

## CALL FOR PAPERS

# STRATEGICA INTERNATIONAL CONFERENCE

9th edition: October 21-22, 2021 - Bucharest, Romania



### Track:

## Sustainable human resource management and employee well-being

### Track chair:

Živilė Stankevičiūtė, Kaunas University of Technology, Lithuania

Sustainable HRM is quite a new concept, which is still at the pioneering phase. The following two components are at the heart of sustainable HRM: 1) the recognition of multiple, potentially contradictory, economic, ecological and social goals; 2) and complex interrelations between HRM systems and their internal and external environments with emphasis on relationships, which allow the long-term reproduction of resources and control externalities. Generally, Sustainable HRM is seen as a design option, which allows to maintain, renew and restore human resources.

Recently, employee well-being has gained increasing attention and research into antecedents and consequences of well-being is booming. On the one hand, there is a strong ethical case for focusing on employee well-being. On the other hand, a more inspirational driver from organisational point of view to promoting employee well-being seems to be related to the economic rationality. Organisations are becoming increasingly aware of the importance of employees in gaining and maintaining a competitive advantage. The happy worker–productive worker thesis states that employees who feel that their well-being is well taken care of also perform well, and vice versa. Thus, employee well-being appears to be the relevant factor predicting the possibilities for and willingness of the employee to underperform, to perform in-role or extra-role. For sustaining business in future, organisations need employees who experience a high level of well-being.

**The present track proposes to investigate how sustainable HRM could be a driver for employee well-being.**

### Publishing opportunities

Papers accepted for the conference will be published in the conference proceedings, subject to author registration. The proceedings have an ISBN & ISSN, submitted to **WoS Conference Proceedings Citation Index** and details of the proceedings accreditations are listed on the [conference website](#).

Selected papers will be published in one of the following academic journals indexed in prestigious databases: [Entrepreneurship and Sustainability Issues](#), [Management & Marketing](#), [Challenges for the Knowledge Society](#), [Management Dynamics in the Knowledge Economy](#).

Besides **full academic papers**, the following submissions are welcomed *Works in Progress*, *PhD Research* or *Case Study Submissions*.

## Submission details:

**Full papers:** Papers must have between 4,000 and 5,000 words in length, including abstract, figures, references and appendices. By **June 20, 2021**, papers should be sent as .doc or .docx attachments by e-mail to [strategica@facultateademanagement.ro](mailto:strategica@facultateademanagement.ro), including in the subject of your e-mail the track you are addressing. Please, also include the submission form available on the website of the conference – <http://strategica-conference.ro/>

All full papers will be double-blind reviewed to ensure an adequate standard, that the proposed subject has been followed, that the paper is of a suitable length, the standard of English is adequate and the paper is appropriately referenced.

## Important deadlines

- Full paper submission: **June 20, 2021**
- Final paper due: **July 27, 2021**

## Main traks

Management and Leadership | Economics | Finance and Banking | Supply Chain Management | Family Business | Knowledge Economy | Marketing and Consumer Behavior | Green Marketing as a Tool of Sustainability | Consumer Culture Theory | Business Ethics and CSR | Social Economy: A Business Model for the Future | **Employee Well-being and Sustainable Human Resource Management** | Towards Sustainable and Smart Organisations and Communities | Seniors' Wellbeing in the Contemporary Society | Globalization Between Revolution and Disaster

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