CALL FOR PAPERS
WORKSHOP n° 10

« Human resources management, management and change management »

Moderators :

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Please send your proposal to :
https://airmap2019.sciencesconf.org

1 °. PURPOSE

As part of 'Smart territories and sustainability of public management' we are looking for

- ➤ Empirical papers on practices of Human Resources Management, Management and Change Management in public and non-profit organizations
- ➤ Framework showing guide to action

2. CONTEXT AND ISSUES

Smart territories "*should be able to understand, adapt to its environment, transform, be resilient, anticipate and minimize effects of disruptions. To do this, through learning and innovation, they set up means of action to get the target in a sustainable way*". The purpose of this workshop is to investigate strategies and managerial process that should be

implemented to make territories "smart". If the technology is often inspiring innovation in public action, its implements and effects occur as a result of human interactions from the development to daily uses of the "answer" (which means that the issue has arisen). Thus, making territories and organizations "smart" means bringing together individual and collective intelligences, moreover, developing the capacity of the organizations (and their members) to change and innovate for their stakeholders.

Following questions raised from the immediate past AIRMAP Annual Conference on the "innovative public management", we are carrying on our investigations about the role of HRM and management systems of organizations of general interest tasks on their ability to do better for their stakeholders, notably through sustainable practices and devices. Their action context is characterized by the need for sustainable cohabitation between the legal and regulatory requirement of actions and the adaptation (or even sometimes of anticipation) to the social changes. This necessary hybridization between control and agility is now a real challenge for all organisations. However, the developments and the place of ICT technologies in the changes in our societies highlight this necessary cohabitation as well as help make cohabitation possible. From this point of view, for our panel, we are looking for papers discussing the effects of organizational hybridization, or even more transformation and innovation, on HR management and strategic and operational management of public and non-profit organizations.

Sample Topical Questions and Areas Include:

➢ Which characteristics of the system and practices of public management, and particularly public HRM help, slow, or even stop the innovation that is making new interactions effect and efficacy with stakeholders of public territories and organization?
➢ What are change processes making organizations and territories more 'smart' for their stakeholders?
➢ Is the use of algorithms and AI a vector of organizational innovations promoting the development of 'smart' answers to public problems or does it help an impersonal neo-bureaucracy developping?
➢ What is the role of different stakeholders in this evolution? Do they help (or reflect) a transformation of their relationship with the policy, users or employees of these organizations?
➢ What are models of HRM and management emerging from the cohabitation between the legal and regulatory requirements and the research of agility and relevance in the answers to stakeholders?

3. EXPECTED PAPERS

We are expecting every paper to treat sample topical questions and areas or deal with the broader concepts of management, HRM, and change within public and non-profit organizations.