

IFKAD
International Forum on Knowledge Asset Dynamics

28 - 30 JUNE 2027

IFKAD 2027

22nd International Forum on Knowedge Asset Dynamics

University of Basilicata, Matera, Italy

The Ecology of Knowledge in the AI Era

CALL FOR EXTENDED ABSTRACTS - IFKAD 2027
www.ifkad.org

Special Track n.: 44

Digital HRM and Organizing: Challenges, Opportunities and Practices for Human-Centred Knowledge Ecosystems

Description

Wicked societal challenges and the rapid advancement of digital technologies—such as Artificial Intelligence (AI), advanced algorithms, analytics, Blockchain and platform-based work systems—are significantly reshaping Human Resource Management (HRM) practices within and beyond organizations (e.g. Kim et al., 2025). While such exponential innovations can sustain organizational performance, enhance work-related attitudes, improve workforce engagement, and drive new forms of work or organizational arrangements, extensive digitalization and the rise of "algorithmic HRM" can also significantly affect employee experience and organizational dynamics (e.g. Brynjolfsson et al., 2025; Giermindl et al., 2022).

New cross-disciplinary research and practitioner discussions are thus needed to understand how digital innovations impact the individual and organizational dimensions, and how digital transformation of HRM can support positive employee experience and the organizational ability to undertake change. The goal is to advance the scientific understanding of technology-enhanced forms of organizing and the role of innovative HRM practices to foster more sustainable human-centred knowledge ecosystems.

The rationale for proposing a special track on "Digital HRM and Organizing: Challenges, Opportunities and Practices for Human-Centred Knowledge Ecosystems" is thus driven by the evolving meaning and practices of HRM and organizing in response to a dramatically changing socio-economic scenario fueled by the rise of AI and digital technologies.

The track aims to explore how digital transformation can affect the workforce, organizational values, HRM and stimulate a more sustainable workplace, improving employees' experiences, facilitating smoother organizational change.

In line with the IFKAD 2027 theme, "The Ecology of Knowledge in the AI Era", the track also examines how digital HRM and organizing shape the relationships between people, technologies and organizational knowledge. Particular attention is devoted to how human expertise and AI can jointly support knowledge creation, sharing and application and produces beneficial outcomes (e.g. Jarrahi et al., 2023).

This special track welcomes conceptual and empirical research examining digital HRM and organizing in the age of AI. It pays particular attention to the practices, challenges, and opportunities shaping human-centered knowledge ecosystems. It is open to diverse theoretical perspectives and methodological approaches, and seeks to advance scientific knowledge, stimulate academic debate, and bridge the gap between theory and practice.

Indicative Topics

The contributions may address, but are not limited to, the following research topics:

- Digital Technologies, HRM and Knowledge Practices: AI and digital technologies across the HRM lifecycle, supporting recruitment, workforce management, talent management, knowledge creation and sharing;
- Employee Experience and Workplace Relationships: digital HRM practices fostering engagement, job satisfaction, work-life balance, well-being and knowledge sharing in human-centred workplaces;
- Policy, Job Market, Inclusion and Sustainable HRM: emerging workplace and workforce trends, policies and sustainable HR practices promoting diversity, equity and inclusion, also in light of the UN Agenda 2030;
- Workforce Transformation and Skills Development: AI and the green transition reshaping jobs, workforce skills and organizational knowledge needs and structures;

- Advanced HR Analytics and Knowledge-Informed Decisions: advanced methods/tools to enhance HR analytics, refine employee profiling, and improve decision-making in HRM;
- Emerging Forms of Work and Organizing: how digital technologies support employee collaboration, knowledge management and the creation of new organizational practices, such as decentralized autonomous organizations and platform-based work

Keywords

Digital Human Resource Management; Artificial Intelligence; Organizing; Employee Experience; HR Analytics; Knowledge Management; Sustainable Workplaces; Digital Transformation

Organizers

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(Together with all other members of AiIG Special Interest Group (SIG) "Digital HRM & Organization")

Follow this link to see the Special Track details on IFKAD website ››

Guidelines and Requirements

Researchers wishing to contribute are invited to submit an EXTENDED ABSTRACT (in MS Word format) of min 500 and max 1000 words, not later than **22 JANUARY 2027**. All submission must be done via dedicated form on our website. The abstract should address theoretical background, research objective, methodology, and results in terms of expected contribution to Knowledge Management theory and practice.
Authors are required to follow the guidelines and templates available on IFKAD website: www.ifkad.org

Important Dates

22 January 2027 – Extended Abstract Submission Deadline
19 February 2027 – Acceptance Notification to Authors
16 April 2027 – Early-Bird Registration & Payment Deadline
23 April 2027 – Full Paper Submission Deadline
28 May 2027 – Regular and PhD Students Registration & Payment Deadline
12 June 2027 – Conference Program Release
28-30 June 2027 – Conference sessions *(to be considered as 3 full working days)*

Please note that all above indicated dates are **CUT-OFF** deadlines. There will not be an extention to any of these.

Further Information

For any information related to the conference and/or any special track, please see the event website at www.ifkad.org or contact the conference manager at **info@ifkad.org**