(Please check regularly for updates)

Colloquium Organizers:

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IJHRM Guest Editors (in alphabetical order):

Professor Sabine Bacouël-Jentjens, ISC Paris Business School, Paris, France

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Since conventional theories and concepts of Human Resource Management (HRM), were mainly developed in Western countries, this colloquium focuses on theoretical and empirical contributions from Asia to the management of human resources. Although the term 'Asia' is used in this text, the colloquium focuses on Northeast and Southeast Asia. In more detail the colloquium attempts to explore primarily the distinctive contextual factors of contemporary HRM in Asia, as well as HRM phenomena and approaches applied by Asian firms in Asia and in non-Asian countries, by Western firms in Asia or by Asian-Western firm alliances in Asia. We have observed that within-country company variations and within-Asia country variations in HRM are getting wider. At the same time, many multinational companies operating in Asia have made efforts to globally benchmark best HRM practices. Hereby the overarching debate on HRM in Asia, whether it will converge, diverge or develop towards a hybrid form shall play a primary role as well as selected themes of contemporary HRM issues such as diversity management, international talent management and performance management. Through this colloquium we also explore Asia-specific HRM principles and practices that can replace, modify, or supplement Western HRM theories. Hence we attempt to enlarge the scope and enrich the interpretation of HRM phenomena.

We seek in particular contributions that challenge conventional theories and knowledge on HRM and reveal distinctive features of HRM in Asia or particular forms of Asian HRM. Contributions should fit but are not limited to the following themes of HRM:

- HRM in Asia: Converge, Diverge, Hybrid?
- Rewards
- Employee Relations
- Recruitment & Selection
- Diversity Management
- Expatriation & Repatriation
- Team Management
- Global Talent Management
- Performance Management and HR Development
- Community-based and Market-based HRM Approaches
- Asian Values and HRM

Submission Guidelines

Contributions may be comparative or apply single country analysis. Studies that draw on approaches of indigenous management research are welcome in particular. A range of empirical methods will be considered. Contributions should be based on sound empirical analysis using quantitative, qualitative, experimental, meta analysis or case studies. Ethnographical studies as well as conceptual works are also welcome.

Papers should be a maximum of 8000 words in length (inclusive of all material, such as tables, figures, attachments and reference list, etc.). Extended abstracts (ca. 800 words) may be submitted for empirical research currently in process. Preference will be given to the most polished papers.

Outstanding contributions will be selected for publication in a Special Issue of the *International Journal of Human Resource Management*. The SI editors will select papers based on fit with the conference theme which will be the title of the SI. Selected studies will undergo a double blind peer review process.

Style Guide

Submissions to the Paris Colloquium should follow the style guide applicable for submission to the *International Journal of Human Resource Management*. Details can be downloaded from the Journal website at Taylor & Fancis Online.

(<http://www.tandfonline.com/action/authorSubmission?journalCode=rijh20&page=instructions>)

All contributions should be submitted to the Colloquium Secretary:

Sandrine Clais, ISC Paris Business School, Paris, France, Email: sclais@iscparis.com

Important Dates

Paris Colloquium: 18-19 September 2014

Paper submission deadline/ Paris Colloquium: April 30, 2014

Acceptance notification: June 16, 2014

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