



Groupe de Recherche Thématique Carrières

Pôle de recherche Tr@jectoires

3rd International conference

New work, new employment, new careers

Careers and HRM: strategies, policies, practices

Workshop on advanced research on careers

2010 May 21st and 22nd

Campus of BeM Bordeaux Management School

680 cours de la Libération – 33405 - Talence - France

Before even being defined as individual pathways, careers were management policies. Offering a career path marked out by a progression in skills, responsibilities and salaries has guaranteed the presence of staff of quality and in quantity in the businesses. Careers management is fundamental to the strategic challenge of skills leading to greater performance.

Thus history demonstrates that careers have a direct link with organisational management practices and that these practices are a link with business strategies. However, today, the emergence of new organisational forms and new managerial doctrines claim to reduce the influence of organisations and make individuals responsible for themselves. Some public policies in favour of « employability » of staff and job seekers echo this. However, the influence of management practices on careers continues to be the cause of debate. Organisations and public policy produce regulations and develops norms about employment and careers. The relationship between such norms and practices deserves to be studied. This third session has given itself three sets of objectives:

- What are the social regulations that frame and bound career paths? What is the influence of organisations on careers? What are the consequences of organisational norms on recruitment, paths and sequence in a professional life? What is the influence of government employment policies on these career paths? Do these practices and policies change the relationship individuals have with employment? Can new types of work commitment be identified? What processes are used by individuals in relation to their career? What is the influence of these processes on the career paths undertaken? What are the consequences on the notion of success in careers?
- What epistemology for studying careers? "Boundary less" and "Protean" career theorists attribute a specific weight to the importance of the individual, what are the relative weights of contexts, management procedures, legal systems and public policies? What strategic thinking, what practices to manage careers today within organisations? How is this thinking used? What are the inconsistencies between the thinking and management practices? Is there a new relationship to work? Does this change membership behaviour, collaboration or management?

Again, this third session intends to cross view the management specialists and psychologists perspectives on the subject "career". Consequently it takes over from the sessions held in Bordeaux in April 2008 and in Rouen in May 2009.

We invite researchers, doctoral students, but also professionals (consultants, managers, specialists in HRM) to submit propositions on the above themes for the "**international Workshop on advanced research on careers**" (held in English) – which is the substantial introduction to the 3rd International conference on "**New work, new employment, new careers**" (held in French).

Other propositions that are related to careers are also welcome.

Scientific Committee:

Chairman: Jean PRALONG (*Pole Tr@jectoires, Rouen Business School*)

Loïc CADIN (*ESCP Europe*), Jean-Luc CERDIN (*ESSEC*), Alain ROGER (*IAE Lyon*), Françoise DANY (*EM Lyon*), Rachel BAUJOLIN (*Reims MS*), Laetitia PIHEL (*IAE de Nantes*), Sarah ALVES (*Pole Tr@jectoires, Rouen Business School*), Hédia ZANNAD (*Pôle Tr@jectoires, Rouen Business School*), Jean-Yves AGARD (*BEM Bordeaux Management School*), Norma MEVEL-PLA (*Essca Angers*), Béragère GOSSE (*IAE Rouen*), Ariane OLLIER-MALATERRE (*Pôle Tr@jectoires, Rouen Business School*), Jean-Luc BERNAUD (*University of Rouen*).

Organising Committee:

Chairman: Jean-Yves AGARD (*BEM Bordeaux Management School*).

Calendar:

- Submission of short one page article: 2010 March 14th
- Definitive response: 2010 March 28th
- Submission completed articles: 2010 May 9th
- Congress: 2010 May 21st and 22nd

The short articles will be examined anonymously by two members of the scientific committee. Official approval is only final with the accordance of the scientific committee and payment of inscription fees. All relevant correspondence including submissions is to be addressed to:

nouvelles-carrieres@bem.edu.



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3rd International Congress

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Careers and HRM: strategies, policies, practices

Registration form

Send to Corinne AFFAGARD – BEM Bordeaux Management School

680 cours de la Libération – 33405 - Talence – France - corinne.affagard@bem.edu

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