



10th International Research Meeting in Business and Management

Nice 8-10 July 2019

CALL FOR PAPERS

#IRMBAM-2019

Subconference

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

Guest speaker: [Guoliang Yang](#)

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

OVERVIEW

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

The Subconference 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 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

In continuum with the Subconference, the reviews Question(s) de Management and Gestion 2000 will host two 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.



PAPER SUBMISSION PROCEDURE

Authors are invited to submit their full papers in English* in PDF file, no later than **April 7, 2019, by midnight Paris time**, via the conference website: <http://ipag-irm.sciencesconf.org/submission/submit>.

*Papers in French can be accepted and will be presented in specific sessions.

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

CONFERENCE VENUE

IPAG Business School - Nice Campus
4, boulevard Carabacel, 06000 Nice, France

FURTHER INFORMATION

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

The subconference is organized by the IPAG Chair « **Towards an Inclusive Company** »



Contacts

Maria Giuseppina Bruna

Full Professor of Management & Corporate Director of Ethics & CSR, IPAG Business School

Founder & Executive Director of the IPAG Chair "Towards an Inclusive Company"

Director of the diversity program, IMT Mines Albi

maria-giuseppina.bruna@ipag.fr

Béchir Ben Lahouel

Assistant Professor, IPAG Business School

Scientific advisor, IPAG Chair "Towards an Inclusive Company"

b.benlahouel@ipag.fr

