

**HRD**

The 14<sup>th</sup> International Conference of the  
Asia Chapter of Academy of  
Human Resource Development



Macao, China | November 05-07, 2015

## **Call For Papers**

### **Organizational Metaphors in HRD: “Through the Looking Glass”**

What Alice found “through the looking glass” was a world she could not predict nor explain... but it was a new wonderful world to explore. This call for papers is looking for original research that provides insights to the “wonderful” world of HRD and through exploring the metaphors to help unravel its mysteries. The use of organizational metaphors is not new, since they help us understand complex realities. Morgan (1983) argued that the term ‘organization’ is coined as metaphorical since it intends to capture a significant aspect of relations between a group of people in a particular location of space and time. In his work (1997) he also presented a number of metaphors to explain what we commonly refer to organizational behavior (another metaphor). Today is common in the business lexicon to see references to learning organizations, organizational culture(s) and climate, storytelling amongst others.

◆ Pre-Conference Workshops Dates  
Thursday, November 5

◆ Conference Dates  
Friday and Saturday, November 6-7

◆ Host Institution  
University of Saint Joseph

◆ Partner Institution  
Universidades Lusíada

## Call For Papers

We seek for manuscripts of original research that has not been published anywhere else. Researchers and scholar-practitioners in all academic fields and governmental and enterprise fields are invited to contribute with papers that are related to the following sub themes:

- Organizational Metaphors and Images on HRD and their contribute towards organizational theory
- Storytelling for HRD theory and practice
- Emerging theories on organizational culture
- Relevance of HRD theories and practices in Global and Asian contexts
- Cross-culture studies on HRD
- Organizational Change and Leadership for global HRD
- Talent development in the globalized & glocalized workplace
- Corporate Social Responsibility, Ethics, Sustainability and HRD
- The “dark side” of organizations and the role of HRD
- Workplace learning, training and development
- Performance and career development in global perspectives

Other related issues (covering the areas of education, HRM, economics, management, psychology, sociology, and other fields of social sciences that can contribute towards the main theme of the conference).

## Submission Guidelines

Submission should be made to one or more of the following categories. Manuscript submission must be in English. The official language for this international conference is **English**. Following three types of submission will be considered:

### **Refereed Papers**

Papers should be no more than 6,000 words in length (all inclusive) with an abstract of no more than 250 words. Accepted papers will be published in the proceedings.

### **Work-in-Progress Papers (Poster Session)**

Extended summary of proposal/paper is no more than 3,000 words. These papers will be scheduled for presentation, and the abstracts will be included in the conference program. WIP papers could be proposed conceptual framework based on extensive literature review or research in progress paper with partial results.

### **Innovative sessions**

Do you have any interesting and innovative research to share on any topic related to HRD in Asia or cross comparative HRD studies? If the answer is “yes”, then we will ask you to submit your idea for consideration as part of an Innovative Session. If your idea is selected, we will ask you to take part as a presenter/facilitator in panel workshops. What we need from you: A brief (200-300 words) abstract of the research paper/work you’d like to share.

## **Instructions to Authors**

- Prepare manuscripts in Microsoft Word (12 point Times New Roman font, double-spacing, and 1” margins on all sides).
- Follow formatting strictly as stated in the APA style manual (6th Ed.). Authors should include figures and tables within the text where they are intended to appear
- All submissions are required to include the following information in a separate cover page: title of paper, name(s) of author(s), organization affiliation, and position(s), mailing address, E-mail address, contact number (Telephone, Fax).
- Based on review reports, the Editors reserve the right to reclassify manuscripts to different categories.
- The language of paper submission and conference presentation will be in English.
- Submit papers online through conference website at:

[www.ulusiada.pt/ahrd2015/](http://www.ulusiada.pt/ahrd2015/)

## **Submission Dates**

Manuscripts/proposals submission deadline:

**August 01, 2015**

Acceptance notification:

September 01, 2015

Earlybird registration deadline

September 09, 2015

Camera-ready deadline for accepted manuscripts:

September 25, 2015

Final registration deadline for authors:

October 05, 2015

Notification of final conference program:

October 16, 2015

## **Review process**

At least two referees will review each submission under a double-blind peer-review process. All submissions are reviewed based on the following evaluation criteria:

- Relevance to HRD field
- Significance of research problem and/or theoretical conceptions
- Relevance and thoroughness of literature reviews and/or conceptual framework
- Clarity of research questions, purpose, and /or hypotheses
- Appropriateness and justification of the research design and methods (may not be applicable to conceptual or literature review-based manuscript, depending on authors' discretion)
- Rigor and robustness of data collection and analysis methods
- Quality of reporting of results and discussion
- Appropriateness of conclusions and/or recommendations
- Contribution to HRD theory and/or research
- Utility for HRD practice
- Overall clarity and quality of writing

All accepted submissions of the full refereed papers will be included in conference proceedings, and conference program, if:

- The revised/final, camera-ready manuscript is approved by the program committee.
  - At least one author per accepted manuscript is registered for this conference by October 05, 2015.
  - Authors or co-authors are present for making the presentation during of the conference.
- Authors retain the copyrights of their manuscripts.

## Registration

### Conference registration fees

	AHRD Member	Non-AHRD Member
Regular registration	<b>\$180</b> <b>(early bird)</b> \$215 (after the early bird)	<b>\$230</b> <b>(early bird)</b> \$265 (after the early bird)
Full-time student rate	<b>\$105</b> <b>(early bird)</b> \$140 (after the early bird)	<b>\$125</b> <b>(early bird)</b> \$160 (after the early bird)

*Early bird: on or before September 09, 2015*

*Students must be enrolled full-time. Please attach a copy of student card or other document or Dean/Advisor's letter*

## Pre-conference workshops registration

	<b>AHRD Member</b>	<b>Non-AHRD Member</b>
Pre- Conference Workshop 1	<b>\$50</b>	<b>\$80</b>
Pre- Conference Workshop 2	<b>\$60</b>	<b>\$100</b>

- Registration fees might be adjusted as per the currency exchange rate changes.
- The registrant is responsible for any additional bank transfer fee or credit card processing fee.
- Benefits of registered participants include: opportunity to publish accepted paper in the conference proceedings, one free CD/pen drive containing the proceedings, opening reception, 2 free buffet lunches, morning and afternoon coffee/tea breaks (Nov 6 & 7), and the gala dinner on Friday, Nov. 6, as well as the opportunity to meet and network with reputed international scholars & professionals in a friendly environment.

## Accommodation

The following hotels have special rates for AHRD 2015 Conference Participants. The Conference Organizing Committee advises to book as early as you can since the special rates are on a first come, first served basis. There are no pre-reserved rooms.

### **Reservations should be sent directly to hotels**

#### **Holliday Inn**

November 4 & 5 MOP 910 per room per night

November 6 MOP 1260 per room per night

November 7 MOP 1600 per room per night

*\*The above rates are based on Superior Room.*

*\*The above rates are subject to 10% service charge and 5% government tax.*

*\*The above rates are inclusive of Daily Buffet Breakfast for one person per room.*

*\* The above rates are inclusive of in-room wireless internet service for maximum four devices.*

#### **Hotel Royal**

November 04, 2015 (Wed) MOP1,030.00

November 05, 2015 (Thu) MOP1,030.00

November 06, 2015 (Fri) MOP1,180.00

November 07, 2015 (Sat) MOP1,440.00

November 08, 2015 (Sun) MOP1,030.00

*\*The above rates are inclusive of 10% service charge & 5% tourism tax.*

*\*Complimentary daily buffet breakfast for single or double occupancy.*

*\*Complimentary WiFi internet access.*

*\*Complimentary usage of our indoor heated swimming pool & fitness facilities.*

*\*Complimentary shuttle bus services from Maritime Ferry Terminal and from Hotel to various casinos and Cotai Strip. Please visit our homepage for routes and timetable.*

For more information please visit the conference website:  
[www.ulusiada.pt/ahrd2015/](http://www.ulusiada.pt/ahrd2015/)

## About Macao

### **Population**

A majority of the population are ethnic Chinese and the remaining 6% includes Portuguese and other nationalities.

### **Language**

The official languages in Macao are Chinese and Portuguese. In everyday life, most people speak Cantonese (a dialect of Chinese) and some speak Portuguese. An English speaker can easily get along in Macao.

### **Currency**

MOP – this is Macao official currency Patacas abbreviation, which has an estimated exchange rate of MOP8 = USD 1 or MOP10 = EURO\$ 1

The Hong Kong dollar which is circulated freely in Macao at the rate of MOP \$103 = HKD \$100

### **Electricity**

Electricity in Macao is at 220V, 50Hz. The powers plugs used in Macao are of the three-pin, square-shaped or round-shaped type. It is suggested to check before using any electrical appliance.

### **Climate**

Macao has a warm tropical climate with an annual average temperature of just over 20° C. Humidity is high with an average value ranging from 73% and 90%. The best season is autumn (October – December), when days are sunny and warm, the humidity is low and the temperature is around 16° C.

### **Security**

Macao is a safe place. CCTV (monitoring cameras) are installed in all the public places. Taxis and commercial buses communicate with Macao police, in case of any emergency. Foreigners in Macao have no special security threat. At any point in Macao, there is usually a police officer pass around you within 10 minutes.

## Conference CEO & AHRD Asia Chapter Coordinator

Dr. Mesut Akdere

Associate Professor of HRD, University of Wisconsin-Milwaukee, USA

## Conference Site Co-Chairs

Dr. José Alves

Dean of the Faculty of Administration and Leadership, University of Saint Joseph,  
Macau

Dr. Elizabeth Real de Oliveira

Dean of the Faculties of Business and Economics, of Universidade Lusíada of Porto  
and Universidade Lusíada Vila Nova de Famalicao, Portugal

Dr. Pedro Ferreira

Professor, Lusíada University, Portugal

## Questions?

Please direct all questions regarding the conference to:

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