

Call for Papers
Journal of Eastern European and Central Asian Research
(JEECAR)

*Eastern European and Central Asian business and
national political economies*

Submission deadline: August 1, 2015

The Journal of Eastern European and Central Asian Research (JEECAR) is a multi-disciplinary, scholarly, high quality, peer-reviewed journal, with topics concerning international affairs, economics, finance, management and marketing. The main focus is in the Eastern European and Central Asian business and national political economies. Journal is registered by the Library of Congress, listed in EBSCO Publishing, in Ulrich's Database, in the Directory of Open Access Journals (DOAJ), indexed with OAI WorldCat Digital Collection. Each article has assigned an individual CrossRef DOI address and indexed for an Impact Factor by CiteFactor.org.

The Editorial Board of Advisors consists of distinguished experts among academics and practitioners who specialize in business topics within the Eastern European and Central Asian regions. The latest journal issue with articles can be obtained online at: <http://ieeca.org/journal/index.php/JEECAR/issue/archive>.

The primary focus of the Journal is to provide an intellectual forum in theory, as well as practice, and to explore issues relevant to newly emerging nations. Submissions may include theoretical issues, new business model ideas, methodological issues, empirical studies, or case studies in the field of enterprise management or new developments of multinational corporations in the specific global economies.

The editorial staff of JEECAR journal welcomes the submissions of scholarly articles and book reviews. Paper submitted to the journal must be original, previously unpublished, and currently not under consideration for publication elsewhere. This paper gives the author guidelines to follow when formatting the article for submission. The JEECAR Journal is committed to the editorial principles of all aspects assigned by the Committee on Public Ethics.

Complete information about the submission guidelines is available at the JEECAR website: <http://ieeca.org/how-to-submit-article>

The JEECAR journal is published by the Institute of Eastern Europe and Central Asia with the support and cooperation of Webster University in St. Louis, MO.

Call for Papers

Journal of International Management

Management of Human Resources in MNCs from the BRICS Countries (Brazil, Russia, India, China, South Africa): Emerging Patterns, Challenges and Research Agenda

Submission deadline: August 31, 2015

Guest Editors:

Pawan S. Budhwar (Aston University, Birmingham, UK), Rosalie L. Tung (Simon Fraser University, Vancouver, CANADA) and Arup Varma (Loyola University, Chicago, USA)

Ever since the publication of the Goldman Sachs report (Wilson and Purushothaman, 2003), the world has been carefully watching the growth and developments in the BRIC nations. South Africa sought membership to the BRIC Forum and was officially admitted as a member nation in December 2010. Since then the group has been renamed BRICS to reflect the five-nation membership. Not surprisingly, we have witnessed a number of critical developments in these five markets, such as creation of massive new markets for foreign firms; ever-increasing levels of both outward and inward FDI to and from them; and lately, the growth of MNCs from these markets which are challenging global players and even acquiring them. While research exists on HRM practices of MNCs from developed countries and their subsidiaries – including their operations in developing economies (e.g., Schuler et al., 2009), there is a dearth of publications on HRM systems in emerging market MNCs (EMNCs). Given the increasing awareness of the impact of HRM on organizational performance, the context-specific nature of HRM, the trend towards cross-vergence of HRM systems across the globe and the scarcity of reliable research evidence on HR policies and practices of MNCs from BRICS nation, it is both timely and topical to pursue a special issue on this topic.

Apart from the creation of useful information and knowledge for researchers, practitioners and policy makers, this special issue is expected to test the relevance of existing theoretical frameworks (e.g., OLI – ownership, location, internationalization; global standardization versus localization perspective; resource based view of the firm; institutional theory) to examine the nature and emerging patterns of HRM systems in MNCs from BRICS nations. Further, due to a combination of factors such as the heterogeneity of the BRICS nations, the motives for the growth of their respective MNCs being different, and the ownership of MNCs from these nations being different from developed nations MNCs, this special issue is expected to provide researchers the opportunity to examine and

confirm the usefulness of new theoretical perspectives such as the LLL (linkage, leveraging, learning) (Mathews, 2006), dynamic capabilities perspective (Cazurra and Genc, 2008), ambidexterity perspective (Luo and Rui, 2009), ambicultural mode (Chen and Miller, 2010), reverse diffusion, spring board strategy (Luo and Tung, 2007), liability of country of origin, liability of foreignness and late mover disadvantage (e.g., Contractor et al., 2007; Guillen and Garcia-Canal, 2009), and hybridization or move towards the best practice model; contributing to developments in the fields of international HRM, international management, comparative management, and organizational learning (e.g., Tung, 2008; Horwitz and Budhwar, 2014).

The aim of this special issue is to create an opportunity to fill the above highlighted gaps in the existing body of literature by assembling conceptual, theoretical and empirical developments related to the topic of ‘management of human resources in the MNCs from BRICS nations’. HRM is generally acknowledged to be context-specific; and to better understand the nature of HRM systems relevant for EMNCs in different settings, it is important to analyze the business environment of the country of origin of these MNCs and the country of their operations (e.g., Khavul et al., 2010). Also, over the years, there has been an ongoing debates in the field of international HRM on topics such as the suitability of specific approaches to IHRM; global standardization versus localization of HRM policies; transfer of HR across subsidiaries and global sharing of best practice; global talent management; reverse knowledge transfers; the role of country specific HR centers in coordination and transfer of knowledge across the MNE operations; and convergence-divergence or cross-vergence of HRM across subsidiaries of MNCs operating in different parts of the world (see, e.g., Budhwar et al., 2009). However, the majority of these debates have been tested in MNCs from developed nations. In light of the rapid growth of MNCs from BRICS countries, a number of questions need addressing, such as what is the role of the HRM function in the internationalization of EMNCs? What IHRM approach(es) do EMNCs adopt? Are these similar to or different from those of developed countries MNCs? What kind of theoretical frameworks are suitable to investigate the emerging patterns of HRM systems in MNCs from BRICS nations? Do EMNCs emphasize global standardization, localization or glocalization of HRM systems? What are the key HRM challenges facing MNCs from emerging markets? This special issue is designed to address the aforementioned issues.

The following are illustrative questions/themes that are consistent with the spirit of this special issue. Authors are encouraged to contribute papers with wider perspectives, as long as the papers are in line with the broad theme of the proposed special issue.

- What is the nature of HRM systems of foreign firms originating from emerging markets, specifically Brazil, Russia, India, China and South Africa?
- What are the major factors that affect HRM policies and practices from EMNCs in their overseas operations?
- What theoretical frameworks are relevant to examine and highlight the context-specific nature of HRM in EMNCs?
- Are HRM systems of MNCs from BRICS countries convergent with systems of developed nations?
- How do MNCs from BRICS countries share their best HRM practices and transfer them between headquarters and subsidiaries?
- What is the experience of expatriates from MNCs of BRICS countries, and to BRICS countries?
- How can HR policies and practices affect organizational performance of EMNCs?
- What is the role of HR in the formation and implementation of global strategic alliances (e.g., mergers and acquisitions)?

Key dates for the SI:

The publishing of the Call For Papers for this Special Issue has been delayed. Therefore, we have changed the timeline to allow all interested authors enough time to complete and submit their manuscripts before the deadline. The new Deadlines are:

Submission Deadline: 31 August 2015

Review Completion: 31 March 2016

Publication: 2016/17

For enquiries please contact:

Pawan Budhwar – Email: p.s.budhwar@aston.ac.uk

Submission Instructions:

The submission website for this journal is located at: <http://ees.elsevier.com/intman>

To ensure that all manuscripts are correctly identified for inclusion into the special issue, it is important that authors select “SI: HRM in BRICS Nations’ MNCs” when you reach the “Article Type” step in the submission process.

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Call for Papers

International Scientific Conference “employment, education and entrepreneurship – EEE”

New trends in organisational behavior

Submission deadline: September 15, 2015

The International Scientific Conference “employment, education and entrepreneurship – EEE” takes place annually in Belgrade, Serbia. It has the following goals:

The first goal of the Conference is to provide opportunities for scientists and researchers to share their research experiences in various scientific disciplines.

Another objective of the conference is the encouragement of the themed discussions for every area of the Conference, in order to test the scientific ideas and to give a substantial contribution to the issues that are the subject of a detailed consideration. In addition, the Conference should ensure closer collaboration between international researchers and their institutions.

Call for papers:

Authors are invited to submit full papers, which should be written in English. The maximum number of authors of one paper is two. One author can send the maximum of two papers for the conference and one for the round table. Authors bear full responsibility for the originality and content of their own papers.

Subtopics:

1. Growth and Development Strategies
2. Interaction between management and enterprise sustainable development
3. Business & Market Strategies
4. Consumption and Saving
5. Employment and underemployment
6. Structural problem of employment
7. Entrepreneurship
8. Follower and authentic leadership
9. Work motivation
10. Workforce diversity
11. Project-based organizations
12. Technological innovation
13. E-business Services
14. Virtual teams
15. The media and the virtual organizational culture
16. Information management and business decision making
17. Corporate restructuring

18. Corporate Finance, Mergers and Acquisitions
19. Electronic banking and electronic trade
20. Monetary System and Policy
21. The influence of the monetary and fiscal policies on economic development
22. Asset Pricing Theory
23. Risk Securitization
24. Commercial Insurance and Reinsurance
25. Tourism and Hospitality
26. Total Quality Management
27. Importance of education for entrepreneurs
28. Creative education
29. E-learning
30. Educational innovations

Topic of the round table: New trends in organizational behavior

The best papers of the conference and the round table, according to the reviewers, will be published in a monograph and all other papers in the magazine International Review. Papers should be written in English.

Working forms: plenary sessions, group discussions, roundtable and plenary conclusions.

Registration fee

Registration fee: 100 EUR.

Registration fee for PhD students: 50 EUR (confirmation of enrolment at PhD studies has to be scanned and sent via e-mail)

Registration fee for the round table:

Registration fee: 50 EUR.

Registration fee for PhD students: 30 EUR (confirmation of enrolment at PhD studies has to be scanned and sent via e-mail)

Registration fee is paid per paper.

No refunds will be issued.

Payment of the fees should be done by **2015-09-15**.

Contact: Dragica Jovancevic PhD, E-mail: dragica.jovancevic@vspep.edu.rs.

Call for Papers
**35th International Conference on Organizational Science
Development**
Sustainable Organization
Submission deadline: November 23, 2015

University of Maribor, Faculty of Organizational Sciences is organizing the 35th International Conference on Organizational Science Development. The conference will be held from 16th to 18th March 2016 in Portorož, Slovenia.

Plenary sessions and research paper panels will bring together numerous professionals from the economy, research and education, healthcare, public administration, tourism, army, police, finance and insurance as well as other fields. As such, this conference presents a meeting point for different topics but with a common thread, namely organizational business process management, information systems and human resource management systems.

This year's conference program will include additional education in the form of lectures, round tables, seminars and workshops connected with the working title of the conference. Let this be an opportunity for you to present and discuss your work and your experience.

Submitted papers will be reviewed and authors will be notified of acceptance. Abstracts will be published in the conference proceedings. Accepted papers will be published in the Book of abstracts (printed version) and Conference proceedings (electronic media).

The editors of the international conference proceedings will be:

- Petr Doucek, University of Economics, Prague, Faculty of Informatics and Statistics, Czech Republic;
- Aleš Novak, University of Maribor, Faculty of Organizational Sciences, Slovenia;
- Björn Paape, RWTH Aachen University, Aachen, Germany.

The best research paper written in English will be selected among all accepted papers by a three-member committee, consisting of editorial board members. The authors of the best paper will be invited to submit the extended version of the paper for fast-track review to the journal *Organizacija*.

The following main themes will form the framework of the 35th International Conference on Organizational Science Development.

Forseen conference topics (sessions):

- Organization and Management
- Social Responsibility
- Behavioural and Innovative Finance
- Business Model Innovation
- Business Process and Production Management
- E-Learning
- Ecology Management
- Education Management
- Entrepreneurship and Business Economics
- Financial Institutions Management
- Financial Management and Accounting
- Health Care and Social Welfare Management
- Human Resource Management
- Informatics
- Innovation Management
- Logistics
- Marketing
- Organizational Behavior
- Project Management
- Public Sector Management
- Quality Management
- Quantitative Methods for Management
- Sport Management
- Tourism Management
- PhD student session
- Poster Session

We also welcome papers from other fields of management, organization and business studies.

Please do not hesitate to contact us if you require any further information through Center of Consulting and Education by e-mail: cis@fov.uni-mb.si or phone: +386 4 2374 245.

Important dates

November 09, 2015 – paper submission; November 23, 2015 – paper acceptance notification; January 10, 2016 – full paper submission; February 01, 2016 – results of the review process; February 10, 2016 – final full paper submission; February 29, 2016 – earlybird registration closes.

Call for Papers

European Business Review

Internationalization of Central and Eastern European firms: trends and strategies

Submission deadline: December 15, 2015

Since the 1990s Central and Eastern European (CEE) economies have reached a level of development and openness that allows local firms to operate in foreign markets. Over the past decade, transition economies from CEE have been the fastest-growing host and home region for FDI (UNCTAD, 2014). Although these economies have attracted a huge amount of academic research following their opening in the 1990s, most studies thus far have focused on foreign firms' operations in these markets and on the difficulties to adapt to a different institutional framework (Gebulda, Meyer and Delios, 2008; Meyer and Su, 2015). Very few studies have analyzed the internationalization of CEE firms. In a recent study on the emerging market firms in fourteen top international management journals from 2000 to 2010, Jormanainen and Koveshnikov (2012) identify only three articles out of fifty on international activities of CEE firms. Existing studies on this topic mostly analyze the international expansion of Russian multinationals (Kalotay and Sulstarova, 2010), or they analyze CEE outward FDI using the Dunning's Investment Development Path framework (Stoian, 2013). Research on the internationalization motives and the ways CEE firms internationalize remains extremely limited. In addition, performance implications of these firms' international operations are under-researched.

Expanding research on the internationalization of CEE firms deserves academic interest because these economies have experienced profound changes over the past twenty-five years and a better understanding of the interactions between the institutional context and firm strategy may contribute to theory (Peng, Wang and Jiang, 2008; Kiss, Danis and Cavusgil, 2012; Kafouros and Aliyev, 2015). Indeed, the transition from planned to market-oriented economy has strongly influenced the internationalization processes of firms (Meyer & Peng, 2005; LiPuma, Newbert and Doh, 2013). Moreover, several CEE countries have become members of the European Union (EU) over the last ten years and several others are official candidates. This increased market integration creates new opportunities and threats for CEE firms because it opens new export and investment opportunities through the reduction of transaction costs, but on the other hand it increases competitive pressure and the burden of regulatory harmonization. These on-going transformations are shaping the business environment in the EU and their study is of utmost importance for the European Commission, as

illustrated by their inclusion in Horizon 2020, the EU Research and Innovation Programme.

The special issue solicits theoretical and empirical (quantitative and case-based) articles that contribute to the understanding of the internationalization of CEE firms addressing, but not restricted to, the following range of issues.

- What are the motives, the determinants, the modes and the speed of entry, the location patterns of the international operations of CEE firms?
- Which theoretical frameworks can be used to analyze the internationalization of CEE firms?
- Do the findings on the internationalization of CEE firms challenge existing theoretical frameworks? Why and how?
- What are the sectoral specificities of CEE internationalized firms?
- What is the impact of structural reforms (privatization, restructuring, international openness) on the internationalization of CEE firms?
- What is the role of the different dimensions of EU membership in the internationalization of CEE firms?
- Over the last 20 years CEE countries have received a large amount of FDI. How does foreign presence/ownership affect local firms' internationalization?
- How does the existing institutional framework shape the internationalization of new ventures in CEE economies?
- Service sector is less developed in CEE countries. How do CEE service firms internationalize?
- What is the role of the State in the internationalization of CEE firms? How do State-Owned CEE firms expand abroad?
- How different are CEE firms from other emerging countries' firms in terms of international strategies and performances?

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Submission Process

Submitted articles should be original contributions and should not be under review for publication elsewhere at the same time. All papers that pass the preliminary screening will be blind peer-reviewed. Manuscript should be between 4000 and 6000 words in length, inclusive of all text, tables and references. Submitted manuscripts should comply to the format indicated in the submission guidelines on the journal website:

http://emeraldgroupublishing.com/products/journals/author_guidelines.htm?id=ebr

Deadline for submission: **December 15, 2015**

Notifications to authors: February 15, 2016

Expected publication date: June 2016

Questions about the Special Issue may be directed to the guest editors:

- MARINA DABIC, University of Zagreb, Croatia (mdabic@efzg.hr) and Nottingham Trent University, UK (marina.dabic@ntu.ac.uk)
- OLIVIER LAMOTTE, Paris School of Business, France (olamotte@esg.fr)

Call for Papers

Baltic Journal of Management

The Return to Europe: A Generation of Re-inventing National Identities

Submission deadline: February 15, 2016

Guest editors:

Richard Brunet-Thornton, University of Economics, Prague, The Czech Republic (richard.brunet-thornton@vse.cz)

Iłona Bučiūnienė, ISM University of Management and Economics, Lithuania (ilona.buciuniene@ism.lt)

During the period 1989 – 1992, the world and particularly the West, as it was comprised at that time, witnessed the unexpected, the fall of the State Socialist regimes in Central and Eastern Europe. Despite the jubilation, few recognised the enormous effort required to transition from the previous quasi-managerial mind-set to one in which to succeed in the latter part of the 1990s and to meet the free-market challenges of the twenty-first century.

Despite the influx of management experts from Western Europe, Canada, and the United States, many practitioners opted to confront new business challenges using methods and techniques proven successful in the past. Others deployed strategies that encompassed both the old and those borrowed from the established free-market economies.

A quarter-century in the annals of history is insignificant; however, the impact on management in both theory and praxis in the emerging liberal democracies is of central interest to this special edition of the Baltic Journal of Management.

Suggested Themes

The transition from state-planned and controlled economies for many countries of the Warsaw Pact and the Soviet Union demanded enormous changes not only in managerial styles but even more so in the practice of management itself. This arose as some management functions, such as Human Resource Management, did not exist. In some cases, the purpose and realisation was different when compared with their Western counterparts. Transformations have affected all management areas, as five decades of the State Socialism left an indelible imprint on individual minds, attitudes and behaviours as well as organisations, collective identities and practices and whole societies. The evolution over the past twenty-five years with both its successes and failures forms the central intent of this special edition.

Manuscripts therefore should focus on management themes relative to the following suggestions:

- The state of management education in post-Communism with an emphasis on the growth of this discipline within educational, particularly state-sponsored, institutions;
- Collectivism versus individualism, public versus private – the transformation in decisionmaking and strategy formulation in which approaches, methods, tools and techniques have evolved over this period;
- The challenges and outcomes presented by generational gaps in management wherein members of an organisation comprise both employees with State Socialism imprint and those espousing the newly emerging free-market logics;
- The influence of the former State Socialist regimes on individuals and organisations operating in a radically different institutional settings (dominant neo-liberal arrangements after the decades of State Socialism);
- The transformation of management functions and their subsequent impact on performance;
- Managerial styles and practice: ‘the west is best’, ‘homemade’, or a ‘mix of both’? The challenges of reaching a workable consensus to the benefit of all is central to this discussion;
- Lessons learnt. A review of the various plans and strategies that encompassed the transition and in turn substantiate the accomplishments and document the reasons why some programmes failed;
- The role and importance of cross-cultural management in a global business and working environment – the challenges and encounters over the years and their subsequent impact on national management praxis.

Both conceptual and research papers will be considered for publication.

Submission deadline:

To be considered for publication in the special issue full manuscripts should be submitted by **February 15, 2016**. However, it is recommended that authors send an abstract to the editors prior to submission to ensure the relevance and receive preliminary feedback in good time before the submission deadline.

Anticipated publication date of the special issue is 2017.

To nominate a reviewer, volunteer to review, or obtain additional information, please contact the editors of the special issue.

Manuscript submission:

Authors should submit their manuscripts through ScholarOne Manuscripts <http://mc.manuscriptcentral.com/bjom>. Manuscripts should be prepared following the author guidelines

http://www.emeraldgroupublishing.com/products/journals/author_guidelines.htm?id=bjm

All articles will be blind peer reviewed by at least two anonymous referees.

For more information about the submission process please contact us on bjm@ism.lt



Call for Applications

A Paper Development Workshop for PhD Students and Early Career Scholars in Central and Eastern Europe (CEE)

Managing and Organizing in Contexts of Change

29th-30th October, 2015

Warsaw, Poland

Submission deadline: August 15, 2015

Mentors:

Mike Geppert, Vice-Chair of EGOS, Friedrich Schiller University of Jena

Frank den Hond, Editor-in-Chief, Organization Studies (OS), Hanken

Mikołaj Pawlak, University of Warsaw

Nelson Phillips, OMT Division Chair-Elect and Editor-in-Chief, Journal of Management Inquiry (JMI), Imperial College London

Thomas Steger, Editor-in-Chief, Journal of East European Management Studies (JEEMS), University of Regensburg

Silviya Svejnova, Chair of EGOS, Copenhagen Business School

This joint paper development workshop (PDW), co-sponsored by EGOS (European Group for Organizational Studies), OMT (Organization & Management Theory), and OS (Organization Studies), seeks to provide developmental opportunities for late stage PhD students and early career scholars who are based in the CEE and do research in the field of organizational and management studies. The PDW aims to help participants develop their academic writing. It also seeks to increase participants' awareness of the requirements, expectations, and procedures involved in the review processes at peer-reviewed academic journals through presentations and discussion with the editors-in-chief of JEEMS, JMI, and OS.

In particular, we aim to support participants to develop their papers into conference papers to be submitted in January 2016 to the upcoming EGOS Colloquium in Naples, July, 7-9 or to the OMT Division of the upcoming Annual Meeting of the Academy of Management in Anaheim (California), August, 5-9. In addition, there will also be opportunities for some of the papers presented at the workshop

to be considered for publication. Best papers developed out of the workshop will also have the opportunity to be published in the JEEMS, which "aims to promote the development, advancement and dissemination of knowledge about management issues in Central and East European countries".

The workshop is free of charge. Food and accommodation will be provided to all selected participants. There is a limited number of travel grants that will be offered depending on needs and funds' availability. Please indicate in your application if you would like to be considered for travel funding.

To be considered for the PDW, please submit a brief letter explaining why you think you are a good candidate for the workshop and an extended abstract (1500 words) of a paper, which you would like to develop. Applications should be sent by August 15th, 2015 to Mikołaj Pawlak (mikolajpawlak@uw.edu.pl). The abstract should include an explanation as to the purpose of the paper, the theoretical background and the approach. Empirical papers should identify the methods of analysis. Authors should also explain in their brief motivation letter how they fit into overall aim and format of the planned PDW, in terms of stage of career and research. Submitters will be informed whether they have been accepted for participation in the PDW by September 15th, 2015.



Call for Applications

BAYHOST - Bavarian Academic Center for Central, Eastern and Southeastern Europe

One year scholarships

Submission deadline: December 1, 2015

The Free State of Bavaria invites applications for its one-year scholarship program for students from Central, Eastern and Southeastern Europe for the academic year 2016/17 via BAYHOST. Graduates from Bulgaria, Croatia, the Czech Republic, Hungary, Poland, Romania, Russia, Serbia, Slovakia and Ukraine are eligible to apply.

The scholarships are meant to finance doctoral or postgraduate studies (e.g. Master) at Bavarian universities. One-year study sojourns in Bavaria as part of a Ph.D. in the home country can also be funded. Annual scholarships can be extended twice for up to 3 years.

The Bavarian State Ministry for Education, Science and the Arts will sponsor scholarships for the academic year 2016/17. Graduates from Bulgaria, Croatia, Czech Republic, Hungary, Poland, Romania, Russia, Serbia, Slovakia and

Ukraine are eligible to apply. The scholarships are meant to finance doctoral or postgraduate studies at Bavarian universities. One year scholarships can be extended twice for up to 3 years. The scholarship is paid out monthly (700 €) and amounts to 8.400 € per year. Students with at least one child receive 860 € per month, which amounts to 10.320 € per year. Candidates should send their documents to the address specified in the important advice.

The objective of the annual scholarship program is to support scientific cooperation and academic exchange between Bavaria and Central-, Eastern- and South-eastern Europe.

Deadline for the first time applications

1st December 2015 (date of receipt!)

Deadline for applications of extension

28th February 2016 (date of receipt!)

Please note: Late or incomplete applications will not be considered.

For more information see

Please find enclosed our Flyer and further information can be found on the BAYHOST website www.bayhost.de respectively here:

<http://www.uni-r.de/bayhost/english/scholarships/study-in-bavaria/index.html>