



NORDISK FÖRETAGSEKONOMISK FÖRENING • NORDIC ACADEMY OF MANAGEMENT



The 26th Nordic Academy of Management Conference
Bringing Research Together
25-27 August 2021
Örebro University School of Business, Sweden

Call for Papers

We invite you to submit your research to explore the theme of “*Bringing Research Together*” for the 26th biennial NFF Conference in Örebro. We are looking forward to receiving your submissions.

Track 4.2 – HRM Under Covid-19

Corresponding Chair:

Torben Andersen, Aarhus University, Denmark (toa@btech.au.dk)

Description:

"In the corona virus era, human resources departments are suddenly in the spotlight. In many organizations, HR teams play a vital role in a range of the urgent issues like helping to monitor and protect employees' health, improve engagement and morale, overseeing a mammoth work-from-home experiments and applying for Government salary subsidy schemes directly or indirectly through employers' associations. According to the very recent Korn Ferry's survey of nearly 4,000 executives (in 98 countries and 23 sectors), companies are furloughing staffs at a rate three times greater than layoffs, and about 15 % of global organizations are instituting salary cuts and freezes. In addition, one in three managers expects to have to fire employees again, when their company can no longer receive Government compensation (Ledernes Hovedorganisation). Under these circumstances HR-leadership depends on whether organizations are able to make the crises situation manageable, through orchestrating various roles, instead of being overwhelmed by the different demands (Alliger et al. 2015). Adopting a systematic approach to here-and-now problem-solving, and still relate to the overall policies and programs. HR-crisis management and -resilience, it could be labelled, has not been studied before, seen in the light of the relatively stable routine descriptions of the function (Nilakant et al. 20143 and Bardoel 2014).

Keywords:

HRM, Covid-19, Roles

References:

Alliger, G.M.; C.P. Cerasoli; S.I. Tannenbaum and W.B. Vessey (2015). Team resilience: how team flourish under pressure, in *Organizational Dynamics*, 44, 176-184.

Andersen, T. and Hällstén, F. (2015). 'Nordic HRM – Distinctiveness and Resilience', in Dickman, M.; C. Brewster and P. Sparrow (eds.): *Contemporary HR issues in Europe*, 3rd. ed. London: Routledge.

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Bardoel, A. et al. (2014) Employee resilience: an emerging challenge for HRM. *Asia Pacific Journal of Human Resources*, 52, 279-297.

Branicki, L.; V. Steyer and B. Sullivan-Taylor (2016). Why resilience managers aren't resilient, and what human resource management can do about it, in *International Journal of Human Resource Management*.

Nilakant, V.; B. Walker; K. Rochford and K. van Heugten (2013): Leading in a Post-disaster Setting: Guidance for Human Resource Practitioners, *New Zealand Journal of Employment Relations*, 38(1): 1-13. "

Author guidelines:

Go to www.oru.se/NFF2021 for more information about how to submit a paper. The deadline for abstract submission is 30 January 2021. Full paper due: 21 June 2021.

We very much look forward to welcoming you in Örebro!

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