

EUROPEAN HRD CONFERENCE JUNE 10-12, 2020, BUDAPEST

SUSTAINABILITY AND ETHICS: THE RESPONSIBILITY
OF HRD IN THE GLOBAL SOCIETY ●■+▶



LEARNING IN SMALL AND MEDIUM ENTERPRISES (SMEs)

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Although there has been increased interest in organisational learning in recent years, negligible empirical evidence of learning in SMEs has been published. In many economies, SMEs comprise around 99% of all businesses, provide over 50% of employment and generate about 50% of turnover. Therefore, through their significant and continuous contribution to employment and economic growth, SMEs are frequently cited as being critical to the economy, with consequent calls for more exploration of learning in such organisations. While much Human Resource Development (HRD) literature continues to be influenced by the experience and priorities of large organisations, scaling down large organisation learning methods appears unlikely to be appropriate to SMEs and HRD in SMEs has remained under-researched and under-reported.

Due to their important role in global society, SMEs have the same responsibilities regarding issues such as sustainability and ethics, as other larger organisations and, therefore, we particularly seek papers which address such issues and reflect the conference theme. However, we are keen to address the overall lack of empirical evidence of HRD in SMEs and so welcome papers covering all aspects of Learning in SMEs, noting that “learning” is the more usual term for such activities in these organisations. Papers could include research studies, workplace case-studies, quantitative data analysis and mixed methods papers, as well as theoretical or conceptual ones. Possible topics include (but are not limited to) the influence of owner-managers and/or resource constraints on HRD in SMEs, the effects of organisational size and / or life-cycle stage on learning (perhaps comparing SMEs with larger organisations or examining HRD in SMEs of different sizes / life-cycle stages), the influence of families and /or networks in SMEs, effectiveness and preferences regarding informal and formal learning in SMEs and the different methods/media used in learning in SMEs.

Please note that, as definitions of SMEs vary internationally, this stream will consider studies of organisations with up to 500 employees (North American definition). However, please note that although we welcome papers about micro-SMEs, we will not consider ones concerning sole traders.

Contact Information

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