



Information and Communication Technologies
in Organizations and Society
Smart Technologies for an inclusive world
Paris, October 1st and 2nd, 2020



Track Proposal for ICTO2020

TRACK: Smart Technologies in the workplace - Promoting Inclusion and Diversity

TRACK co-CHAIRS

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OVERVIEW OF TRACK

It has been ascertained that smart technologies are becoming more and more an indubitable strategic asset, which contributes to improving organizations' performance. It has also been remarked that workplace diversity and inclusion are top of mind in present time and they are expected to see and grow in importance as companies continue to invest in specific programs devoted to know and manage diversity so to foster inclusion conditions. Companies that embrace diversity and inclusion in all aspects of their business are suggested to outperform their peers. As known, Diversity Management has become the new path for the so called Human Resources Management, which emphasizes attention to each single worker and does it in a personalized way, indeed each worker is different from his/her colleague, from many points of view. Inclusion - as a collaborative, supportive, and respectful environment that increases the participation and contribution of all employees - is the preferential path. So, workplace diversity being a reality, the goal to create an inclusive working environment, to favour the expression of individual potential and to use it as a strategy to achieve a competitive business advantage can become more and more achievable. In this frame, smart technologies may play a relevant role: their features in terms of adaptability and flexibility offer unexpected opportunities to manage diversity and to build successful strategies on it.

This track welcomes submissions that explore and discuss these perspectives, that highlight the relationship between smart technologies and inclusion opportunities in the workplace, in order to achieve better organizational performance.



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Coherently with the aim to enrich knowledge on this challenging topic, studies employing all research methods, both conceptual and empirical, both quantitative and qualitative are encouraged.

INDICATIVE LIST OF TOPICS

The research community interest in this track is strongly encouraged, but not limited to making contributions that relate to the following topics.

- New forms of social dynamics enabled by smart technologies within the workplace
- The role of smart technologies in human resources inclusive strategies
- The role of smart technologies in managing diversity, with a specific attention to e-teams
- Employees' perception about smart technologies as an inclusive HR strategy
- Collaborative issues in relationship with "diverse" workers.
- Specific sources of diversity and opportunities offered by smart technologies
- New organizational challenges in using smart technologies as inclusive tools.

IMPORTANT DATES

- Paper Submission Opens: **April 1st, 2020**
- Paper Submission Deadline: **June 15th, 2020**
- Authors Notification: **July 31st, 2020**
- Final Submission: **August 31st, 2020**
- Conference Dates: **October 1-2, 2020**

PAPER SUBMISSION GUIDELINES

Authors should submit original, unpublished research papers. All accepted papers will be published in a volume of the Springer Scopus indexed LNISO. Submissions should not be under consideration for any other conference or journal outlet. Submission of papers in PDF format is via EasyChair.

<https://easychair.org/conferences/?conf=icto2020>