

management revue

Socio-Economic Studies

Call for Papers: Sustainable HRM and Responsible Ways of Working

Track Proponents & Guest Editors:

Sylvia Rohlfers, CUNEF University Madrid, Spain

Simon Jebsen, University of Southern Denmark

Konstantina Tzini, CUNEF University Madrid, Spain

Abderrahman Hassi, Al Akhawayn University Ifrane, Morocco

Klarissa Lueg, University of Southern Denmark

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Companies, employees, and scholars alike have shown a growing interest in sustainable HRM (Ehnert et al., 2016; Stahl et al., 2020), particularly in light of current workplace trends such as remote working and digitalisation in the post-COVID-19 era (McKinsey Global Institute, 2021). As HRM practices influence not only employees but also firms' broader human, social, and environmental context (Rothenberg et al., 2017), developing sustainable HRM systems can significantly enhance social sustainability (Ehnert, 2009; Pfeffer, 2010). Such systems help organisations achieve corporate sustainability (Taylor et al., 2012) and traditional performance goals, thereby addressing some of contemporary society's grand challenges (George et al., 2016).

To realise these organizational goals, the responses of employees, work teams, and managers to sustainable HRM practices are crucial, as they play a primary role in the success of these initiatives (Paulet et al., 2021). The prevailing view is that sustainable HRM positively affects employees (Aust et al., 2020) and that innovative workplace practices are generally welcomed, assuming favourable responses at the individual level and, consequently, positive outcomes at the organizational level.

The increasing adoption of sustainable HRM and innovative work practices in today's dynamic workplaces presents excellent research opportunities to explore its multifaceted and under-explored outcomes. This track aims to contribute to the theme of "Managing with Purpose" by examining the impact of sustainable HRM and workplace innovation on employee attitudes and behaviours, the interplay of sustainable and innovative practices with other corporate initiatives, and their ultimate link to organization-level outcomes.

Possible themes include:

- The impact of different sustainable HRM and innovative work practices on shaping employee attitudes and behaviours at the individual and group levels. Empirical evidence of positive (e.g., employee well-being, engagement, corporate citizenship behaviour) and negative outcomes for employees (e.g., burden requirements, unethical behaviours) is welcome.
- Organisational value creation and outcomes of using innovative and sustainable HRM (e.g., innovation, performance, stakeholder acceptance).
- Potential synergies or redundancies arising from combining sustainable and innovative work practices and other corporate sustainability initiatives and their effect on individual and organisational outcomes.
- The interplay between sustainable work practices, workplace innovation, and current workplace trends, such as remote work and digitalisation, and their effect on individual employee attitudes, behaviour, and performance.

We look forward to receiving your contributions.

Sylvia Rohlfers (srohlfer@cunef.edu), Simon Jebsen, Konstantina Tzini, Abderrahman Hassi, Klarissa Lueg



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Nomos Verlagsgesellschaft mbH & Co. KG Waldseestraße 3-5, 76530 Baden-Baden, Germany
www.mrev.nomos.de

This call for papers is related to a European Academy of Management (EURAM) track. We encourage interested colleagues to submit and present their research at the conference. However, it is possible to contribute to the special issue without joining the conference.

European Academy of Management (EURAM)

The *European Academy of Management* (EURAM) is a learned society founded in 2001. It aims to advance the academic discipline of management in Europe. With members from 49 countries in Europe and beyond, EURAM is highly diverse and provides its members with opportunities to enrich debates over various research management themes and traditions. EURAM 2025 will be held from 22 to 25 June 2025 at the University of Florence, Italy.

The deadline for paper submission is **11 January 2025** (2 pm Belgium time). Contributors are notified of acceptance in mid-March. Further information about the deadlines and important other dates can be found on [the EURAM homepage](#). The author's guidelines and information about the submission procedure can also be found on [the EURAM homepage](#).

Special Issue of management revue – Socio-Economic Studies

management revue – Socio-Economic Studies is a peer-reviewed, interdisciplinary European journal publishing both qualitative and quantitative work, as well as purely theoretical papers that advance the study of management, organisation, and industrial relations. The journal publishes articles contributing to theory from several disciplines, including business and public administration, organisational behaviour, economics, sociology, and psychology. Reviews of books relevant to management and organisation studies are a regular feature.

All contributors to the EURAM track are invited to submit their papers for the special issue of *management revue – Socio-Economic Studies*. Full papers for this special issue must be submitted by **30 September 2025**. All contributions will be subject to double-blind reviews. Papers invited to a 'revise and resubmit' are due 31 March 2026. The publication is scheduled for issue 1/2026. Please submit your papers electronically via the [online submission system](#) using 'SI Sustainable HRM' as the article section.

The manuscript should not exceed 9,000 words (excluding references), and the norm should be 30 pages in double-spaced type with margins of about 3 cm (1 inch) on each page. Further, please follow the [guidelines on the journal's homepage](#).

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