**Call for Papers: CHANGES AND CHALLENGES OF HUMAN SYSTEMS MANAGEMENT DURING AND AFTER THE PANDEMIC**

The HSM [https://www.iospress.nl/journal/human-systems-management/](https://www.iospress.nl/journal/human-systems-management/) will publish a special-thematic issue on CHANGES AND CHALLENGES OF HUMAN SYSTEMS MANAGEMENT DURING AND AFTER THE PANDEMIC.

HSM is a sponsored journal of the conference ErgoWork 2020 - International Conference on Ergonomics and Workplace Management which will be held in Timisoara, Romania on 18-20 June 2020 [http://www.mpt.upt.ro/cercetare/conferinte/ergowork.html](http://www.mpt.upt.ro/cercetare/conferinte/ergowork.html)

It is expected that published papers in this thematic issue will be presented at the conference, too.

**Guest Editor:**
- Prof. Anca DRAGHICI, Politehnica University of Timisoara, Romania, anca.draghici@upt.ro
  President of the Ergonomics and Workplace Management Society in Romania

**Important dates:**
- Deadline for paper submission: 30 June 2020
- Revised paper submission: 30 September 2020
- Special Issue will be published in 2020

**About the topic: CHANGES AND CHALLENGES OF HUMAN SYSTEMS MANAGEMENT DURING AND AFTER THE PANDEMIC**

The coronavirus pandemic has disrupted all type of organizations and caused human resource managers to reconsider their roles as they need to support the implementation of the protection measures and the social distancing practices and also, being facilitators of the new working methods as: teleworking, distance working from home and it seems that these will be permanent. The changes of working environment are probably the one that nobody ever imagine. For employees still on the job, human resource managers are trying to keep their employees productive, motivated, engaged and connected - all factors that are moving targets in the new normal.

To prevent the spread of the coronavirus, most of organization have switched to a remote work model (applied for the current administrative working processes including the management once, for different types and content of project development and implementation, but also for teaching, training, learning, assessment and certification) at a rate and scale they have never experienced. As face-to-face collaboration is replaced with e-mail and videoconferencing, employees, managers, teachers must do difficult work under difficult circumstances.
This special-thematic issue focuses on different aspects related to the challenges the human resource and system management must face nowadays with emphasis on those organizational changes generated by the coronavirus pandemic. Relevant questions that will be answered by the proposed articles are:

- How organization’s agile transformation can of support quality management?
- How could we face the new perspectives and implications of workplace organization?
- How will knowledge management processes look like?
- How can virtual communication and learning (e-learning, blending learning) be improved and accessible to all stakeholders of the education system or from the vocational education?
- How can we motivate teachers to get job satisfaction and performance?
- How does the national human capital characteristics influence the productivity?

Papers are invited from a range of fields, for example, they may be in human resource management, education studies, organizational behaviour studies, or international macroeconomics studies. Potential topics are not limited to the above mention examples.

About the submissions:

To submit the paper, please login to the journal HSM [https://www.iospress.nl/journal/human-systems-management/](https://www.iospress.nl/journal/human-systems-management/). Please mention in the cover letter that the paper is being submitted to ErgoWork special issue. In addition, corresponding authors:

- Have to register (and submit their final .pdf version of the paper abstract) to ErgoWork 2020 [http://www.mpt.upt.ro/cercetare/conferinte/ergowork/submission.html](http://www.mpt.upt.ro/cercetare/conferinte/ergowork/submission.html);
- Must send by email (ergowork2020@gmail.com) the the final .doc version of the paper abstract.

About the guest editor:

Prof. Anca DRAGHICI received the M.Sc. in Machine-Tools Design (1989, Transilvania University of Brasov, Romania) and B.Sc. in Business Management (2001, Babes-Bolyai University of Cluj-Napoca, Romania). In 2001, she achieves the Ph.D degree in the research field of machine-tools ergonomics, at Transilvania University of Brasov, Romania. Now she is full professor (and PhD supervisor) at Politehnica University Timisoara, Romania. Her teaching subjects are related to Human Resources Management, Ergonomics, Occupational Health and Safety and Knowledge Management. Her research fields of interest are linked with the impact of sustainability on organizational dynamics and business models. She has international experiences in research projects; she is a conference chair of ErgoWork 2020 [http://www.mpt.upt.ro/cercetare/conferinte/ergowork.html](http://www.mpt.upt.ro/cercetare/conferinte/ergowork.html). In the last years, she was managing Erasmus+ projects that have developed innovative learning resources for higher education programs and vocational training. She is member of the European Manufacturing and Innovation Research Association a cluster leading excellence (EMIRacle, www.emiracle.eu) and Ambassador of the European Certification and Qualification Association (ECQA, www.ecqa.org) in Romania.

In September 2019, the Romanian Society on Ergonomics and Workplace Management (ErgoWork) has been legally established. During the first meeting of the Society Directory Board (October 25, 2019) there has been initiated the organization of the first international conference considering two aims simultaneously: (1) Creating a large national community of knowledge and exchange good and best practices from research and companies in the field of ergonomics and workplace management; (2) Increasing the visibility of Romanian ergonomist achievements by building “bridges of knowledge” with other Ergonomics associations worldwide, with Federation of European Ergonomics Societies (FEES) and the International Ergonomics Association (IEA).

ErgoWork 2020 is organized by the Romanian Society on Ergonomics and Workplace Management and:

- Politehnica University of Timisoara, Romania ([www.upt.ro](http://www.upt.ro));
- Technical University of Cluj-Napoca, Romania ([www.utcluj.ro](http://www.utcluj.ro));
- Romanian Association of Workplace and Facility Management (ROFMA, [https://www.ropma.ro/](https://www.ropma.ro));
- Hungarian Ergonomics Society ([http://met.ergonomiavilaga.hu/index.html](http://met.ergonomiavilaga.hu/index.html));
- Croatian Ergonomics Society ([http://www.h-e-d.hr/](http://www.h-e-d.hr/));
- Federation of European Ergonomics Societies ([https://www.ergonomics-fees.eu/](https://www.ergonomics-fees.eu/)).

This was possible because of a strong education and research alliance **Ergonomics and Human Factors Regional Educational CEEPUS Network (CIII-HU-1506-01-2021)** that have been created through the Central European Exchange Program for University Studies ([https://sites.google.com/view/ceepusergohf/home](https://sites.google.com/view/ceepusergohf/home)).

**ErgoWork 2020** has been designed to support sharing and dissemination of the interdisciplinary developments and achievements in the fields of ergonomics and workplace management. Researchers from universities and specialized institutes, but also, practitioners from industry and consulting and training companies were invited to join the community. **Eleven topics have been defined as following:**

1. Industrial Ergonomics (theoretical approaches and case studies; dissemination of industrial best practices)
2. Product and Process Ergonomics (design for ergonomics; occupational comfort improvement)
3. Workplace Aesthetics and Ergonomics (workplace design and modern architecture perspectives)
4. Biomechanics and Modelling in Ergonomics (physical ergonomics; safety and risk management with ergonomics; musculoskeletal disorders risks management; augmented human including use of robots and exoskeletons; wearable computers applications)
5. Cognitive Ergonomics (psychosociology perspectives in ergonomics studies)
6. Medical Sciences Contribution in Ergonomics
7. Special Application of Ergonomics (people with disabilities and aging population; improve accessibility and mobility through ergonomics improvements of professional systems and living spaces)
8. Ergonomics Support for Occupational Health and Safety Management (support safety culture; preventive measure with ergonomics; ergonomics risk management)
9. Ergonomics for Sustainable Workplaces (ergonomics approaches for workplace well-being)
10. Education and Training Programs in Ergonomics, Workplace Management and Occupational Health and Safety (dissemination of good practices and experiences; future learning environments)
11. Human Resources Management (including talent management, competencies management and intellectual capital management)

Besides the usual plenary and parallel sessions (presented virtually in this period!), the first day conference is dedicated to **ErgoWork and ROFMA Industrial workshops** having a large participation of practitioners from Romania and other foreign countries.