

4th Global Conference on International Human Resource Management

10 - 11 May 2019

with publishing workshop and practitioner/academia event on 9 May 2019
Hosted by: The Pennsylvania State University, University Park, Pennsylvania, USA

Keynote Speakers:

**Professor Mary Teagarden, Thunderbird School of Global
Management, USA**

Professor Jaime Bonache, Carlos III University of Madrid, Spain

Call for Papers

Submission deadline: 15 January 2019

The International HRM field is broad and expanding, incorporating many disciplines including cross-cultural management, comparative HRM, and strategic international HRM. Practice and research are focused on understanding why certain HRM activities fit a given national context or exploring how a multinational enterprise balances the global/local paradox in managing its workforce. The first three Global Conferences on IHRM held since 2013 have helped to broaden our knowledge. Yet there is still more to learn...!

We would like to encourage this broadening of our understanding of International HRM with the 4th Global Conference on IHRM at Penn State and invite you to participate. We encourage submissions that allow us to understand our observations in the IHRM field beyond describing them, answering the 'why' questions, and providing clear implications for practice.

To this end, we invite submissions that cover conceptual, theoretical, and empirical investigations that adopt various methodologies and highlight the context-specific nature of HRM systems. Papers that address but are not necessarily restricted to the following topics are especially invited:

- HRM models from emerging markets
- Institutional and cultural perspectives on IHRM
- HRM in multinational enterprises
- High performance work systems in different national settings
- Expatriate management and global careers
- IHRM and informal social ties and networks
- Global talent and knowledge management
- Global leadership development
- Diversity, aging population, and generational challenges in different national settings
- Ethics and corporate social responsibility in the globalization of work

Best paper award sponsored by:

 Human Resource Management Journal

Keynote Speakers

Mary B. Teagarden is professor of global strategy and associate dean of faculty and administration at Thunderbird School of Global Management and editor-in-chief of Thunderbird International Business Review. She is a world-renowned thought leader and educator in the areas of global strategic management and strategic human resource management. Teagarden is recognized and sought after in academic, corporate and government sectors for her teaching, executive training and consulting. She is an active international consultant who advises technology-intensive manufacturing and service firms in China, India, Mexico, Malaysia, and Brazil.



Mary has published more than 130 articles, books, chapters, and case studies in Harvard Business Review, Academy of Management Journal, Human Resource Management, Asia Pacific Journal of Management, California Management Review, MIT Sloan Review and Organizational Dynamics among others. Her research focuses on global competitiveness and capability building with an emphasis on offshore manufacturing and service, innovation, high technology transfer, sustainable development, developing global mindset, and talent management. Teagarden works with a variety of corporate clients and has lived or worked in 11 Latin American countries, five European countries and eight Asian countries – in addition to the United States and Canada.

Jaime Bonache is Professor of Management at Carlos III University of Madrid (Spain). He holds a PHD in Management from UAM (Madrid, Spain), and a Master's in Philosophy from Carleton University (Ottawa, Canada). He has also been Full Professor of International Human Resource Management at Cranfield School of Management (United Kingdom) and Full Professor of Human Resource Management at Esade Business School (Spain).



Professor Bonache's research interests include global mobility, international compensation, and epistemology and qualitative research methods. Professor Bonache's academic publications include more than thirty articles in international academic journals. In addition to his articles, he has written and edited five books, one of them (Dirección de Personas, with Angel Cabrera) has been a best-seller in many Spanish-speaking countries.



The Center for International Human Resource Studies is an initiative of the School of Labor and Employment Relations at the Pennsylvania State University (USA), which encourages IHRM scholarly research and serves the International HR practitioner community. Through targeted events and activities, our goal is to develop a strong community of academics and practitioners passionate about international HRM, enabling the sharing of ideas to advance knowledge and practice in the field. The activities of the CIHRS are led by a core team of academics in the School of Labor and Employment Relations – Elaine Farndale (Center Director) and a Faculty Advisory Committee (Sumita Raghuram, Jean Phillips, Kameron Carter, Dorothea Roumpi, Hee Man Park) – supported by researchers and a network of CIHRS Fellows who are leading experts in the IHRM field from across the globe.

Conference Details

Submissions are invited for competitive papers. Extended abstracts may be submitted for review with the understanding that a full paper will be produced for the actual conference. Extended abstracts (in English) should be 750-1,000 words (as per *Academy of Management Journal* submission style) and should contain:

- an outline description of the theoretical framework and concepts;
- the research design and approach to data analysis (where applicable);
- the key findings, along with their theoretical and practical significance.

All submissions must be original and should not have been previously accepted for publication in a journal or presented at another conference. All abstracts will be blind reviewed. Please submit your abstracts (excluding any author identifying information), following the instructions given on the conference website: <http://ler.la.psu.edu/research/cihrs/IHRMconference>.

A collection of the best papers from the conference will be selected for review for publication in a journal special issue (details to be confirmed).

Important Dates

Deadline for all submissions: **15 January 2019**

Important Note: if you require a visa to enter the USA, you should submit your abstract earlier. We will conduct an initial review of papers for those requiring a conference invitation letter for visa purposes. If you wish to be included in this initial review, please submit your abstract by **27 November 2018**.

Acceptance/rejection notification: **28 February 2019**.

Final paper submission (details to appear on the website): **8 April 2019**.

Registration Fee

Includes all conference materials, refreshments, lunches and a conference dinner on 10 May 2019.

Early bird registration (before 9 March 2019): \$290

Student registration (before 9 March 2019): \$225 with proof of student status

Regular registration (9 March 2019 onward): \$325

Can I help by reviewing papers?

Volunteers to help review papers are very welcome! Please email: cihrs@psu.edu.

Organizing Committee

Dr Elaine Farndale & Dr Bora Kwon (*Center for International Human Resource Studies, The Pennsylvania State University, USA*)

Email: cihrs@psu.edu

Center website: <http://ler.la.psu.edu/cihrs/>

Conference website: <http://ler.la.psu.edu/cihrs/IHRMconference>