



PennState
College of the Liberal Arts



University of Cyprus
Department of Business and
Public Administration

CENTER FOR
**INTERNATIONAL HUMAN
RESOURCE STUDIES**

**Seventh Global Conference on
International Human Resource Management**

Wednesday, September 23–Thursday, September 24, 2026

Hosted by: University of Cyprus
1 Panepistimiou Avenue, 2109 Aglantzia, Nicosia, Cyprus



Keynote Speakers:

Chris Brewster

**Professor of International
HRM**

Henley Business School, UK

Wolfgang Mayrhofer

**Professor, Interdisciplinary
Institute of Management
and Organizational
Behavior**

WU Vienna, Austria

Abstract submission deadline: June 30, 2026

Website: <https://ler.la.psu.edu/cihrs/ihrmconference/>

Critical Perspectives on IHRM: How to be More Inclusive?

In today's complex and interconnected world, international HRM faces both opportunities and challenges that demand fresh thinking. Taking critical perspectives on IHRM means questioning long-held assumptions, re-examining whose voices are represented, and considering how research and practice can become more inclusive across diverse cultural, political, and organizational contexts. New research is emerging on topics ranging from global mobility and cross-cultural management to AI implementation and sustainability. Such developments invite us to reflect on the role of HRM in shaping inclusive and resilient workplaces in the face of crises and uncertainty, in turn also reflecting on the theories, concepts, methods and data that we use in IHRM research.

Through presentations, discussions, and networking opportunities, the Global Conference on International Human Resource Management (GCIHRM) brings together scholars and practitioners from across the globe to exchange insights, foster dialogue, and forge collaborations that help chart the future of IHRM research and practice. To this end, we invite submissions that cover conceptual, theoretical, and empirical investigations that adopt a broad range of 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:

Critical perspectives on IHRM research and practice	Inclusion and social justice in global workforces
Rethinking the foundations of IHRM	Employee voice and activism in global organizations
HRM models from overlooked global contexts	Well-being and mental health in global workforces
Novel institutional and cultural perspectives on IHRM	Global leadership
The geopolitics of work and IHRM	Ethics, voice, and representation in the globalization of work
HRM in multinationals and global supply chains	Corporate social responsibility and sustainable IHRM in fragile or conflict-affected settings
Expatriate management, global careers, and alternative forms of mobility	High-performance work systems in different national settings
Informal networks, social ties, and their influence on global HRM practices	The impacts of climate change on global workforce productivity & migration
Global talent and knowledge management	Virtual, remote, and hybrid workers in the global workplace and their impacts on IHRM

Keynote Speakers

Chris Brewster is professor of international human resource management at Henley Business School, University of Reading, United Kingdom. Before becoming an academic, he worked in roles including trade union official, civil servant, HRM specialist, journalist, and management consultant, and earned his doctorate from the London School of Economics. His research focuses on international and comparative HRM, especially global mobility, expatriates, migrants and refugees, cross-national HRM differences, and more inclusive approaches to HRM. A prolific scholar, he has published widely, taught internationally, and advised private, public, and third sector organizations. His contributions have been recognized by major professional and academic awards.

Wolfgang Mayrhofer is full professor and head of the Interdisciplinary Institute of Management and Organizational Behavior at WU Vienna, Austria. He previously held academic positions at the University of Paderborn and Dresden University of Technology in Germany. His research focuses on comparative international human resource management and work careers, spirituality, management and religion, and systems theory and management, and he has received national and international awards for outstanding research and service to the academic community. He serves on several editorial and advisory boards, has published extensively, and consults with for-profit and non-profit organizations.

Conference Details

Submissions are invited for extended abstracts 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: ler.la.psu.edu/cihrs/ihrmconference/.

Important Dates

Deadline for all submissions: **Tuesday, June 30, 2026**

Acceptance/rejection notification: **Friday, July 24, 2026**

Final paper submission (details to appear on the website): **Monday, August 31, 2026**

Registration deadline: **Monday, September 7, 2026**

Registration Fee

Includes all conference materials, refreshments, lunches, and a conference reception.

Registration opens Wednesday, June 1, 2026

Early bird registration (by Friday, August 7, 2026): \$350

Student registration (by Friday, August 7, 2026): \$275 with proof of student status

Regular registration (Saturday, August 8, 2026, onward): \$450

Can I help by reviewing papers?

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

Organizing Committee

Elaine Farndale (*Center for International Human Resource Studies, Penn State, USA*)

Christiana Ierodiakonou and Eleni Stavrou (*Department of Business and Public Administration, University of Cyprus*)

Email: cihrs@psu.edu

CIHRS website: ler.la.psu.edu/cihrs/

Conference website: ler.la.psu.edu/cihrs/IHRMconference

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The Center for International Human Resource Studies is an initiative of the School of Labor and Employment Relations at Penn State, which encourages IHRM scholarly research and serves the International HR practitioner community. Through targeted events and activities, our goal is to be the central hub for the community of scholars dedicated to studying 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), Rakoon Piyanontalee (Assistant Research Professor), and Carolyn Adrien (Research and Data Coordinator) along with the Faculty Advisory Committee: Hee Man Park and Dora Roumpi – supported by researchers and a network of CIHRS Fellows who are leading experts in the IHRM field from across the globe.

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The University of Cyprus (UCY) is a dynamic hub of education, research, and innovation. Founded in 1989, the UCY is a young and rapidly growing institution that offers a diverse array of undergraduate and postgraduate programmes for about 7,000 students. UCY stands as the premier university and the most active research institution in Cyprus, driving numerous research projects funded by the European Commission, the National Research and Innovation Foundation, and various public and private organizations. The Department of Business and Public Administration is one of the largest Departments of the UCY and home of the MSc in HRM (<https://www.ucy.ac.cy/mschrm/>), which brings together students, academics and practitioners in the field of HRM to share knowledge, ideas and expertise in driving the field forward.

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