The role of e-HRM and digital innovation in Human Resources Management

The adoption of electronic Human Resource Management (e-HRM) has significantly increased in recent decades and is likely to continue to rise over the coming years. E-HRM is now considered a mature practice in organizational life (Ruël, Bondarouk, and Van der Velde, 2007; Voermans & Van Veldhoven, 2007), and the application of digital innovation to Human Resource Management (HRM) is believed to change the role of the HR function and contributing to the company's success (Ruël et al., 2007; Hempel, 2004).

E-HRM generally refers to the implementation and application of information and communication technology for HR purposes. The construct is considered an "umbrella term covering all possible integration mechanisms and contents between HRM and IT, aimed at creating value for targeted employees and managers" (Bondarouk & Ruël, 2009:507). Recently, it has been defined as a set of 'configurations of computer hardware, software and electronic networking resources that enable intended or actual HRM activities (e.g. policies, practices, and services) through coordinating and controlling individual and group-level data capture and information creation and communication within and across organizational boundaries' (Marler & Parry, 2015:2). This new definition underlines that e-HRM has both an information technology and a human resource management focus (Thite, Kavanagh & Johnson, 2012). The technological focus is more related to the degree of the physical presence of information technologies that allow HR activities, while the HRM focus is the degree to which e-HRM is used to enable HR activities (Marler & Parry, 2015).

This track aims to contribute to theory and practice on both digitalization of work and digitalization of HRM by extending our understanding and empirical knowledge about how digital innovation in HRM is changing how people work and are managed, the role of the HR function, the effects on individual as well as organizational innovativeness and performance. Therefore, this track welcomes papers that explore the effect of new technologies on individual well-being and work-life balance (Korac-Kakabadse, Kouzmin, & Korac-Kakabadse, 2017), leadership (Avolio, Kahai, & Dodge, 2000) as well as motivation, job satisfaction, organizational commitment, and citizenship behaviors (Cascio & Montealegre, 2016) at the micro-level. We expect contributions that highlight how new technologies, in particular the Internet of Things, are changing the role of the HR function and its specific sub-functions (e.g., e-recruiting, e-learning, e-communication) in order to become more efficient and strategically oriented (Marler, 2009; Haines & Lafleur, 2008; Strohmeier, 2018). Finally, we invite contributions who investigate how current and recent developments in the digitization of HRM are transforming and impacting the organizational performance (Marler & Fisher, 2013) at the macro level.

Track main topics

The track is open to conceptual and empirical contributions that apply a range of qualitative and quantitative empirical approaches. Questions of potential interest include, but are not limited to:

- How e-HRM may impact diversity, equality, and inclusion within organizational settings?
- What are intended and unintended effects of the use of e-HRM and digital tools at the individual levels of analysis?
- How does the use of advanced HR technologies affect HRM and organizational outcomes?

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- How is adoption of e-HRM changing the nature of HRM jobs and structures in organizations?
- How does e-HRM affect the strategic role of the HR function and HR professional?
- Which is the future of the HR function in terms of new competences required (e.g., digital skills, analytical skills, etc.)?
- How specific e-HRM practices (e.g., e-recruiting, e-learning, e-communication) affect actual and potential employees and other stakeholders?
- As one of the main weaknesses of current e-HRM research is its primarily non-theoretical character (Bondarouk et al., 2017), which theories may better contribute to the theoretical foundation of e-HRM and how?
- How institutional characteristics (e.g., sector, culture, economic conditions, organizational dimensions) drive choices about e-HRM adoption?

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Bios of track Co-Chairs

Rita Bissola is Associate Professor of Organization Design and organizational Behavior at Università Cattolica del Sacro Cuore, Milan (Italy). She received her Ph.D. in Management Information Systems at LUISS Guido Carli, Rome and was visiting scholar at Karlsruhe University (Germany). Her current research interests focus on innovation and HRM challenges, team and organizational creativity, and employee engagement specifically in the social enterprise domain. She wrote articles and contributions on e-HRM, the relationship between employees and the HR department, and on creativity that appeared in both international and national books and journals. She has recently co-edited a book on HRM 4.0. Rita has been serving as track chair in several EGOS colloquia (European conference on Organization Studies conference) and WOA (Italian conference of Organization Studies). She teaches at both undergraduate and graduate levels and is one of the coordinators of the International Human Resource Management Master at Università Cattolica.

Tanya Bondarouk is Professor of Human Resource Management at the University of Twente (The Netherlands) and the chair of the department HRM. She leads the interdisciplinary research about HRM, Technology and Innovation. Her research projects cover topics related to an integration of Human Resource Management and social aspects of Information Technologies, such as digitalization of the workforce and HRM, implementation of digital HRM solutions, robotization and workforce management. In this field, she has edited numerous special issues in international journals and twelve scholarly books. Since 2006 she is involved in organizing International Academic Conferences on digital HRM.

Stefan Strohmeier is full Professor of Management Information Systems at Saarland University in Saarbrücken, Germany. Stefan teaches, consults and researches in the domain of digital HRM and digital technologies in HRM. Stefan has broadly published on the subject both from a technical/design and a managerial/empirical perspective

Teresina Torre is Full Professor of Organization and Human Resource Management at the University of Genoa. Her research interests focus on innovation and HRM challenges, on human work and its evolution in relationship with new technologies and in digital context. She presented her research in national and international conferences (WOA, EURAM, EGOS, IFKAD and ICTO); she published contribution both in books and international journals. She is vicepresident of Assioa – Association of Italian Organization Studies Academics. She is co-editor of Impresa Progetto Electronic Journal of Management, member of the Scientific Committee of Management in Review, of Eurasian Journal of Business and Management and of Sviluppo&Organizzazione. She is member of the Scientific Boards of many conferences, where she serves

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