Track n. 3 - Digitalization trends in Human Resources Management

The recent advances in Information and Communication Technologies (ICTs) and the growing pervasive presence of ICT in companies' lives have had broad transformational organizational effects and have posed new challenges for human resource management. Experimentations in terms of HR processes such as automatization or exploring new ways of structuring work processes, new forms of working such as teleworking and virtual teams, the use of BigData and analytics tools, the adoption of enterprise social networks in order to eliminate functional boundaries, the focus on gamification and serious games, are only some of the processes that HR departments have undertaken in light of the digitalization and technology innovation pressure. These processes have important consequences on the way in which people interact and learn at work by allowing the share of knowledge and expertise and emphasizing bottom-up participation dynamics. But they are redefining also organizational boundaries in new, unexplored ways and reshaping the role of the HR department and HR managers. What are the consequences at the individual, social and organizational level of these trends? Are HR department and managers fully aware and ready to manage this digitalization wave? How HR studies can contribute to the design of information systems?

The aim of this track is to provide new insight into the impact of ICT on the HR function and HRM processes. By linking together these two research streams, the goal is to generate a fruitful debate aimed at analysing the consequences of ICT adoption in HR processes (e.g. the implication in terms of individual behaviour, social interaction, organizational change) and how these aspects can guide HRM system design.

Topics include (but are not limited to):

- Current trends in HR management enabled by ICTs advances
- Developing digital competences and the role of HRM
- Developments and applications of enterprise social networks
- New forms of working and social dynamics enabled by ICT (e.g. teleworking, virtual teams, etc.)
- Best practices and experimentations in terms of HR practices via the adoption of ICTs
- Digital technologies fostering formal and informal learning at the workplace

Track Co-Chairs

Name – Surname (primary contact)	**Cristiano Ghiringhelli**
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Affiliation	University of Milan-Bicocca
Short Biography	Cristiano Ghiringhelli, Ph.D, is Assistant Professor of Organizational Theory at the University of Milan-Bicocca, teaching Change Management and Human Resource Management. He has researched mainly Change Management subjects related to the ICT development, Organizational Innovation (with a special focus on SME's) and Human Resource Management topics. He has also an extensive experience in designing and

carrying out Change Management projects. He's member of the Cranfield Network on International Human Resource Management (Cranet) - www.cranet.org.

Name – Surname	**Luca Solari**
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Short Biography	Luca Solari, Ph.D., is Professor of Organization Theory and Human resource management at the University of Milan where he has taught since 2001. His academic work comprises strategy, organizational design issues, and human resource management strategies and practices, with a vast array of previous research and intervention experiences in different industries ranging from service to manufacturing. He has published extensively in Italian and English, and possesses a vast global network both in research and in the HR profession. He is a Member of different academic and professional associations (Academy of Management, European Human Resource Forum, Society for Human Resource Management, AIDEA, etc.) and he acts as reviewer for different journals, including Human Resource Management.

Name – Surname	**Jessie Pallud**
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Short Biography	Jessie Pallud, PhD, is Full Professor of Management Information Systems at EM Strasbourg Business School in France. She received her dual Ph.D. in Management and Computer Information Systems from Paris Dauphine University and Georgia State University. Her research focuses on the consequences of IT implementation in the workplace at the individual, social and organizational levels. She is also interested by IT-related behaviors, such as user reactions and emotions linked to IT adoption and IT usage. For instance, she has done research on enterprise social networks and collaborative technologies to understand the influence of these technologies on work practices. She has published in the European Journal of Information Systems, Journal of Management Information Systems and Information and Management.

Name – Surname	**Wolfgang Mayrhofer**
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Affiliation	University of Economics and Business
Short Biography	Wolfgang Mayrhofer is Full Professor and head of the Interdisciplinary Institute of Management and Organisational Behaviour, Department of Management, WU (Vienna University of Economics and Business), Austria. He conducts research in comparative international human resource management and leadership, work careers, and systems theory and

management and has received several national and international rewards for outstanding research and service to the academic community. He has authored and co-authored more than 110 book chapters and about 70 peer reviewed articles which have been published, among others, in Career Development International, Employee Relations, Human Relations, Human Resource Management Journal, Human Resource Management Review, International Journal for Human Resource Management and others.

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Submission

Submissions will be evaluated through a standard blind review process. Track chairs will ensure anonymity of the review process.

Authors are highly encouraged to seek guidance from Track Chairs prior submitting the paper. We highly encourage authors to formalize this process by sending an abstract to the Track Chairs to receive feedback and guidance. Formal submission must specify the track that they are intended for. The page limit for contributions submitted in English is equal to 12 pages (maximum). Formatting rules (LNCS Springer format) are available at this link:

http://www.springer.com/it/computer-science/lncs/conference-proceedings-guidelines

Deadline for encouraged abstract submission: May 14, 2017
Deadline for full paper submission: **June 11, 2017**