

People's Democratic Republic of Algeria
Ministry of Higher Education and Scientific Research
University of Algiers 3

Change Management Laboratory in the Algerian enterprises
Organises in cooperation with the Faculty of Economics
commerce and Management sciences



The international conference about:

**Visions and future trends for human resources
management in light of contemporary challenges
Locally and internationally**

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The conference general supervisor
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Dr. Hamiche Kahina



**05 February
06 2025**



**- in person
- virtual**



كلية العلوم الاقتصادية والعلوم التجارية وعلوم التسيير - جامعة الجزائر 3

About the conference

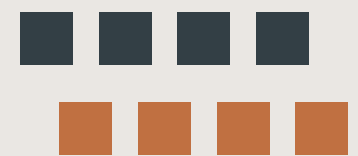
The last decades were distinguished by an expansion of interest in human resources management at the local and international scale, and the trend towards adopting theories and approaches that integrate human resources management into the organization's strategies has prevailed. Thus, strategic human resources management emerged, which was distinguished from classical human resources management by presenting models for human resources management that add greater effectiveness to this important function in the lives of individuals and organizations. Recognition of the importance of the human element and the need to upgrade the status of human resources management and enhance its roles in reality has also increased, through several approaches and theories that have contributed to enhancing the roles of human resources management practices. On this basis, these approaches were adopted and formed a solid foundation on which various studies and research were built, and they are therefore a basic reference for continuous development and renewal in human resources management

Today, organizations are facing a very turbulent environment that constantly imposes important challenges, which requires human resources management to focus on developing appropriate strategies to deal with the opportunities and threats they face in the business environment. In addition to the known traditional challenges such as demographic variables, legal obstacles and social demands, other contemporary and new challenges are added, especially with the emergence of new forms of work, the dominance of artificial intelligence and the shift towards virtual organizations and e-governments. On this basis, it is necessary to delve into building and developing appropriate strategies to confront these challenges and to deal with the opportunities and threats facing human resources management at the local and international levels, while benefiting from the greatest possible amount of pioneering experiences and ideas

In this context and in light of the noticeable gap between the academic side with all its momentum of approaches, theories and studies that constitute a scientific and cognitive wealth worthy of attention, and the reality of human resources management in various organizations and at the national and international levels, which abounds with continuous attempts to advance the function of human resources management in light of economic, cultural and sociological data imposed by reality, and from this standpoint comes the idea of the forum in an effort from us to involve the university researcher in contributing and delving into the following problem

What are the visions and future directions for human resources management in light of contemporary challenges locally and internationally?

Objectives of the conference



- ▶ Introducing modern approaches and trends in human resources management, in light of the changes and challenges witnessed by the business environment locally and internationally.
- ▶ Providing readings in legal and legislative frameworks, and analyzing their ability to support the position of the human resources management function, advance it and improve its performance.
- ▶ Highlighting the role of the university in proposing effective strategies capable of advancing the human resources management function and improving the work environment and quality of life.
- ▶ Introducing modern human resources management practices and their role, especially with the dominance of artificial intelligence, modern information systems and digitization.
- ▶ Shedding light on pioneering experiences and ideas in the field of strategic human resources management in various sectors.

The conference themes:

1. Modern theoretical approaches of human resources management and their contribution to the development and renewal of the job.
2. The development of the legal system for human resources management and the change in the forms and relationships of work in light of the shift towards small and emerging business and virtual organizations.
3. Discussing the reality and requirements of the transition to new roles for human resources management from a socio-cultural perspective.
4. The university's openness to the economic environment through continuous training and human resources qualification.
5. Adopting creative practices in human resources management to achieve the strategic positioning of the job.
6. Investing in training in light of the digital trend and developing new educational platforms.
7. Modern human resources information systems and their ability to improve the performance of the human resources management function.
8. Artificial intelligence and its uses in work and human resources management practices.
9. Corporate social responsibility and its role in improving the quality of life at work.

papers acceptance conditions:

- ▲ The paper must be original and not previously published or under review.
- ▲ The paper will be on one of the forum's themes.
- ▲ The number of pages should not exceed 20 and not be less than 15 pages.
- ▲ It is necessary to write according to the forum template.
- ▲ papers are accepted in the following languages: Arabic, French and English.

Invitees

- ▶ Professors and researchers at universities and post-graduate students inside and outside the country
- ▶ managers & Specialists in the economic sector interested in the topic of the conference



important date

- Deadline for submitting papers : December 20, 2024
- Response to accepted papers : January 20, 2025
- date of conference : February 5-6, 2025

participation links

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