

CALL FOR PAPERS

STRATEGICA INTERNATIONAL CONFERENCE

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



Track:

Employee well-being and sustainable human resource management

Track chair:

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During the last year, the nature of work has been changing rapidly and radically. Working remotely, the “always-on” digital workplace not only created the situations where the boundaries between work and home life become blurred, but also extended working hours resulting in unpaid overtime. Employees are now suffering from isolation, loneliness, fatigue, depression, burnout, and muscle, eye or other ailments. Moreover, some employees are not secure about their future employability, perceive job insecurity and accordingly feel negative consequences on their well-being. Given this, 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 a relevant factor predicting the possibilities and willingness of the employee to underperform or to perform in-role or extra-role. For sustaining the business in future, organisations need employees who experience a high level of well-being.

Thus, how to mitigate the negative consequences for employee well-being? One of the key proposals refers to implementation of sustainable HRM. Sustainable HRM is quite a new concept, which is still at the pioneering phase. Despite the definitional diversity, sustainable HRM mainly refers to “the adoption of HRM strategies and practices that enable the achievement of financial, social and ecological goals, with an impact inside and outside of the organisation and over a long-term time horizon while controlling for unintended side effects and negative feedback” (Ehnert et al., 2016, p. 90). The following two components are at the heart of sustainable HRM: 1) the recognition of multiple, potentially contradictory, economic, ecological and social goals; and 2) complex interrelations between HRM systems and their internal and external environments with emphasis on relationships, which allow for the long-term reproduction of resources and control externalities. Generally, Sustainable HRM is seen as a design option, which allows maintaining, renewing and restoring human resources. More specifically, sustainable HRM is aimed at creating and developing employee skills, values, motivation, and trust, incorporating the “triple bottom line” approach and striving for the sustainability of all stakeholders of the organisation through practices that express equity, development, and well-being, in terms of psychological (happiness), social (relationship) and physical (health) 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 **May 25, 2021**, papers should be sent as .doc or .docx attachments by e-mail to strategica@facultateademangement.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: **May 25, 2021**
- Final paper due: **July 25, 2021**

Main traks

Economics | Finance and Banking | Management and Leadership | 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 Organizations and Communities | Seniors' Wellbeing in the Contemporary Society | Globalization Between Revolution and Disaster

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