



AKADEMIA
LEONA KOŹMIŃSKIEGO

CALL FOR PAPERS

CONFERENCE

« Managing People and People in Management »

On May 21st & 22nd 2012

Place: ISC Paris
22 rue du Fort de Vaux, Paris 75017
France

Academic Partners :

- ISC Paris, (France)
- Sherbrooke University (Canada)
- ESCEM, (France)
- FEI (Sao Paulo)
- AGRH (Association of Human Resources Management)
- Kozminski University (Warsaw)

The HR function has evolved for five years towards a consultancy role with the General Management whereas before, its activities used to remain centred on recruitment, training and careers management problematics. The Human Resources Department accompanies from now on, the company in its strategic, organisational, operational and technologic changes. According to the *Observatoire Novamétrie (Etude DRH 2011)*, the evolution factors of the HR function are numerous: mondialization, economic factors, evolution of *business models*, cultural and society factors, diversity management, sociocultural problematics, technologic tools, modernization of the HR *process and* heterogeneization of technological tools.

In this context, nowadays, the Department of Human Resources' mission is to anticipate the evolutions of the professions of companies and to accompany them in their change policy. Their role is to maintain the social cohesion and to participate actively to the development of their company. Many of them wish to become a full-fledged « *business partner* ». At a time when the companies' competitiveness has to increase, thus, the HR function has to increase its added value.

Henceforth, recruiting and developing the loyalty, the talents dedicated to the company strategy is a mission which has become incontrovertible. On a market place which is becoming tensed, the recruitment and loyalty of collaborators turn out to be fundamental stakes. The Department of Human Resources has to think about its way of optimizing their recruitment process, to promote their employer label and stimulate their actors. The human capital obviously plays a determining role in the performance of the company.

The notion of « shared HR function » has thus appeared in the HR discourse. Today, this notion is becoming a strong and restrictive reality. Indeed, the Department of Human Resources has to be taken into account as a variable key in the strategic reflection and no longer as an adjustment variable. Choices will have to be made between internal and external flexibility, taking into accounts the stakes and limits of each of these flexibility modes. The current tendency to the sharing of the HR function tends to confirm. Is this sharing proceeded externally, with concrete projects of externalization?

The Human resources management has become more than ever one of the pillars of the company's performance. The questions of competences management, recruitment, salary or even implication or commitment are the central preoccupations of employers. Some new themes are coming on the center stage such as the mobilization notion, the efficiency and effectiveness, themes that we wish to suggest to study during this conference. The contributions can be divided through the three following problematics:

- Mobilization : demotivation, coaching, HR management, management of competences
- Efficiency and effectiveness at work : time management, stress at work, input and limits of social networks
- Social performance: diversity management, assumption of responsibility and delegation, management of competences.

Each article submitted in French or in English will be reviewed under a double-blind process by at least two members of the Scientific Committee. The results of the article's assessment will allow the organizers to decide of its acceptation, its refusal or acceptation subject to modifications. Whatever the result of the decision is, the author will receive a copy of these observations from the members of the Scientific Committee. The accepted articles will appear in the proceedings.

Scientific Committee :

Alis David (University of Rennes)
Amherd Charles-Henri (University of Sherbrooke)
Besseyres des Horts Charles-Henri (HEC Paris)
Boyer Luc (University of Paris-Dauphine and IAE de Caen)
Cadin Loïc (ESCP)
Cerdin Jean-Luc (ESSEC)
Davoine Eric (University of Fribourg)
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Peretti Jean-Marie (IAE de Corte, ESSEC)
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Pichault François (University of Liège, ESCP)
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Scouarnec Aline (University of Caen, ESSEC)
Simon Eric (ISC Paris)
Soparnot Richard (ESCEM)
Szmidsz Czesław Jan (University of Kozminski, Warsaw)
Thévenet Maurice (CNAM Paris)
Trepo Georges (HEC Paris)
Vasconcelos Isabella (FEI Sao Paulo)
Yanat Zahir (BEM)

Organization Committee:

Clais Sandrine, Delchet-Cochet Karen, Dupuich Françoise, Moriez David, Sachet-Milliat Anne, Simon Eric (ISC Paris)

- **Deadline for papers submission : January 10, 2012**
- **Notification of the Scientific Reading Committee : February 20, 2012**
- **Deadline acceptance notification of the revised papers : April 5, 2012**

The best papers will be published in a special issue of the review Management & Avenir.
Please, send your papers to Sandrine Clais: sclais@iscparis.com

Standards of presentation:

The layout (A4 paper) will have to plan margins (top margin, bottom margin and side margin) of 2,5 cm. The text must not exceed 20 pages including the bibliography and the appendices. The text will be written in Times New Roman (12 points), with a one and half (1,5) line space and will be justified (aligned to the left and to the right). The numbered pages will not contain header nor footer.

The first page, not numbered, will only include:

- The title of the article (Times 18 bold-typed);
- The name (s) of author(s) and their affiliations (Times 14 bold-typed);
- The postal address and electronic address, telephone and fax of the author to whom the correspondence must be sent (Times 12);
- A summary (abstract) with a simple line space of a maximum of 400 words indicating the problematic, the methodology and the main results of the article (Times 12, justified);
- A maximum of five (5) keywords which will refer to the themes and central concepts developed in the article. (Times 12);

The second page must only contain the title of the article and the summary; and mustn't mention the author (s). In its first version, the text in general must be made anonymous. The text, in line space one and half (1,5), will be justified (aligned to the left and to the right) and must be presented so that the hierarchy of the titles is clear, not exceeding 3 levels:

- Level 1: a figure (1. for example) title in Times 12 bold-typed and in capital letters
- Level 2: two figures (1.1. for example) subtitles in Times 12 bold-typed and in small capital letters
- Level 3: three figures (1.1.1. for example) subtitles in Times 12 bold-typed
- Footnotes are placed at the bottom of page and numbered in the order of insertion. Their numbers mustn't exceed a note by page.

Following the article, we shall successively create:

- The bibliographical references, authors in alphabetical order
- Eventual appendices are indicated by letters.

Bibliographical references are drafted according to the following models:

- Work (book): name of the author and the initial of the first name, *Title of the work*, Publisher, Place of publication, date of publication (example: Peretti J-M, *Ressources Humaines et gestion des personnes*, Vuibert, Paris, 2009).
- Article : name of the author and initial of his/her first name, « Title of the article », *Title of the review*, vol. x, n° x, date of publication, p. x-y, (example : Thévenet M. « Crise et GRH», *Revue française de gestion*, n°193, 2009, p. 37-41.).
- The references must be quoted in the body of the text as followed: Thévenet (2009).

Registration fee for the 2 days (gala dinner included):

- 300 € (Early bird registration before 1st February 2012)
- 350 € (registration after 1st February 2012)
- 170 € Phd student fee (without the Gala dinner)
- 80 € Gala dinner (invited and accompanying person)

Registration form
Conference
« Managing People and People in Management »

Surname:

First name:

Title / Function:

Institution / Company:

Postal address:

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Will attend the Conference « Managing People and People in Management » 21 & 22 May 2012, ISC Paris, 22 boulevard du Fort de Vaux, 75017 Paris, France

Registration fee 300 € (registration before 1st February 2012) 350 € (after the 1st February 2012), 170 €Phd student fee (without Gala dinner), 80 €Gala dinner (invited and accompanying person) lunch and coffee break are included.

Enclosed cheque or order form addressed to « ISC Paris »

Will pay on the day of the conference, 21 May

To be sent to the address below:

Sandrine Clais – ISC Paris – 22, Bd du Fort de Vaux – 75848 Paris Cedex 17 - France

Ou

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