



10th International Research Meeting in Business and Management

Nice 8-10 July 2019

CALL FOR PAPERS

#IRMBAM-2019

Subconference on

*“Business Ethics, CSR and Diversity Management:
Towards Social Inclusiveness, Environmental Efficiency and
Global Sustainability”*

Guest speakers:

Prof. Yochanan Altman,

Professor, Middlesex University London, United Kingdom & Editor in Chief of European Management Review

Prof. Charles-Henri Besseyre des Horts

Emeritus Professor of Human Resource Management, HEC Paris, France & President of AGRH (Association Francophone de Gestion des Ressources Humaines)

Dr. Joana Vassilopoulou,

Senior Lecturer in Human Resource Management, Brunel University London, United Kingdom & Erasmus University Rotterdam, Netherlands, & Section Editor in European Management Review.

Prof. Guoliang Yang,

Full Professor, Institutes of Science and Development, Chinese Academy of Sciences, China

OVERVIEW

The *Subconference General Track* addresses the crucial issues of Business Ethics, CSR and Diversity Management in organizations, which are promoting an international, interdisciplinary and multi-level approach.

The *Track* adopts a critical, holistic and dynamic perspective to assess Environmental Efficiency and Corporate Global Performance and investigates the new challenges, levers and tools for Sustainability in Business and Social Models. It hosts innovative papers in English and French without any methodological restriction (theoretical as well as qualitative, quantitative and mixed-methods approaches are accepted) that could enrich the state of knowledge and enlighten managerial practices.

The *Subconference General Track* pays attention to the promotion of Cleaner Production and/or Environmentally Efficient practices as well as to the development of new tools for the strategic planning, continuous assessment and impact evaluation of Corporate Social Responsibility and Sustainability initiatives.

TOPICS

The *Subconference* will particularly address the following topics:

1. **Assessing CSR, Sustainability and Diversity Management practices in organizations, investigating their teleological purposes, their stakeholders' mapping, their phenomenology of implementation and their organizational impacts (operational, social, environmental and economical as well);**
2. **Investigating finalism and axiology of CSR and Inclusive Management policies, programs and practices, adopting epistemologically open-perspectives [from philosophy of management to anthropology of organizations, from sociology of labor to psychosociology of teams at work, from theory of economy to neo-structural (network-focused) sociology];**
3. **Developing scientific tools and methods to holistically and dynamically appreciate (or evaluate) Corporate Global Performance, aggregating, combining or superposing governance, operational, social, environmental and business factors and issues,**
4. **Modeling and providing new valuation techniques of environmental (and/or social) performance, eco-efficiency (and/or socio-efficiency), and environmental (and/or social) indicators.**
5. **Improving management practices throughout renewed dialogue between organizational theories and scientific methods from social, managerial and business theories (applied research, action-research; scientific consulting...) and inter-organizational or inter-sectorial *benchmarking*,**
6. **Addressing the challenges of diversity management and inclusion at work in the post-modern era, including:**
 - Steering, deployment and social audit of the diversity policies in the organizations,
 - Prevention and conflict management within companies, mediation and “intelligence of negotiation”,
 - Post-modern companies, new organizational (business & social) models and new strategies and practices of inclusion,
 - How to achieve inclusive growth through corporate social responsibility
 - The strategic role of inclusive networks (viewed as agile platforms, laboratories of innovation, equality toolboxes & leaders' sandboxes) in the post-modern companies.

7. Adopting social network analysis perspective to investigate relational issues: what are the tools to promote women's and minorities' inclusion?

- Focus on sponsoring, mentoring, leadership, peer networks, virtual networks, communities of practices...
- Focus on employees' groups, women's networks and pro-diversity communities as laboratories of inclusion, organizational agility and innovation,

8. Heuristics of research in organizational management and O.B. issues,

9. Business ethics and the role organizations to promote the Public Interest:

- Ethical practices and human resource management
- Ethical leadership and employees' motivation
- Business ethics as a driver of a new modes of managing employees

PUBLICATION OPPORTUNITIES



Revue Internationale
de Psychosociologie
et de Gestion des
Comportements des
Organisations

In continuum with the Subconference, the reviews **Question(s) de Management**, **Gestion 2000**, and **RIPCO** will host three special issues (with papers in English and French) :

- **Question(s) de Management: Ethics & Responsibility**
- **Gestion 2000: New theoretical frameworks and innovative methodological approaches to investigate CSR and Integrated Efficiency perspective.**
- **RIPCO: Diversity in Higher Education**



PAPER SUBMISSION PROCEDURE

Authors are invited to submit their papers, preferably in English, in PDF file, no later than April 6, 2019, by midnight Paris time, via the conference website: <http://ipag-irm.sciencesconf.org/submission/submit>. Papers in French will be presented in specific sessions. Early submissions are highly encouraged. The scientific program will be available on the website of the conference around mid-June, shortly after the conference registration is closed.

IMPORTANT DATES

Submission deadline (full paper): **April 7, 2019**

Notification of review results: May 4, 2019

Registration deadline: June 8, 2019

Conference event: July 8-10, 2019

Please visit our website for detailed information: <http://ipag-irm.sciencesconf.org>

FURTHER INFORMATION

For queries, please contact the organizers at ipag-irm@sciencesconf.org

The subconference is organized by the IPAG Chair

« Towards an Inclusive Company »,



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