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Call for Papers

Vol. 21, No. 4, October-December, 2023

Theme No. 82: Digital Transformation of Human Resource Management

The focal theme of the 82 issue of JJDMS is “Digital Transformation of Human Resource Management”. Talking of the digital transformation proposition, it simply means to adopt and implement the digital technology by an organization in order to create new or modify existing products, services and operations. The goal of digital transformation is to increase value through innovation, invention, improved customer experience and efficiency, etc.

Broadly speaking, the integration of technology in HRM continues to evolve. Numerous HR functions are undergoing digital change. The efficient use of technology in HRM is crucial for an organization's success. Researchers might study artificial intelligence, machine learning, and big data analytics for tasks like recruitment, employee performance evaluation, and predictive workforce planning. Such tools and techniques must be carefully designed and developed following statutory requirements and industry standards. New organizational policies and practices are also required to adopt digital transformation. Ethical considerations related to technology implementation could also be explored. Digitalization of HRM also raises the dilemma of whether it is appropriate to deal with human problems with machines.

The current theme will be an excellent resource for management students, practicing managers and scholars interested in transformational leadership, change management, and digitalization of HR practices in the process of recruitment and talent acquisition.

Keeping this background in view, this issue invites contributions from researchers, practitioners, and industry experts who can provide diverse perspectives on the intersection of technology and human resource management. This issue can contribute significantly to the understanding and advancement of digital HR practices. The broader theme covers many sub-themes, whose details are given below:



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1. Philosophical Foundations of Digital Transformation in Human Resource Management Universe
2. The Process of HR Analytics and Big Data
3. The Process of Recruitment and Talent Acquisition
4. Investigation of Employee Engagement and Experience
5. Evolution of Performance Management and Feedback
6. Rise of Remote Work and Collaboration Tools
7. Role of Technology in Shaping Employee Learning and Development
8. HR Ethics and Privacy Related to Digital HR
9. Strategies for Managing Organizational Change in Digital HR
10. HR Technique in Choosing Right Vendor
11. Future Trends in Digital HR
12. Case Studies and Best Practices in Digital HR
13. Any other topics or fields that are closely related to the Digital Transformation of Human Resource Management, etc.

Interested scholars may submit their scholarly papers by mail to the Associate Editor (jjdms@xiss.ac.in) as per the guidelines of the journal (see <https://www.xiss.ac.in/JJDMS/guidelines-to-authors-for-research-articles>), on or before **November 15, 2023**, provided they fulfil the following criteria for further processing: (i) the work is original and self-regulated without plagiarism; (ii) the citations and references are correct, using APA style; (iii) the article does not show uneven scholarly quality; (iv) the language and grammar are checked; (v) the article is rigorously edited by a professional copyeditor; (vi) not exceeding 5000 words, including an abstract of 150 words only.

Note: Moreover, we have identified and developed some new areas/themes of national importance for the forthcoming issues of JJDMS up to October-December 2024, whose details are given below. Scholars may contribute their research papers on the mentioned themes in advance.

THEMES FOR THE FORTHCOMING ISSUES:

1. Declining Tribal Lands in India: Issues for Research (January-March 2024)
2. Jobless Growth and Unemployment - A Global Phenomenon (April-June 2024)
3. Ethnic Communities and Collective Action (July-September 2024)
4. The National Education Policy 2020 and Forms of Exclusion (October-December 2024)

Anirudh Prasad
21.9.2023

Prof Dr. Anirudh Prasad
Founder Editor