



PennState
College of the Liberal Arts



CENTER FOR
**INTERNATIONAL HUMAN
RESOURCE STUDIES**

Sixth Global Conference on International Human Resource Management

June 13–14, 2024

**Hosted by the Centre for Global Human Resource
Management, Gothenburg University, Sweden**



Keynote Speaker

Wayne Cascio, Ph.D.

**Distinguished University Professor Emeritus
University of Colorado Denver, United States of America**

EXTENDED Abstract submission deadline:

Sunday, March 3, 2024

Website: ler.la.psu.edu/cihrs/ihrmconference/

"Expanding the Global Workforce and Workplace"

Following the onset of the COVID-19 pandemic, organizations across the globe have continued to confront a relentless wave of crises, whether economic (e.g., supply chain disruptions and high inflation), technological (e.g., the rise of artificial intelligence and working in the Metaverse), political (e.g., Russia's war on Ukraine, United States-China trade war), or natural (e.g., flooding in Libya and Pakistan, earthquakes in Morocco, Syria, and Turkey). Uncertainty prevails regarding the global mobility of all international workers, from expatriates to migrants, and organizations facing significant talent shortages struggle to resume any semblance of normalcy. Following several years of deglobalization, pandemic lockdown, environmental disasters, and war, how can global/local business leaders reengage with a fragmented global workforce across an ever-expanding global workplace? How can we think more proactively and broadly about flexibly meeting the needs for and of a diverse, global workforce? Such challenges come with research opportunities that can potentially advance theory and inform practice.

Accordingly, we would like to invite you to join us at the Centre for Global Human Resource Management, Gothenburg University, Sweden, for the Sixth Global Conference on International Human Resource Management organized by the Center for International Human Resource Studies at Penn State. The conference will feature presentations, discussions, and networking opportunities. We seek academic paper submissions that will broaden our understanding and pave the path for future 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 decisions, approaches, practices, and systems. Papers that address but are not necessarily restricted to the following topics are especially invited:

- The role of crises in shaping IHRM practice
- Uncertainties in the traditional pillars of IHRM
- HRM models from overlooked global contexts
- Institutional and cultural perspectives on IHRM
- HRM in multinationals and global supply chains
- Expatriate management and global careers
- IHRM and informal social ties and networks
- Global talent and knowledge management
- Migration and the global workforce
- Global leadership
- Diversity and social justice in global workforces
- Ethics and corporate social responsibility in the globalization of work
- High-performance work systems in different national settings
- The impacts of climate change on global workforce productivity and migration
- Virtual, remote, and hybrid workers in the global workplace and impacts on IHRM
- The impacts of automation and artificial intelligence on the future of the global workforce and workplace

Keynote Speaker: Wayne F. Cascio, Ph.D.

Wayne F. Cascio, Ph.D., is a Distinguished University Professor Emeritus at the University of Colorado Denver, where he served as a management faculty member from 1981 to 2020. A former area and consulting editor of the *Journal of International Business Studies* (JIBS), he has published more than 200 articles and book chapters and 33 books. He is a two-time winner of the Best Paper Award from the *Academy of Management Executive* for his research on downsizing. In 2010, Wayne received the Michael R. Losey Human Resources Research Award from the Society for Human Resource Management; in 2013, he received the Distinguished Scientific Contributions Award from the Society for Industrial and Organizational Psychology; and in 2016, he received the World Federation of People Management Associations' George Petipas Lifetime Achievement Award. In 2020, he received the inaugural Ulrich Impact Award from the HR Division of the Academy of Management for his research that links theory to practical applications. He was also inducted into the Australian HR Institute's Hall of Fame. In 2022, he received the Distinguished Service Award from the University of Colorado Board of Regents for his service to the state and the nation. He is an elected Fellow of the National Academy of Human Resources, the Academy of Management, the American Psychological Association, and the Australian HR Institute.

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: **Sunday, February 18, 2024**

Acceptance/rejection notification: **Sunday, March 31, 2024**

Final paper submission (details to appear on the website): **Monday, May 13, 2024**

Registration deadline: **Monday, May 13, 2024**

Registration Fee

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

Early bird registration (before Tuesday, April 30, 2024): \$350

Student registration (before Tuesday April 30, 2024): \$275 with proof of student status

Regular registration (Wednesday, May 1, 2024, and onward): \$400

Can I help by reviewing papers?

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

Organizing Committee

Elaine Farndale, Rakoon Piyantalee, and Carolyn Adrien (*Center for International Human Resource Studies*, Penn State, United States of America)

Mevan Jayasinghe (Michigan State University, United States of America)

Email: cihrs@psu.edu

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

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

CENTER FOR **INTERNATIONAL HUMAN RESOURCE STUDIES**

The Center for International Human Resource Studies is an initiative of the School of Labor and Employment Relations at Penn State (United States of America), 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 (Hee Man Park, and Dorothea Roumpi) supported by researchers and a network of CIHRS Fellows who are leading experts in the IHRM field from across the globe.

Center for International Human Resource Studies
School of Labor and Employment Relations
Penn State University

503C Keller Building, University Park, PA 16802-2800, U.S.A
Phone: +1-814-863-1260
Fax: +1-814-867-4169

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