Much contemporary HRM research focuses on establishing clear linkages between HRM strategies and organizational effectiveness, a key driver of the notion of ‘competitive advantage’. Such imperatives have been heightened by such characteristics of globalization as dynamic workforce demographics, and greater emphases on customer loyalty and human capital, leading to HRM challenges of ‘strategic decision-making, culture management, fast change and market-driven connectivity’ (Brockbank & Ulrich 2003).

It is generally accepted that competitive advantage derives from the optimal utilization of internal organizational resources (Wright et al 2001: 702), notably human resources or human capital, ensured through the alignment of HRM strategies and processes and overall business strategies (Brockbank and Ulrich 2003; Boudreau and Ramstad 2003). This is the key assumption underlying contemporary taxonomies of HRM roles and competencies which together facilitate such successful alignments.

This conference focuses on the nature of the relationship between HRM and organizational effectiveness, with particular reference to the strategic business partner role; its key characteristics, benefits, and contributions to organizational effectiveness; with particular reference to its similar and diverse applications in Asia Pacific economies.

CALL FOR PAPERS
This international research conference is being organised by Universiti Teknologi MARA, Sabah and Curtin Business School, Curtin University, Australia. Papers are invited that address any of the key research themes. Papers may take an individual or organisational perspective.

The main goal of this conference is to create a friendly and inclusive academic environment and a reliable network, whereby its members (including senior international scholars, faculty members, doctoral students, researchers and business practitioners) may share their research interests and findings and develop ongoing collaborative and mentoring relationships.

Conference tracks include but are not limited to:
- The nature and characteristics of the HRM strategic business partner (SBP) role- Associated HRM competencies and capabilities
- Applications of the SBP role in different country or industry contexts
- Political, economic and socio-cultural opportunities and constraints
- Critical views of the SBP role
- Western versus Asian models of HRM
- Case studies, longitudinal and comparative research projects
- Trade unions, employer associations, governments and HRM
- Industrial/employment relations issues
- The role of HRM versus finance, operations and/or technology in organizational effectiveness
- HRM and finance/economics, HRM and technology, HRM and operations etc.

Submitted papers must NOT have been previously presented, scheduled for presentation, published, accepted for publication and, if under review, must NOT appear in print before the 2014 conference. Papers represent the majority of the submissions and form the scholarly sessions of the program. Below is a set of guidelines and formatting instructions to help you prepare your paper. Please read them carefully prior to submitting your paper.

- A separate cover page, within the paper (.doc file) setting out the full names of each author, their position, institution, postal address, email and phone numbers must accompany each abstract and paper.
- When submitting papers, the track in which they are to be included, should be indicated.
- Abstracts should be no more than 300 words and provide a summary of the paper.
- Conference papers must not exceed 10 pages in single spacing including references, figures and tables.
- Abstracts and papers received will be refereed prior to the conference.
- Papers submitted for refereeing will be double-blind refereed.
- All refereed and non-refereed abstracts and papers will be electronically published on CD.
- All abstracts and papers are accepted conditional upon at least one of the authors being a paid registrant for the conference.

Style Guide
- Times New Roman 12 point
- Single spacing
- Page numbers
- Margins set at 3cm left, right, top and bottom
- Papers not to exceed 10 pages in single spacing which includes cover page, tables, figures and references.
- Major section headings should be preceded by a line space and be formatted in bold type.
- Minor section headings should be preceded by a line space and formatted in italic type.
- ‘Quotations’ should be set in single inverted commas.
- Emphasis, foreign words and foreign phrases should be set in italics.
Citations
The Harvard method is required. Citations should be formatted as follows:

Citations in publications with more than two authors should list all authors in the first instance, and use ‘et al’ for subsequent citations.

Reference List
Present references in Times New Roman, 10 point font.

Tables and Figures
Tables and figures should be numbered consecutively. Place the title flush to the left margin, above the table in bold type, with one line space above. Insert tables and figures in the text where they are meant to appear. Tables and figures should be included within the document, which must comply with the 10 pages, single space size restriction as stated above.

Conference Details
Date: 4th & 5th December 2014
Venue: Promenade Hotel, Kota Kinabalu Sabah, Malaysia
www.promenade.com.my
Hotels nearby:
- Promenade Service Apartment
  https://www.promenadeapartment.com/
- Le Meridien
- Marina Travellers Suite @ Marina Court Resort Condo

Submission Deadlines
Abstracts/Proposals: July 31, 2014
Review Decision on Abstract: August 29, 2014
Final Paper submission and registration: September 30, 2014
Registration fee: Presenters - USD400, Participants - USD 350, Master/Doctoral students - USD300
Early Bird Registration (Before October 17, 2014)

All payments should be made to UiTM account:
Beneficiary Name : Bendahari UiTM Sabah
Account No. : 10016010042360
Bank name : Bank Islam Malaysia Berhad
Swift Code : BIMBMYKL

Payments can be made by banker’s cheque, international money order, or credit card following the details on the conference website.
* All the registered participants are entitled to two lunches and a post-conference dinner, coffee breaks, and conference proceedings on a CD
* Refund Policy: Whole refund, if request is received by October 17, 2014
  No refund after October 17, 2014. Refund payment will be charged by a deduction of USD50.00 for administrative costs.
* Local tours and a special tour to World Heritage Mount Kinabalu will be informed soon. Tour information will be posted on the conference website.
* At least one of the authors of a paper submitted for the conference must register by October 17, 2014, for the paper to be included in the program and in conference proceedings.

Publications
All accepted papers will be included in the conference proceedings, which will be submitted for indexing upon approval by their respective advisory boards. The selected papers with appropriate theme will be considered for publication in a book by Routledge UK.

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Asian Studies Series
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http://www.hrmcap2014.org/

Professor Alan R Nankervis

Alan is a Professor of Human Resource Management in the School of Management, Curtin Business School, Curtin University. He has more than thirty years’ academic experience at three universities in Australia, and in the UK, Canada, Malaysia, Indonesia, Singapore and Thailand, together with consultancies in Indonesia, China and Thailand. He was the Director of the Sydney Graduate School of Management, Research Director and Head of HRM at Curtin University. He is currently the Chair of the Australian Human Resources Institute’s (AHRI) National Program Accreditation Committee.

Alan has published more than 150 books, book chapters, international journal articles and conference papers for publishers such as Routledge, Palgrave Macmillan, Cambridge University Press, Pearson Education and Cengage Learning; and journals including Personnel Review, Thunderbird International Business Review, Asia Pacific Business Review and Asia Pacific Journal of Human Resources. His research interests include the links between performance review and firm performance, comparative Asian HRM/Management, services management, and skills development in the Asia Pacific.

Alan’s most recent book is New Models of HRM in China and India (Routledge), co-authored with Professors Malcolm Warner (Cambridge University), Fang Lee Cooke (Monash University) and Samir Chattejee (Curtin University).