



THE 9TH EDITION OF THE **LIGUE** INTERNATIONAL CONFERENCE

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28 & 29
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2025

**ORGANIZATIONS FACING TRIPLE BOTTOM LINE
CHALLENGES AND GLOBAL DISRUPTION**



**SUBMISSION DEADLINE
02 SEPTEMBER 2025**

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Call for papers LIC'25

Track III – Rethinking Management and Human Resources in the Face of Disruption

Track Chairs

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Faced with major disruptions, organisations must rethink management and HR by integrating resilience, sustainability, and innovation (Do *et al.*, 2024; Guennoun *et al.*, 2024). This track explores the organizational strategies mobilized to meet these challenges, combining resilience, social sustainability, and managerial innovation (Alhaddi, 2015; Ozanne *et al.*, 2016; Correia, 2019).

1. Integration of the TBL in supply chain management: Global disruptions highlight the need to integrate economic, social and environmental factors to strengthen the resilience of supply chains (Tundys *et al.*, 2023). This integration impacts risk management and the adaptability of organizations (Nogueira *et al.*, 2025).

2. Towards a Holistic and Systemic Approach: The increasing complexity of global challenges is driving a systemic integration of the Triple Bottom Line (TBL) with other frameworks such as the United Nations Sustainable Development Goals (SDGs) and European directives (CSDDD, CSRD). This approach encourages research into the strategies adopted by companies to align their actions with global sustainability objectives (Yip *et al.*, 2023)

3. Rethinking Talent Management in the Era of Ecological Transition: The HR function plays a key role in the ecological transition by aligning recruitment and skills development with environmental challenges. Green HRM, as a structuring framework, integrates eco-responsible practices throughout the HR cycle and questions the ecological footprint of managerial activities (Hu *et al.*, 2024; Fleacă *et al.*, 2024; Lakhera & Sharma, 2020).

4. Building Inclusive and Equitable Work Environments: Future research will focus on HR and managerial practices that foster inclusive and equitable work environments by reducing systemic biases, promoting diverse teams, and encouraging management that values cultural diversity and gender equality. It will also examine mechanisms for inclusive organisational learning (Alfaro, 2024; Vedres & Vasarhelyi, 2023; Acar *et al.*, 2023).

5. Artificial Intelligence (AI), Responsible Management and Skills Transformation: AI automates HR/managerial tasks, optimizes resources via machine learning and predictive analytics (Kediya *et al.*, 2024), enhances resilience through adaptive models, risk prediction, supply chain optimization (Dwivedi *et al.*, 2021; Baryannis *et al.*, 2019), redefines jobs/skills necessitating human-machine collaboration, competency reorientation within sociotechnical frameworks (Raisch & Krakowski, 2021; Acemoglu & Restrepo, 2020). Responsible integration requires limiting biases, promoting digital literacy, equitable inclusion, ethical framework, human governance (Shafira *et al.*, 2024; Herman, 2024).

Submissions Guidelines

Submissions addressing issues related to the conference themes are highly encouraged. All submissions will be subject to a double-blind review process.

We welcome submissions of a standard appropriate for highly ranked journals in English or French, as short or full papers. Short papers should be of 3 to 5 pages (references not included) maximum and full papers of 12 pages maximum (references not included). They should be submitted to: <https://ligue2025.sciencesconf.org>

Manuscripts must be original and unpublished and not under review for publication elsewhere. Success in the review process will not guarantee publication in the special and regular issues supporting this LIC'2025 edition, but to be accepted for publication in these special issues, papers need to be presented at the conference. Authors of selected best short/full papers will be invited to submit a final full version of their contribution for a potential publication in special issues.

Article files should be written in English or in French and provided in Microsoft Word format. Please ensure that the text is in Times New Roman font style, font size 12, with 1.5 spacing.

Articles files should include:

- 1- A cover sheet (page 1) including the title of the paper, the author's name(s), title(s), institutional affiliations and contact details, with the primary contact person designated.
- 2- A structured abstract on page 2: authors must supply a structured abstract (maximum 250 words in total) set out under 7 sub-headings: 1) Purpose; 2) Design/methodology/approach; 3) Findings; 4) Research limitations/implications; 5) Practical implications; 6) Originality/value; 7) Keywords: a maximum of 4 relevant and short keywords.
- 3- Starting from page 3, a short paper and a full paper should be prepared as follows:
 - Introduction
 - Literature review
 - Design/methodology/approach
 - Findings/discussion
 - Research limitations/implications

Conference fees

- Academics: 200 € or 400 TND (*local participants only*)
- Ph.D. students: 150 € or 250 TND (*local participants only*)
- Business participants: 600 TND

Conference fees cover coffee breaks, lunch, and conference pack. There will be no refund of the fees for cancellation. At least one of the authors of accepted papers is required to register for the conference AND to present the accepted contribution at the time designated in the conference program. Any research submission accepted for presentation but not presented at the conference will NOT appear nor be acknowledged in the official conference program.

Accommodation and Travel

Information on nearby accommodation and travel fees will be provided at a later date.

Important dates

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|---------------------|--|
| • 02 September 2025 | Full and short paper submission closes at midnight |
| • 20 October 2025 | Review decision notified to authors |
| • 27 October 2025 | Conference registration opens |

- 07 November 2025 Conference registration closes
- And 28 & 29 November 2025 The holding of the Conference

Contacts



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