

Call for Papers

IAB/ZEW Workshop

Assessing the Impact of Human Resource Management Practices

Mannheim, November 23 – 24, 2015

A growing literature in personnel economics has explored how firms may use human resource management strategies to attract the “right” workers, maximise their productivity and prevent the departure of valuable employees. New technologies, coupled with increasing job autonomy and task variety, have created additional challenges for HR management. For instance, both workers and managers are calling for more flexibility, an improved work-life balance and greater gender equality. As a consequence, individualised career paths and flexible work arrangements have become part of the toolkit of modern HR management, complementing more traditional instruments.

This workshop will bring together researchers from all fields of personnel economics working on one of the following topics:

- ▶ Further training,
- ▶ Working conditions,
- ▶ Health at work,
- ▶ Job satisfaction, engagement and commitment,
- ▶ Recruitment (hiring, screening, raids),
- ▶ Employee turnover and retention,
- ▶ Careers, promotions and job ladders,
- ▶ Compensation methods, incentive pay and performance evaluation,
- ▶ Flexible work arrangements,
- ▶ Employee representation and participation.

Keynote Lecture: • John van Reenen (LSE)
• Thomas Zwick (University of Würzburg)

Submission: The deadline for submission of full papers or extended abstracts to hmr2015@zew.de is July 15, 2015. Acceptance decisions will be communicated by September 10, 2015.

Costs: Travel and accommodation costs as well as the conference fee will be covered for participants presenting a paper. Participants who do not present a paper will be required to pay a fee of EUR 100 covering workshop materials, coffee breaks, lunch on both days as well as dinner on the first evening. Participants who do not present a paper are requested to register by e-mail to hmr2015@zew.de no later than September 30, 2015.



ZEW

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