



**INTERNATIONAL JOURNAL OF BUSINESS AND MANAGEMENT IN
EMERGING MARKETS (IJBMEM)**

**SPECIAL ISSUES ON
HUMANISTIC MANAGEMENT
IN THE AGE OF AI**

CALL FOR PAPERS

Overview

From 2009 on, a unique paradigm for doing business entered academic discussions – both in classrooms as well as in management research. Originally conceived by the Humanistic Management Network and as Spitzbeck et al. (2009) posit, businesses are encouraged to rethink and eventually replace the overly dominant functionalistic paradigm with its prioritization of shareholder value and profit maximization. As a new and better end in itself, promoting human dignity could enable thriving individuals, teams, units, organizations, and societies around the world. At workplaces, human dignity should not only be protected but also promoted. It could show in more strengths-based ways of organizing (cf. Rath and Conchie, 2009), which acknowledges everyone's individuality, desires for growth, and thriving. It portrays more empathy at workplaces when purpose, autonomy, and mastery are not just abstract concepts, but values brought to life (cf. Pink, 2009). Janni (2022) even goes as far as hoping for leaders to become healers and for workplaces to turn into places we visit for more benefits than the collection of mere pay checks.

Recent developments in external environments, however, invite critical reflections about the future of work. Tamayo et al. (2009) share that substantial job segments will either completely disappear or impose reskilling needs no matter what great accomplishments individuals have produced or what investments in their vocational training or continuing education were made. As Eapen et al. (2023) clarify, AI can indeed boost human creativity, though, across experts, there is unanimity that it is merely a question of how many years AI would take to catch up with human intelligence and not if this would happen at all.

In light of this special challenge posed by technological progress, an important question is how to promote and protect human dignity in workplaces. This special issue of the IJBMEM invites submissions in the form of:

- Conceptual papers
- Literature reviews
- Empirical studies of a qualitative, quantitative or mixed approach
- Case studies

Ideally with a focus on one or more emerging market contexts and a link to AI, we invite original and previously unpublished work on the following topics, though the list should merely guide and inspire but not limit:

- Arguments in Favor or against new ways of understanding human dignity and humanism in business
- Visions, scenarios, and reflections on the future of work
- Ways to conceptualize and operationalize, i.e., measure humanism in business
- Illustrations of successful and unsuccessful ways to protect and promote human dignity
- The role of regulators, NGOs, owners, boards, leaders, middle-managers, individual project managers and change agents
- Special considerations in corporate functions, such as marketing, HR, operations, finance, procurement, etc.
- Special considerations in different types of organizations, such as family-owned, public versus private, smaller versus larger, local versus international, younger versus older organizations, etc.
- Implications for future research
- Implications for business schools and educators
- Recommendations for policy-makers

In case of any questions, please never hesitate to reach out to the editors of the special issue to discuss ideas, options and choices.

Peer Review Process

The review process of the journal takes place according to the following procedure:

1. Before submission, authors are requested to consult the journal's guidelines for authors which is available here (<https://ijobmem.icbmem.org/>).
2. After finalizing their paper according to these guidelines, authors submit their manuscripts by sending them through the online submission system (<https://ijobmem.icbmem.org/jr-online-article-submission/>)
3. The papers are pre-reviewed by one of the editors-in-chief and within a few days this editor-in-chief decides whether a submitted paper satisfies the journal's criteria for review. If the paper does not comply with the criteria of the journal, the author(s) will receive a message with arguments for rejection and, if possible, a helpful recommendation for submission elsewhere.
4. When the article is accepted for review, the editor-in-chief selects two peer reviewers with an international publication record, upon which these reviewers will receive the paper and a standard evaluation form for their double-blind review.
5. The maximum review time will be two months.

Formatting Guidelines

While authors will find formatting guidelines online, we outline key aspects in the following to complete this call for submissions.

If applicable, the typical paper should be compiled in the following order: title page; structured abstract; keywords; main text introduction, materials and methods, results, discussion; conclusion and references. A classic paper for this journal should be no more than 7,000

words, inclusive of tables, references and figure captions. However, we welcome diverse submissions which may well necessitate different structures. Case studies should include an introduction and discussion on how to best understand the case.

Papers should be submitted in Word format. Table(s) and figure(s) should appear within the main text. The paper should be written in Times New Roman, font size 12, spacing 1.15 and should be consistent within the manuscript. Long quotations should be indented without quotation marks. Use third person writing style (e.g., this paper, it is argued, this analysis, etc.), not first person (e.g., I, we, my, etc.). Tables, Maps and Diagrams: Italicise the titles for tables, maps and diagrams. Indicate the source(s) where tables, maps and diagrams originated.

Major headings should be in bold and in capital letters while subheadings should be bold and in lower case. Each first letter of the content word should be capitalised. Both headings (major and sub) should be as short as possible, numbers should be used to distinguish different parts of a paper with no more than three levels; e.g. 1.1.1, 1.2.1, 1.2.2. Please use APA as a referencing style.

Submission link

Use the following link for online submission: <https://ijobmem.icbmem.org/jr-online-article-submission/>

About the editors of the special issue and contact information for further information

- The editors of this special issue include: Adaora Onaga (Pan-Atlantic University/Humanistic Management Network chapter lead Nigeria), Agata Stachowicz-Stanusch (Canadian University Dubai/Humanistic Management Network), Carlos Largacha (Fundación Universitaria del Area Andina, Humanistic Management Network chapter lead Colombia), Shiv Tripathi (Atmiya University/Humanistic Management Network chapter lead India), Wolfgang Amann (HEC Paris in Qatar, Humanistic Management Network).
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- For more information about the Humanistic Management Network, please see <https://humanisticmanagement.network/>

Timeline

- Paper submission deadline: 10 August 2024
- Finalization of the review with feedback: 10 October 2024
- Due date for revised articles (if applicable): 10 November 2024
- Publication: 10 January 2025

References

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