



RNI CONGRESS – INNOVATION FORUM VIII



New organizational modes for innovation processes

Iut de Nîmes -Université de Montpellier
8 rue Jules Raimu - Nîmes¹
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Session : Human Resources Management and Innovation

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The pursuit for innovation is one of the major challenges faced by companies. What role do the human factor and the management of human resources play in innovation strategies? Both researchers and practitioners acknowledge that the human factor lies at the heart of innovation. Many researchers in the field of strategic management have stressed the importance of human capital and learning in innovation (Hatch, Dyer, 2004). Moreover, some research conducted in innovation management show that HRM practices may foster innovation. However, several issues have not been addressed yet, such as the link between human resources strategies, dynamic skills and innovation (Djellal, Gallouj, 2014).

Other questions arise here and may be discussed during the workshop:

- For instance, how can human resources management be a key driver for innovation? To this aim, should protest, experimentation, risk taking, be promoted as well as the right to make mistakes? May innovation be achieved through “learning” and “unlearning” processes? Should HRM allow role conflicts to develop, as they are potential sources of innovative behavior? Or determine some working hours dedicated to creativity and thus, develop an organizational culture of innovation? Or is it more about work spaces that foster both creativity and sharing of knowledge such as coworking spaces (Parrino, 2015).
- How do HRM (and HR) support innovation strategies? By the means of compensation? Recruitments?
- Do innovations have an impact on human resources and how can they be managed? (new forms of evaluation, HR digitalization). Is there a need to reshape HRM?

¹ Cf. web site <http://www.iut-nimes.fr/acces> for access.

- Do *knowledge workers* or *innovative people* benefit from a specific HRM? How to develop HR innovations to attract and retain them?
- It is generally accepted by researchers that organizational networks foster knowledge sharing and innovation. However, little research in HRM has been carried out in this specific context. Innovative HR practices deserve to be discussed, in order to adapt to a multi-stakeholder environment with different cultures and to various challenges such as, HRM in competitiveness clusters (Defelix, Picq, 2013; Calamel, Defelix, Mazzalli, 2011).

References

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- DEFELIX C. et PICQ T., (2013), «De l'entreprise étendue à la «gestion des compétences étendue»: enjeux et pratiques en pôles de compétitivité », *@grh*, 7, p. 42-66.
- DJELLAL F. et GALLOUJ F. (2014), «L'innovation comme valeur: quelle GRH pour développer les compétences dynamiques? Le DRH innovateur : management des ressources humaines et dynamiques d'innovation», *Business and Innovation*, p.105-136. (<halshs-01101518>)
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Key dates :

- January 22 2018: Submission of communication proposals (abstract of 3 pages)
- February 16 2018: Answer of the scientific committee
- April 7 2018: Submission of the Final Text (from 10 to 25 pages)
- June 4 and 5 2018 : Innovation Forum

Communications will be selected for publication in the journals of the network (Innovations : REMI/JIEM, TechInn, Marché et Organisation)

<http://innovations.cairn.info/en/>

<http://www.editions-harmattan.fr/index.asp?navig=catalogue&obj=revue&no=130>

<http://www.openscience.fr/Technologie-et-innovation>

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Phd Students: 150 euros

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