CALL FOR PAPERS

The Budapest Business School and The University of Pécs are pleased to host the **21th International UFHRD Conference "Sustainability and Ethics: The Responsibility of HRD in the Global Society"** in Budapest, Hungary, June 10-12, 2020.

The conference will host presentations of the latest research findings, current practices and theoretical development in HRD. We would like to invite academics, practitioners and students working in any HRD-related fields to contribute to the conference by presenting papers, participating in sessions and discussions, and attending workshops.

The conference accepts full papers, working papers and practice-based papers describing original research, studies and/or innovative practices that have not been published elsewhere. The official language for this international conference is English. Submissions are to be made to one or more of the following categories by selecting the appropriate Conference Stream:

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. Please see detailed instructions below under Conference Proposal Submission and Final Conference Paper Submission.

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. Please see detailed instructions below under Conference Proposal Submission and Final Conference Paper Submission.

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. Please see detailed instructions below under Conference Proposal Submission and Final Conference Paper Submission.

Please find below the Conference Streams and information about the Stream Leaders:

Conference Streams	Stream Leaders	E-mails
1. Leadership Management and Talent Development	Deborah Humpherys Loliya Akobo Oleksandr (Alex) Tkachenko Sándor Takács	D.M.Humphreys@ljmu.ac.uk L.A.Akobo@ljmu.ac.uk tkachenko@unm.edu sandor.takacs@uni-corvinus.hu

2.	Coaching and Mentoring	Joanne James Ruth Leggett Szilvia Szabó	joanne.james2@newcastle.ac.uk ruth.leggett@northumbria.ac.uk szszabo@metropolitan.hu
3.	Global, Comparative and Cross Cultural Dimensions of HRD	Thomas Garavan Hussain Alhedji Henriett Primecz	t.garavan@napier.ac.uk alhejji@muscatcollege.edu.om henriett.primecz@uni-corvinus.hu
4.	Employee Engagement	Ronan Carbery Thomas J. McCabe Sándor Klein	ronan.carbery@ucc.ie tmccabe@ncirl.ie sandor.klein@shl.hu
5.	Diversity and Equality Issues in HRD	Stefanos Nachmias Xiaozheng Zhang Krisztina Dajnoki	stefanos.nachmias@ntu.ac.uk xiaozheng.zhang@ntu.ac.uk dajnoki.krisztina@econ.unideb.hu
6.	Workplace Learning, Training and Development	Eduardo Tomé Olliver S. Crocco Balázs Németh	eduardo.tome@gmail.com olivercrocco@lsu.edu nemeth.balazs@pte.hu
7.	Strategic Capabilities and HRD	Sarah E. Minnis Siham Lekchiri Iván Zádori	sminnis@email.wcu.edu slekchiri@wcu.edu zadori.ivan@kpvk.pte.hu
8.	HRD in Small and Medium Enterprises (SMEs)	Heather Short Maura Sheehan Péter Csizmadia	heather.short@port.ac.uk m.sheehan@napier.ac.uk csizmadia.peter@uni-bge.hu
9.	Critical Approaches to HRD	Jim Stewart Sally Sambrook Anna Hidegh	stewartjjim@outlook.com J.D.stewart@ljmu.ac.uk sally.sambrook@bangor.ac.uk hidegh.annalaura@uni-bge.hu
10.	Practitioner Research and Learning and Teaching Research	Valerie Anderson Lynn Nichol Aileen Lawless Clare Rigg Karina Szászvári	valerie.anderson@port.ac.uk l.nichol@worc.ac.uk a.lawless@ljmu.ac.uk clare.rigg@liverpool.ac.uk szaszvari.karina.agnes@uni-bge.hu
11.	Sustainability and Ethics in HRD	Darlene Russ-Eft David McGuire Sára Csillag	darlene.russeft@oregonstate.edu david.mcguire@gcu.ac.uk csillag.sara@uni-bge.hu

Accepted conference proposals will be developed into papers and presented during paper presentation sessions. Each paper presentation will be approximately 15-20 minutes. The program schedule, as well as presentation guidelines, will be available on the Conference Central website (ufhrd2020.com) approximately four weeks before the conference.

Conference Proposal Submission
Conference Proposal Submissions will be accepted from September 16, 2019, to January 20, 2020. After the submission deadline, each proposal will be blind-reviewed by at least two independent reviewers.

Full Paper Proposals should have a minimum of 1000-1500 words and should include:
- Problem statement
- Aim of the research, research questions/hypothesis
- Theoretical foundations
- Methodology
- Implications for theory/research/practice/policy
- Significance/contribution to the HRD field
- Relevance of paper to conference theme (if applicable; please see the conference theme "Sustainability and Ethics: The Responsibility of HRD in the Global Society")

Working Paper Proposal should have a minimum of 500-750 words and should include:
- Problem statement
- Aim of the research, research questions/hypothesis
- Theoretical foundations
- Proposed methodology
- Potential significance/contribution to the HRD field
- Relevance of paper to conference theme (if applicable; please see the conference theme "Sustainability and Ethics: The Responsibility of HRD in the Global Society")

Practice-based Paper Proposal should have a minimum of 500-750 words and should include:
- Problems statement
- Aim of the study/innovative program
- Theoretical foundations
- Implications for practice/policy
- Significance/contribution to the HRD field
- Relevance of paper to conference theme (if applicable; please see the conference theme "Sustainability and Ethics: The Responsibility of HRD in the Global Society")

Proposal should be prepare in Microsoft Word [12-point Times New Roman font, single-spacing, using margins of 2.5 cm (1 inch)]. The alignment of each paragraph should be justified. To ensure the rigor of the blind-review process, proposals should not contain any personal information.

Proposals will be reviewed by two independent reviewers allocated by the Stream Leaders. A peer review template (using 1 to 5 point Likert scale and space for narrative feedback) is used to ensure consistency of the review process and enable the Stream Leaders to provide constructive feedback. The reviews will be based upon the following criteria:
- Clearly described aim of the research/study/innovative program
- Well-justified theoretical foundation(s)
- Appropriate methodology/analytical techniques
- Implications based on findings/results
- Significance/contribution to the HRD field
- Quality of paper
- Relevance of proposal to conference theme

Final Conference Paper Submission

Upon acceptance of the conference proposals, author(s) should develop their final papers based on the reviewers' feedback. Full Papers should be between 6,000-8,000 words in length. Working and Practice-based Papers should be no more than 4,000 words in length. All final papers should be prepared following the guidelines below:

- Microsoft Word [12-point Times New Roman font, single- spacing, using margins of 2.5 cm (1 inch)]. Justify each paragraph fully.
- The first page should include the title of the paper, name(s) of author(s) in intended order of authorship. Please include in the footnote the organizational affiliation(s) and e-mail addresses of the main contact person.
- The Abstract should have a maximum of 250 words.
- Keywords should include up to 6 keywords that are found in the main text.
- Italic is accepted as well as bulleted or numbered lists.
- Figures and tables should be placed as close to their reference point in the text as possible. All figures and tables must have titles and must be referenced from within the text.
- Images must be inserted as picture files (.gif, .jpg, .bmp, .pct, .png, .psd.

Important Dates of the Proposal and Paper Submissions:
- September 16, 2019: Submission of Conference Proposal begins
- January 20, 2020: Submission Deadline for Conference Proposals
- March 2, 2020: Notification to authors about decision and recommended revisions
- May 11, 2020: Final Submission Deadline for Conference Papers

Conference Proceedings and Data Protection

Accepted submissions will be published as part of the Conference Proceedings. However, authors are able to choose whether to publish either an Abstract or the Full Manuscript in the Conference Proceedings. This determination must be indicated upon final submission through the online submission process. Therefore, the decision about whether or not to include a full manuscript for publication in the UFHRD2020 Conference Proceedings is up to each author's discretion.

Prizes
- Alan Moon Memorial Prize for best conference paper. Only Full papers will be considered for the Alan Moon Best Paper Award.
- European Journal of Training and Development (EJTD) Prize for best international paper
- Teaching and Learning Prize for best contribution to the UFHRD Teaching and Learning Resource bank

Publication Opportunities
- Papers submitted to the Practitioner Researcher stream may be considered for further development and publication in the Action Learning: Research and Practice https://www.tandfonline.com/loi/calr20.
- Papers submitted to the Learning and Teaching Research stream may be considered for further development and publication in the International Journal of Management Education.

- Shortlisted papers for the EJTD prize will be considered for further development and publication in the European Journal of Training and Development
- 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 Sustainability and Ethics in HRD stream chairs.

Registration Fees and Deadline
- EARLY BIRD registration (by March 16, 2020) 330 EUR
- STANDARD registration (by May 18, 2020) 410 EUR
- LATE registration (after May 19) 490 EUR

- Master/Doctoral student EARLY BIRD registration (by March 16, 2020) 250 EUR
- Master/Doctoral student STANDARD registration 300 EUR
- Master /Doctoral student LATE registration (after May 19) 350 EUR

- Conference gala dinner (for additional person) 70 EUR

The registration fee includes participation at the conference, conference materials, coffee breaks, lunches, welcome reception and gala dinner. You can find the registration link at: **https://e-conf.com/ufhrd2020/registration/**

For travel and venue information and for update of the program please visit the Conference Central website at: http://www.ufhrd2020.com/