



SIG 10 - PO - Project Organizing

With our theme **Exploring the Future of Management: Facts, Fashion and Fado**, we invite you to participate in the debate about how to explore the future of management. We look forward to receiving your submissions.

T10_02 - Human Resource Management on Projects and in Project Based Organisations

Proponents:

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Short description:

Project organizing is a core principle in many industries. Often conceptualized as temporary organizations (Burke and Morley, 2016), projects are established within and between organizational functions and span organizational boundaries, and populate networks. Projects are important sites of HRM activities (Keegan et al, 2017). We are interested in research that addresses questions such as: What issues arise for organizations in developing human and social capital on projects?; are HRM practitioners equipped to manage the HR aspects of project based organizing?; what kinds of careers do people have on projects?; how does project working impact on individuals well-being?

Long description:

HRM on projects, and in the project based organizations, is increasingly important. Projects, which can be conceptualized as temporary organizations (Burke and Morley, 2016; Kenis, Janowicz-Panjaitan & Cambre, 2009; Turner & Müller, 2003), are central to organizing in many industries and sectors (Bakker et al, 2016) and their use to carry out work is important from a variety of HRM perspectives including the well-being, ethical treatment, and motivation of their members; the implementation and coordination of HRM practices; the development of human and social capital; the management of careers on projects; and the organization of voice and participation mechanisms for employees who spend most of their time working on projects. This topic can be studied at different levels including the individual, team, organizational and network levels. HRM on projects merits closer attention (Keegan, Huemann and Ringhofer, 2017) to determine how HRM activities that occur on projects influence the development of project-based organizations and networks in terms of knowledge, learning, performance and competence development. The mechanisms for project workers to participate in decision-making and exercise voice are interesting issues



that to date are still not central in mainstream HRM theorizing (Swart & Kinnie, 2014). This may be because long-term and fairly stable employment relationships are frequently assumed in mainstream studies, and the role of project managers as people managers remains overlooked (Keegan, Huemann & Turner, 2012). We welcome submissions that embrace the importance of projects and the organizations and networks in which they are embedded. Likewise, we welcome submissions from scholars specializing in project studies from people-focused perspectives. We invite contributions on topics including but not limited to the following:

1. HRM on projects: activities, practices, policies and challenges
2. Careers on projects, careers by projects, and shifts from expert to project careers
3. HRM strategizing in the context of project based organizing
4. The HRM function in a project based context
5. The roles of HRM practitioners in managing HRM on projects
6. The roles of project managers in HRM practices and their implementation
7. Recruitment, selection and appraisal of people for inter- and intra-organizational projects
8. The embeddedness of HRM in project networks
9. Employee well-being and ethical treatment in project based organizational contexts
10. Psychological contracts in project based organizations
11. The temporal aspects of HRM in project settings
12. The prospects for strong HRM systems in project settings
13. Coping with stress on projects and in project-based organizations

Keywords:

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Temporary Organisations



Careers

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Human Resource Management

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<http://www.euramonline.org/submissions-guidelines-2019/author-s-guidelines.html>