

Track proposal NFF 2013

Track title:

Nordic Practices of HRM

Summary:

Human Resource Management (HRM), or Human Resources (HR), is today an accepted concept for personnel and managerial work. Whether this has meant some kind of reorientation to Anglo-Saxon theories and models can be discussed. The debate about HRM and its mission has to a large extent been normative, with a small number of empirical examples. However, the Cranet studies show that there are significant differences when comparing HRM in Europe. Therefore it is interesting to show the practice of HRM/personnel work in Nordic countries.

Irrespective if the practice could be described as “typical Nordic” or not, the track wants to show practices of HR(M) in Nordic organisations, i.e. organisations running business in Nordic countries. The aim is to make visible the practice of HRM in Nordic countries and to discuss similarities and differences within the Nordic countries compared to other countries. Is there a typical Nordic practice of HRM?

The track welcome papers about:

- The practice of HRM including empirical studies about different HR practices, e.g. recruitment, competence issues, and termination,
- The organising of HR activities, e.g. the division of HR work between HR professionals, line managers, project leaders and/or external agents,
- The HR roles and professional status of HR work
- Theoretical light on earlier studies of HRM practices, including practices of Personnel Management or Industrial Relations.
- How the practices of HRM could be unified in a Nordic HRM theory.
- How HRM/personnel work is educated or trained in Nordic countries.

Preliminary assessment of the expected number of papers:

15 ?

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