

**Work Family Interface and Quality of Life:
Outcomes and lessons from the pandemic for more competitive
and inclusive organizations**



Call for submissions

Extended Abstract Submission: December 10th, 2022 ,

Full paper submission: January 15th, 2023

The competitiveness of companies, territories and nations depends on their human capital. To be engaged, productive and create added value, humans should have favorable conditions. In fact, the effect of work-family balance or the quality of life on individuals no longer need to be demonstrated. Many studies established a positive link between quality of life, satisfaction, health and even performance (Sauvezone et al, 2020, Beh & Rose, 2007; Judge, Thoresen, Bono, & Patton, 2001, Court, 2003; Gowdy, 1988).

COVID-19 has put people, organizations, and work in front of a global challenge which is to preserve the health of citizens while maintaining economic activity. It gave the opportunity to experiment with new practices, create new businesses models and reorganize organizational structures. It also had professional, psychological, and social effects on individuals: professional retraining, depression, divorces... Consequently, the concepts of work and personal life have been profoundly challenged.

The pandemic period has been a period of great changes that affected the way we live and work. It is therefore important to look at these changes both at the individual (individual's life) and professional (work) levels and at the way these two interact today in a more digitalized world, where teleworking is no longer a managerial innovation, and where the meaning of work and life is facing real challenges.

In that regard, this conference aims to think about the changes and the effects of the health crisis on the quality of life both at the organizational and individual levels.

Indeed, for a few years now we have been talking about the multiplicity of challenges faced by organizations and the current requirement to respond to societal issues (Corporate Social Responsibility, diversity, well-being, etc.) and organizational issues (commitment, motivation, flexibility...) that have evolved. The health crisis has challenged organizations even more by adding another challenge which is the necessity of maintaining economic activity while watching over health!

On the other hand, expectations of individuals and interest given to work-family balance - or more broadly the quality of life - require an additional effort from professionals, researchers, and institutions perspectives. This holistic approach is essential to implement strategies that support best this transformation.

Consequently, academia, as a part of the ecosystem, should play a role in understanding and debating this evolution. Bellow, are some questions that academia can focus on:

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- What is the place of humans in current organizations and how is their humanity considered in managerial practices?
- • What interactions are taking place today between the different spheres of life and what effects do these interactions have on individual and work?
- How can organizations consider life outside of work for a better life at work?
- To what extent can current organizations consider societal and health issues?
- How may management practices that take current human needs into account be developed?
- To what extent is work central to our lives?
- How have work and its meaning changed during the pandemic?
- What psychological contract binds individuals to organizations in today's world? And what practices can be adopted to attract and retain workers?
- How may career choices and trajectories be understood in the light of these changes?
- How can individuals be efficiently supported as they face all these changes?

The papers proposed for this conference may relate to theoretical and/or empirical work according to one of the following areas:

Areas of focus:

- **Digital Transformations and their implications for work, family and individuals**
- **Work-life balance**
- **Well-being**
- **Stress at work**
- **Quality of life at work**
- **Health at work**
- **Social times**
- **Gender at work**
- **Psychosocial risks**
- **Job satisfaction**
- **Organizational and social support**
- **Ethical Leadership**
- **Psychological contract**
- **Organizational agility**
- **Mobility and careers**
- **Professional retraining**
- **Managerial innovations**
- **Coaching and Mentoring**
- **Humanism and management**
- **Emotional intelligence**

Contributions related to the fields of Occupational Psychology and Health Sociology are also welcome. Therefore, this conference is intended to be a multidisciplinary space for reflection on the interactions that occur between different spheres of life (society, work, family, etc.)



Scientific Committee :

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Submission schedule

Le calendrier fixé pour les communications est le suivant :

- **December 10th, 2022: Extended Abstract Submission (500 words) to icohoencg@gmail.com**
- **January 15th, 2023 : Full paper submission (4000 to 6000 Words)**
- **From January 20, 2023: Response from the evaluation committee**

NB: An abstract must be limited to 500 words. It must clearly explain the purpose of the communication and the expected results.

Submission guidelines :

Papers may be of a theoretical nature or articulating theory and empirical analysis.

Abstract: 500 Words

Communication: 4000 to 6000 words maximum

Size: 12 pages | Paper Size: 21cm x 29.7cm (A4) | Margins: 2.5 on each side,

Line spacing: single | Body text: Times New Roman 12 | Word format

Proposals for papers must scrupulously present the following characteristics:

- They can be written in French or in English in Word format;
- They will be 4,000 to 6,000 words (including the bibliography and footnotes);
- They must be accompanied by a 200-word summary in English;
- Full proposals must follow commonly accepted rules of scientific writing. They will be subject to a blind evaluation by the scientific committee;
- Only the authors of accepted proposals will be contacted;
- Conference participants would have one month after the event to improve their final contributions for publication, following a new evaluation by the scientific committee;

Abstract and Communication to be sent to the email address:

icohoencg@gmail.com

with the subject:

ICOHOD Abstract / Communication

You can also submit your papers and Abstract on the "EasysChair" platform by scanning the code below and follow the submission steps.



Scanner pour soumettre

For any additional information, please send your request to the email address :

icohoencg@gmail.com