

Call for Papers

Asia Pacific Journal of Information Systems (APJIS)

Special Issue: People Analytics in Digital Era

Special Issue Editors

- **Dongwon Lee** (Korea University Business School), mislee@korea.ac.kr
- **Taekyung Kim** (Kwangwoon University), kimtk@kw.ac.kr
- **Gunwoong Lee** (Korea University Business School), leegw@korea.ac.kr

The demand for people analytics has grown as a result of the development of big data, digital technologies, and the expanding application of data science techniques (Yoon, 2021). People analytics, often known as human resource (HR) analytics, is a process that involves data collection, activity analysis, and knowledge extraction for an organization to evaluate the effects of various HR metrics on overall business performance and make data-driven decisions (Tursunbayeva et al., 2021). In information systems (IS) research, this kind of interest is not necessarily new, but over the past few years there has been a significant increase in interest, as seen by the new publications that explain how to use big data and analytic techniques to understand organizational issues and new businesses based on HR data (Giermindl et al., 2022). Despite the increase in interest in people analytics, research communities have noted that there are still very few scholarly works on the topic (Pessach et al., 2020).

Thus, the purpose of this special issue is to build on existing conversations in people analytics and new discussions about how people analytics can help organizations solve management challenges or how big data, machine learning and metaverse technologies affects applications of people analytics in digital era. We welcome contributions from scholars who can provide novel, theoretically rich insights into the research questions outlined in this proposal. Topics of interest include but are not limited to the following:

Examples of topics of interest include:

- * The application of machine learning (deep learning) to people related data
- * The use of analytic techniques to help validate or evaluate the introduction of new HR initiatives
- * New and novel ways to analyze complex/rich stored qualitative information to help answer new HR related business questions
- * Robots, automation, and work
- * Methodologies and empirical analysis on technological shifts in labor payment, shadow work
- * Digital or e-leadership
- * Theories or analytic framework on new forms of organizations
- * Avatar, people, behavior, and performance in metaverse applications
- * The role, scope, and value of people analytics for organizations

Asia Pacific Journal of Information Systems

Asia Pacific Journal of Information Systems (APJIS) is a premier journal on information systems research in the Asia Pacific region. The journal seeks to advance knowledge about the effective and efficient utilization of information technology by individuals, groups, organizations, society, and nations for the improvement of economic and social welfare. Currently, APJIS is indexed in the Scopus journal database (from 2018) and in the ABDC Journal Quality List (from 2019) [<http://apjis.or.kr>].

Submission Guidelines

- All papers should be submitted to the submission system. (<https://www.manuscriptlink.com/journals/apjis>)
- All papers will be double blind reviewed using APJIS's normal procedures.
- Submissions should follow standard formatting and style guidelines for the Asia Pacific Journal of Information Systems (<http://apjis.or.kr/common/sub/editorialpolicy03.asp?hoho=1>).
- The author(s) should indicate that the submission is for the special issue (People Analytics in Digital Era) on the first page of the manuscript.
- Any queries in advance of submission can be sent for the attention of the Guest Editors to mislee@korea.ac.kr, kimtk@kw.ac.kr, or leegw@korea.ac.kr

Projected Timeline

- Submission due: August 30, 2023
- 1st round review decision: September 31, 2023
- Revised submission due: October 31, 2023
- 2nd round final review decision: November 20, 2023
- Publication: December 2023

References:

- Giermindl, L. M., Strich, F., Christ, O., Leicht-Deobald, U., & Redzepi, A. (2022). The dark sides of people analytics: Reviewing the perils for organisations and employees. *European Journal of Information Systems*, 31(3), 410-435.
- Pessach, D., Singer, G., Avrahami, D., Ben-Gal, H. C., Shmueli, E., & Ben-Gal, I. (2020). Employees recruitment: A prescriptive analytics approach via machine learning and mathematical programming. *Decision Support Systems*, 134, 113290.
- Tursunbayeva, A., Pagliari, C., Di Lauro, S., & Antonelli, G. (2021). The ethics of people analytics: risks, opportunities and recommendations. *Personnel Review*, 51(3), 900-921.
- Yoon, S. W. (2021). Explosion of people analytics, machine learning, and human resource technologies: Implications and applications for research. *Human Resource Development Quarterly*, 32(3), 243-250.