

CALL FOR PAPERS

“Digitalization Enabling Human Resources Management and Development in Public Organizations”

Digitalization in human resources is in full swing. As digital technologies such as big data, cloud computing, and artificial intelligence exert greater influence on human resource management (HRM) theory and practice, HRM processes are becoming automated, transparent, centralized, and efficient. Leveraging digital technologies in HRM can be of help not only stimulate the employees of public organizations but also revitalize their existing human resources, which is of great significance to the high-quality development of public organizations. To promote research and cooperation in relevant fields, the international seminar on *“Digitalization Enabling Human Resources Management and Development in Public Organizations”* will be held in Beijing, China.

The relevant matters are hereby notified as follows:

I. Date, Time, and Venue

- i. **Date and Time:** 20 November 2022 (*whole day*)
- ii. **Venue:** Online and Onsite

The onsite Seminar will be held in line at the Renmin University of China.

- iii. **Check-in Time:** via Zoom (*to be announced*)

II. Seminar Organization

iv. Organized Jointly By:

- a. School of Public Administration and Policy, Renmin University of China
- b. Chinese Academy of Personnel Science (*EROPA Human Resource Development Center in China*)
- c. Eastern Regional Organization for Public Administration

v. Hosted By:

- a. School of Public Administration and Policy, Renmin University of China

III. Topics for the Seminar

Seminar Topic: *“Digitalization Enabling Human Resources Management and Development in Public Organizations”*

A variety of human resource activities are impacted by digitalization, which has drawn increasing attention from academics and practitioners. As a result of the digital transition, new questions about HRM have arisen, such as how to enable public organizations with digital HRM systems. In this regard, the seminar will shed light on how digitalization supports and enhances HRM and its development in public organizations. We welcome submissions that draw on various conceptual and theoretical perspectives and adopt diverse approaches and multiple levels of analysis. We embrace both quantitative and qualitative research.

Key topics that the seminar will explore include, but are not limited to:

- Theoretical and methodological innovations on digitalization in human resource management
- Methods and strategies for the digital transformation of human resource management in public organizations
- Case studies on the practical application and innovation of digital human resource management in public organizations
- Research on the optimization of the human resource management model and process of public organizations by digitalization
- Research on the ways of enabling the public organization and their employees by digital HRM system
- Opportunities and challenges brought by digitalization to HRM in public organizations
- Risks and responses to the digitalization of HRM in public organizations

IV. Paper Submission

- 1) The paper to be submitted should focus on the theme and topics of the seminar.
- 2) The English abstract should be 300-500 words, and the full paper must be 5,000-6,000 words (*including notes and references*).
- 3) Submit the English abstract and the title/major content of the conference presentation to wangye210281@126.com on or before 31 October 2022. All authors will be duly notified whether their papers are accepted or not.
- 4) Attach a 100-word personal (*author*) profile to the abstract.
- 5) At the seminar, each participant will be given 10-15 minutes to present, based on the content of their submitted papers.

In accordance with the standard practice of international conferences, the seminar will be held in English as the working language. If necessary, please do the translation work in advance.

V. Charges

There is no charge for the seminar, and accommodation and meals will be provided free of charge for offline attendees. Onsite attendees are responsible for all other costs. For any uncovered matters herein or changes, please refer to the subsequent notice.

VI. Contact Information

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