

# EUROPEAN HRD CONFERENCE JUNE 10-12, 2020, BUDAPEST

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



## SUSTAINABILITY AND ETHICS IN HRD

**Stream Leaders:** Darlene Russ-Eft, Sára Csillag, David McGuire

Sustainability and ethics are important considerations in how HRD practitioners discharge their roles in organisations. In recent years, several notable HRD contributions have acknowledged the need for organisations to act beyond narrow economic self-interest and adhere to social and environmental norms and expectations. Ardichvili (2013) argues that organisations need to act with a social consciousness that recognises the human, ecological and community impact of their activities. Just as organisations must be concerned about the sustainability of their actions, so too should HRD practitioners attend to the sustainability of their initiatives, as suggested by Russ-Eft (2015). This proposes that organisations and HRD practitioners should be guided by a set of moral principles and values that balances a concern for human development against a focus on organisational effectiveness.

At an operational level, Garavan and McGuire (2010) assert that HRD practitioners have a responsibility to raise awareness and develop positive attitudes towards sustainability, environmentalism and green work practices. For their part, Pierce and Madden (2009) maintain that an emphasis on sustainable development can improve the quality of life of employees, their families, local community and stakeholders across the supply chain. Thus, in this stream, we aim to respond to the call of Hatcher (2002) that we work to create organisations and workplaces that enhance the human spirit, protect the environment and promote ethical values. We welcome studies from a variety of perspectives including, but not exclusive to the following topics:

- Studies on green HRM and green HRD
- Studies on ethical dilemmas in organisations
- Studies on ethics of HRD and HRM profession and professionals
- Studies looking at organisational practices from ethical, moral or fairness perspectives
- Studies looking at social and environmental justice
- Studies looking at the organisational performance agenda from a critical or radical perspective
- Studies looking at aspects of Corporate Social Responsibility
- Studies looking at how ethical and social awareness is fostered amongst employees
- Studies looking at the application of the UN sustainable development goals (SDG) and UN Principles of Responsible Management Education (PRME)
- Studies looking at the sustainability of HRD interventions and initiatives

## **Types of Submissions**

### **Full Papers:**

Papers should be between 6,000 and 8,000 words in length (including the abstract, tables, and references). Accepted papers will be published in the proceedings unless authors request the publication of the paper's Abstract only.

### **Working Papers:**

Working papers should be no more than 4,000 words in length (including the abstract, tables and references). Accepted papers will be published in the proceedings unless authors request the publication of the paper's Abstract only.

### **Practice-based Papers:**

Interested professionals and institutions (research institutes, companies, consulting agencies, and government agencies) may propose a description of innovative HRD practices and/or HRD-related studies. Practice-based Papers should be of no more than 4,000 words in length. Accepted papers will be published in the proceedings unless authors request the publication of the paper's Abstract only.

## **Other Opportunities**

A special issue of *Industrial and Commercial Training* to be published in late 2020 is being proposed that will focus on Sustainability and Ethical issues in HRD. Authors who wish their papers to be considered for the issue should signal their interest by contacting the journal co-editor David McGuire (e-mail listed below).

## **Contact Information**

For more information, please contact any of the stream leaders:

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