3rd European Academic Workshop on Electronic Human Resource Management

20 – 21 May 2010, Bamberg, Germany

Evidence-Based e-HRM? On the way to rigorous and relevant research.

The Third Academic Workshop on electronic Human Resource Management (e-HRM) is organized by the Chair of Management Information Systems (MIS), Saarland University, Germany

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PREFACE

Dear e-HRM experts and colleagues,

I would like to welcome you warmly to the "Third European Academic Workshop on electronic Human Resource Management (e-HRM)".

I am pleased to see that our Workshop has been established and is attracting a committed group of e-HRM practitioners and academics.

In order to tackle an obviously wide-spread scientific problem we decided for "Evidence-Based e-HRM? On the way to rigorous and relevant research." as the major workshop topic. We hereby face the challenges of the rigor vs. relevance debate and intend to bridge research and practice by elaborating on the idea of evidence-based management in e-HRM.

After a prolific review process by our program committee we could select 23 quality papers, some of which directly, some rather indirectly refer to this topic. In particular, we received papers in the realm of Strategic Perspectives, HRIS Personnel, e-Recruitment, e-Learning and e-Competencies Management, Research Perspectives, Organizational Aspects, Cases and further miscellaneous issues and are looking forward to interesting presentations and discussions.

I am grateful to Theresa Welbourne (University of Southern California) and Uwe Simon (SAP) who agreed to be Key Note speakers to support and stimulus us.

In an established manner, the Workshop also includes a Practitioner Track. Besides, as a final part of the Workshop, a Scientist-Practitioner-Forum is planned to foster relevant future research.

I thank all authors for sharing their findings, all reviewers for their active support and I hope that all participants will profit from interesting discussions. I also thank our two sponsors, SAP (http://www.sap.com/) and DFG (http://www.dfg.de/en/) for supporting the funding.

Enjoy the conference and your stay in Bamberg.

Prof. Dr. Stefan Strohmeier

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The DFG is the self-governing organisation for science and research in Germany. It serves all branches of science and the humanities. Its membership consists of German research universities, non-university research institutions, scientific associations and the Academies of Science and the Humanities. The DFG receives the large majority of its funds from the states and the Federal Government, which are represented in all Grants Committees.

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