Responsible technologies for digital and sustainable organizations and society

Advances in technologies such as Artificial Intelligence (AI), intelligent robots, the Internet of Things, cloud computing, blockchain, and augmented and virtual reality are continuing to have a significant impact on organizations, and society as a whole. Sometimes described as 'exponential technologies' referring to their growth along and beyond the lines of Moore's Law, these digital and data-driven approaches are reconfiguring the practical, analytical, and spatial dimensions of organizations and shaping new societal and organizational futures. For example, generative AI tools such as ChatGPT have already become critical tools for businesses and people raising huge debates about whether and how they can contribute to or challenge business sustainability, and employee wellbeing.

While it is unsurprising and, to some extent encouraging, that businesses are keeping up with new technologies and seeking to improve their effectiveness and resilience, such innovations also expose employees and organizations to new risks and threats. For employees, they have implications for privacy, autonomy, opportunities, income, and well-being, as well as freedom from bias or discrimination. For organizations, they have operational, financial, and legal implications, especially as the European Union and other global regions seek to better regulate the uses of data and AI, which can cascade into reputational damage. At a societal level, they pose risks for potentially amplifying biases and raising concerns about the reinforcement and perpetuation of existing inequalities. For instance, one key point for the latter refers to sustainability which is currently at the center of both scientific and practitioner debate. It is important to understand here the contribution or threats of technologies to the achievement of the United Nation's 17 Sustainable Development Goals (SDGs) focusing on social inclusion, and the Decent Future of Work, among many others. Thus, overall, it is unclear what the long-term impacts of exponential technologies will be, and organizations face managerial and organizational dilemmas as they seek to embrace innovation whilst also avoiding harms and penalties. More knowledge and understanding of how these technologies are evolving and being used, as well as their soft and hard impacts, are therefore needed for the goal of 'human-centeredness' and sustainability in organizations to be achieved.

We invite submissions from multi-disciplinary practitioners and researchers critically reflecting on and analyzing ethical and trust issues around exponential technologies in organizations and their implications for stakeholders, and society. We welcome conceptual and empirical contributions, reviews, case studies, experience-in-the-field reports, and debate papers inspired by interdisciplinary, multi-level, multi-stakeholder, multi-method, and culture-sensitive approaches that could address existing and future challenges and uncertainties, define an agenda for future research, and provide good practice recommendations and instruments for designing and evaluating human-centered, trustworthy, and sustainable technologies in organizations.

Track main topics

A non-exhaustive list of relevant research topics includes:

- Trust issues in relation to exponential technologies
- Conceptualizing responsible adoption and use of exponential technologies for employees, groups, and organizations
- Potential and perils of exponential technologies for diversity and inclusion (e.g., discrimination, bias, or inequalities) in organizations

- Organizational and managerial dilemmas related to the development, implementation, and use of human-centered, responsible, and sustainable exponential technologies and approaches to address them

- Employee dilemmas for recognizing/using exponential technologies at/for work

- Cases on transparent (and not) uses of AI at/for work in organizations of different types (e.g., SMEs or multinationals) and coming from different sectors (e.g., healthcare, public or private sector companies)

- Human versus algorithmic decision making

- Spatial, temporal, and behavioral work boundaries affected by exponential technologies

- Critical stakeholders in the responsible and human-centered application of exponential technologies at/for work (technology, developers, managers, employees, or organizations)

- Ethics washing in AI at work

- Existing and new (critical) theories, models, methodologies, and frameworks for studying and evaluating exponential technologies

- Sustainability of exponential technologies and organizations adopting them

- The role and/or impact of technologies on SDGs

- Guidelines and approaches for developing, implementing, or using ethical, sustainable, and human-centered exponential technologies for organizations

Publication opportunity

The best-developed papers will be invited to be submitted to the Special Issue of the European Management Journal on (Ir)responsible uses of technologies and the future of work: Managerial and organizational dilemmas

Track Co-Chairs (one table for each track chair)

Name – Surname	Aizhan Tursunbayeva
Title	Assistant Professor
E-mail	a.tursunbayeva@uniparthenope.it
Affiliation	University of Naples Parthenope (Italy)
Short bio	Dr. Aizhan Tursunbayeva is an Assistant Professor of Organization and Human Resource Management (HRM) at the University of Naples Parthenope, Italy. Her previous professional roles include Assistant Professor at the University of Twente (The Netherlands), Management Consultant at KPMG Advisory (Italy), and Manager at HSBC Bank (Canada, UK, Poland, Kazakhstan). She teaches Organizational Design, HRM, and People Analytics. Her research lies at the intersection of HRM, technology, innovation, and healthcare. She leads several international research projects on the role of technology in the Future of Work. She co(chaired) a number of relevant sub-tracks at EGOS, EURAM, and itAIS

conferences, and is currently a Guest Editor with Personnel Review and European Management Journal.

Name – Surname	Luigi Moschera
Title	Full Professor
E-mail	luigi.moschera@uniparthenope.it
Affiliation	University of Naples Parthenope (Italy)
Short bio	Dr. Luigi Moschera is a Full Professor of Organization Studies at the University of Naples "Parthenope". He teaches Organization Theory, Inter-firm Network Design, and Human Resource Management. His most recent research focuses on technology, contingent/alternative employment arrangements, and their implications for employees' attitudes, well-being, and behavior. He has authored several international publications on organizational change in the temporary work agency sector in Italy and Europe. He (co)chaired different international conferences and co-convened a number of sub-tracks on the use of new technologies and the future of work at EGOS, EURAM, and itAIS conferences. He is currently a Guest Editor with Personnel Review and European Management Journal.

Name – Surname	Vicenc Fernandez
Title	Full Professor
E-mail	vicenc.fernandez@upc.edu
Affiliation	Universitat Politècnica de Catalunya (Spain)
Short bio	Dr. Vicenc Fernandez is a Full Professor of Management and Business Analytics, UNESCO Chair of Higher Education Management, Coordinator of the TechTalent Research Group, and Coordinator of the PhD Program in Business Administration and Management at the Universitat Politècnica de Catalunya - BarcelonaTech (Spain). His academic background includes MSc in Engineering and MSc in Data Analytics. Vicenc's research expertise and interests include organizational behavior, human resource management, and data analytics. He has published more than 50 papers in international journals, such as Technological Forecasting & Social Change, Journal of Organizational Change Management, Behaviour & Information Technology, Competitiveness Review, and Cities.

Name – Surname	Živilė Stankevičiūtė
Title	Associate Professor
E-mail	zivile.stankeviciute@ktu.lt
Affiliation	Kaunas University of Technology, Lithuania
Short bio	Živilė Stankevičiūtė, PhD in Management, is an Associated Professor at the Sustainable Management Research Group, School of Economics and Business, Kaunas University of Technology, Lithuania. Her doctoral dissertation on Sustainable Human Resource Management has been recognised internationally: she received the Baltic University Programme Annual Award for the Best PhD defended in 2015. Her research interests include Sustainable Human Resource Management, Employee Well-being, Digital Transformations, Robot-Human Interaction, Corporate Social Responsibility, Employee resilience, and Job insecurity. She is a member of the National Expert Council for sustainable development goals at the Lithuanian Responsible Business Association (LAVA) dealing with SDG8. She has expertise in the field of partnership with business while conducting research projects and providing consultations.

Track Program Committee Members

Name	Affiliation	Country	email
Gilda Antonelli	D'Annunzio University	Italy	gilda.antonelli@unich.it
Jiarui Yin	Universitat Politècnica de Catalunya	Spain	jiarui.yin@upc.edu
Jose Barrajón	Universitat Politècnica de Catalunya	Spain	joseluisbarrakon@gmail.com
Josep-Lluis Torres-Soto	Universitat Politècnica de Catalunya	Spain	jose.luis.torres@upc.edu
Stefano Di Lauro	University of Sannio	Italy	stefano.dilauro@gmail.com
Eglė Staniškienė	Kaunas University of Technology	Lithuania	egle.staniskiene@ktu.lt

Rūta Adamonienė	Mykolas Romeris University, Public Security Academy	Lithuania	rutadam@mruni.eu

NB: Please note that if your proposal gets accepted, the information provided in this form will be used as public material for promotion and advertising purposes.