



ICTO 2016: Information and Communication Technologies in Organizations and Society

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ICTO 2016 – Track *HRM and ICT*

Deadline paper submission: Oct 30, 2015

Track Chair 1:

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Short Bio:

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Short description of the track

This track is interested in analyzing the relationship between ICT and HRM. The topic is evidently not new, but it continues to represent one of the most relevant challenges for enterprises in present time. On one side, the unceasing evolution in ICTs, in their internal logic and in related tools, offers original occasions for rethinking HR functions and processes. On the other side, the changes in work and in working way (largely influenced by ICT) ask for new attitudes for workers and, by consequence, for their managers and HR professionals, too, who have to support both.

Any contribution useful to explore the updated situation in organizations and to enlighten new perspectives is welcome; at the same time, some specific issues are suggested as particularly interesting:

- Current trends in HR management enabled by ICTs advances
- E-HRM relation with HRM strategies, policies and practices.
- New competences for HRM specialists
- New forms of working and social dynamics enabled by ICT
- E-learning as new evolution in learning
- Soft and hard competences for managers in new working context
- Best practices of HR practices supported by ICTs

Type of contribution:

<input type="checkbox"/> Full research papers	
<input type="checkbox"/> Research in Progress papers	
<input type="checkbox"/> Both	yes