"Perspective for Adapting New ICT–based HRM Tools" An invitation to submit papers to the thematic issue

Ladies and Gentlemen:

HRM tools based on the possibilities created by today's Internet and Big Data tools are gradually becoming common in modern companies. The consequences of their use are among today's "hottest" topics in management. Social awareness of their potential negative consequences for workers as well as possible abuse linked with profiling has significantly grown in the wake of events commonly referred to as the Cambridge Analytics scandal.

Falling unemployment coupled with the aging of the population and the emigration of young, educated Poles is resulting in the need for Polish organizations

to adapt to worker expectations. Thus, questions tied to conditions under which organizations can utilize the potential efficiency stemming from the application of new ICT–based HRM solutions and their acceptance by workers are only natural.

The editors of the *Human Resource Management* bimonthly (List B of the Ministry of Science and Higher Education, 13 points) propose participation in preparing the spring 2019 thematic issue devoted to the application of ICT in HRM, with special stress on the conditions under which the use of such management tools is acceptable to workers.

Theoreticians and practitioners in human resource management—scientists, consultants, and personnel department staff—are all invited to prepare texts relating to the use of such tools as well as reflections on how an organization can guarantee worker acceptance of their application. The use of profiling in recruitment and selection on the basis of data culled from social media, assessment of competencies on the basis of computer game activities, worker activities scrutinized using forensic techniques on mobile phones or other devices connected to the Internet (wearables) as well as improving and monitoring competencies using mobile tools are already a fact showing future trends, where any response requires scientific and research reflection.

The topic of interest in this issue is that which is new (or will be "soon"). Thus, we want to leave the tools that became fact in the 20th century outside this issue. Further, e–learning in its traditional forms, data bases, and communication and management systems, especially those based on CRM in the area of sales, as well as gamification and simulation games as ways facilitating the transfer of educational content are also beyond the scope of interest of this issue. Our request is for papers relating directly to topics involving the utilization of the new potential inherent in the Internet and the wealth of data that is continuously being created, not broader consideration demonstrating that tools applying ICT are necessary in various areas of managing people.

This issue shall consist of three types of texts (with a maximum size of 25,000 characters, including spaces):

■ Scientific papers, texts containing a scientific discussion and current theoretical literature as well as proposals for solutions to concrete scientific problems;

■ Case studies, texts characterizing concrete practical applications, problems that have developed, and conclusions stemming from the results of such applications;

■ Research reports, texts describing empirical research, characterizing methodologies, hypotheses, analyzing research data applying suitable methods of scientific analysis as well as brief presentations of conclusions drawn from conducted research.

Editorial standards expected by the staff may be found in the "Collaboration – Guidelines for Authors" tab at http://zzl.ipiss.com.pl. All submitted texts are reviewed by at least two reviewers using the double–blind review model. Only materials that receive an unconditional recommendation for publication will be printed.

Authors are expected to participate in the costs of preparing the submitted materials for printing. Depending on the type of text (scientific paper, communiqué on empirical research, and other scientific texts) the costs range from 300 to 500 PLN. Details may be found on the "Collaboration – Payment for Publication" tab at http://zzl.ipiss.com.pl.

Upon receiving unconditional recommendation for printing and selection for a specific issue of Human Resource Management, the author(s) is obliged to sign and send in a consent form for publication at no cost (in printed and electronic form). Following a grace period of two years, the published articles become available at no charge at http://zzl.ipiss.com.pl/archiwum and other digital libraries.

In light of the editorial cycle we request you:

■ Submit a summary defining the issues looked at in the article, research methods (including the sample and the way it was conducted), and main (or expected) results no later than January 2, 2019;

■ Submit the article formatted in line with editorial standards no later than March 1, 2019;

■ Submit the final version following review no later than April 10, 2019.

Your participation in this issue will be most welcome.

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