



# Call for papers, abstracts and round tables

Paris, France

**Conference Dates: May 21-22, 2015**

The EuroMed Academy of Business announces a specialized conference in:

***HR PRACTICES, STRATEGIC AND ENTREPRENEURIAL  
CHALLENGES:  
Academic and practitioners Views***



**EMRBI Presidents:**

Prof. Yaakov Weber **and** Prof. Demetris Vrontis

**Conference Chair:**

Prof. Hela CHEBBI

**Hosted by:**



**Venue:** EDC Paris Business School, Paris

## **KEYNOTE SPEAKERS:**

**Professor Guenter Stahl**  
**INSEAD and WU Vienna University of Economics and Business**

**Olivier Leclerc, Director**  
**Open Innovation & Intrapreneurship**  
**ALCATEL-LUCENT**

**Karen Nicholson, Manager**  
**HR department,**  
**NESTLE**

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## **Nature and Scope of the conference**

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Globalization and other environmental changes make organizations reconsider various concepts and arrangements for improved performance. For example, executives have to consider HR practices not only for operation but also as strategic important tools for decision-makers and global companies. Thus, environmental dynamic brings various challenges such as cross-cultural management, implementation of various strategies including mergers and acquisitions, joint ventures, and strategic alliances, talent and executive management, leadership, corporate entrepreneurship, and more. For example, considering the high failure rate of various strategic and entrepreneurial activities, scholars and executives called for inclusion of HR practices in strategic consideration and executive decisions. The overall aim is to improve organizational performance (Stahl et al., 2010; Weber, 2013; Weber and Fried, 2011; Weber and Tarba, 2010).

This conference aims to explore the various ways in which HR practices and strategic management may contribute to various organizational challenges in both international and domestic organizations. Papers may address (but are not limited to) the following issues:

- HRM, innovation and entrepreneurship in domestic and international environments;

- HR practices (training, communication, reward system, performance appraisal, etc.) and organizational performance;
- Organizational leadership and strategic decision;
- Strategic talent management in cross-cultural collaborations
- National/corporate culture, global partnership and HR practices in the emerging markets;
- International/comparative studies and measurements;
- Social interactions and social learning in international contexts;
- Training and career development in domestic and international mergers and acquisitions;
- Managing diversity at top management teams;
- Information system and HR practices;
- HRM and marketing;
- Consulting and Practitioners views.

### **Related activities:**

- In addition to the presentations, academic and executive round table discussions will take place.
- Top 15-20 papers will be selected for publication in a book on *HRM, Strategy, and Entrepreneurship*. Negotiation and application with leading publisher is currently taking place.

## **Author Guidelines**

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Please submit your paper(s), abstract(s) OR roundtable proposal(s) to both [Euromedac@gmail.com](mailto:Euromedac@gmail.com) and to Dr. Evangelos Tsoukatos at [tsoukat@staff.teicrete.gr](mailto:tsoukat@staff.teicrete.gr) by **strictly adhering to Author Guidelines** (please visit [www.emrbi.org](http://www.emrbi.org)).

All manuscripts (including abstracts) will be double blind reviewed. All accepted papers and abstracts will be published in the Book of Proceedings (with an ISBN number).

For round table proposal, please indicate the subject/title, short description of the subject(s) for the discussion, and at least two executives and their company/organization that are interested and agreed to participate in the round table.

### **Submission Deadlines**

**\*Submission deadline:** December 15, 2014

**\* Notification to authors** (for the early submissions, up to Nov. 20, by December 20, 2014)

- \***Notification to others**, January 20, 2015
- \***Registration early bird**: March 10, 2015

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## **Organizing committee**

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- ❖ Arnaud BANOUN, Associate professor, EDC Paris Business School
- ❖ Hela CHEBBI, Associate professor, EDC Paris Business School
- ❖ Delphine DAGNON, Assistant to the Research Center, EDC Paris Business School
- ❖ Kathleen RANDERSON, Associate professor, EDC Paris Business School
- ❖ Mohamed SELLAMI, Associate professor, EDC Paris Business School
- ❖ Dorra YAHIAOUI, Assistant professor, Kedge Business School, Marseille.
- ❖ Inju YANG, Associate professor, EDC Paris Business School

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## **Publication Opportunities**

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A selection of the best conference papers will also be considered for publication in the following journals (presented in alphabetic order), most of them are internationally ranked or/and ISI/Scopus approved.

1. [\*\*EuroMed Journal of Business - EMRBI's official Journal\*\*](#)
2. [\*\*International Studies of Management and Organization\*\*](#)
3. [\*\*The International Journal of Human Resource Management\*\*](#)
4. [\*\*Human Resource Management Review\*\*](#)

## **Social Event**

A cocktail on the Seine River will be organized at the end of the first day of the conference

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## References

Chebbi, H., Yahiaoui, D., Thrassou, A., & Vrontis, D. 2014. Building Multi-Unit Ambidextrous Organizations - A Transformative Framework. **Human Resource Management**, Forthcoming.

Stahl, Günter, Maznevski, M., Voigt, A., Jonsen, K. 2010. Unraveling the effects of cultural diversity in teams: A meta-analysis of research on multicultural work groups. **Journal of International Business Studies (JIBS)** (41): 690-709

Stahl, Günter, Javidan, M., Brodbeck, F., Wilderom, C. 2005. Cross-border transfer of knowledge: Cultural lessons from project GLOBE. **Academy of Management Executive**, 19 59-76

Yahiaoui D. (Forthcoming), "Hybridization: striking the balance between the adoption and adaptation of Human resource management practices within French MNCs and their Tunisian subsidiaries", **The International Journal of Human Resource Management**.

Weber, Y. and Tarba, S. (2010) "Human Resource Practices and Performance of Mergers and Acquisitions" **Human Resource Management Review**, 20, 203-211.

Weber, Y. and Tarba, S.Y. (2014) Strategic Agility: A state of the Art. **California Management Review**, Vol. 56. No. 3, Spring, 5-12.

Weber, Y. and Fried Y. (2011) "The Role of HR Practices in Managing Culture Clash during Post Merger Integration process" **Human Resource Management**, Vol. 50 (5), 565-569

Weber, Y. **Handbook for Research on M&A**, Edward Elgar Publishing Limited, Cheltenham, UK. 2013.

Weber, Y. **A comprehensive Guide to Mergers and Acquisitions Management: Integration and Implementation.** *Financial Times Press*, New York, NY. 2014.