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## Formulario EOI - EXPRESIONES DE INTERÉS

### Contact Person / Scientist in charge (Datos del IP del grupo de investigación o responsable científico)

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### Department / Institute / centre (Datos del departamento donde estaría ubicado el investigador a contratar)

Name:	Business Management Department
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### Project Description(max. 1800 caracteres)

Based on the importance of the social transformations reflected in the Sustainable Development Goals (SDGs) and the PEICTI 2021-2023, the Project developed in our group proposes to analyse the extent to which human resource management policy systems contribute to the development of inclusive societies. Today's societies are increasingly multicultural, globalised and therefore demographically diverse. Reflecting this transformation, the workforces of organisations tend to be increasingly heterogeneous. In this context, the extent to which a society embraces demographic diversity, and includes it appropriately in its social structure, will depend on the way in which its organisations develop human resource policies that impact on the levels of stability, satisfaction and motivation at the community level.

However, the traditional approach of strategic human resource management research (SHRM) has not sufficiently addressed this issue, focusing on the study of improved job performance through policies that promote high employee engagement. The literature has focused on organisational performance, in favour of greater shareholder and employer value. The socially oriented models, on which the project is based, pay special attention to the interactions with the social and contextual environment in which they operate. This approach arises from the need to analyse how the social context conditions SHRM and vice versa. Based on the need to increase efforts to give greater prominence to the context in SHRM research, the project proposes a study model, from a social and pluralist perspective, the aim of which focuses on analysing the human resources systems of large Spanish companies in the service sector and their influence on the levels of social inclusion of the context in which they are involved.

To approach this analysis, the research group follows the theoretical framework provided by the economics of the common good. In particular, the approach refers to the use of competences and attitudes in the SHRM to contribute to the common good and help solve today's major social challenges. To further this general objective, the application of a multilevel analysis methodology is required, considering the need to assess the effects of variables collected from within organisations and contextual variables. Its estimation will require the extraction of evidence from two complementary sources: (1) secondary quantitative information, extracted from the National Institute of Statistics to assess the levels of diversity in the active population, and (2) primary quantitative information, from a questionnaire addressed to a representative sample of large companies in the service sector. The results would contribute to the development of human resource policies and practices that support inclusive capabilities in society. Thus, the social challenge faced by the project is aligned with SDG8 and SDG10 of the Agenda 2030, Horizon Europe, and the strategic actions of the Thematic Priority II of the Call 'Culture, creativity and inclusive societies', which emphasises the importance of social cohesion and the demographic challenge as factors directly related to territorial structuring and the model of coexistence.

### Research Area (select)

	Chemistry (CHE)
X	Social Sciences and Humanities(SOC)
X	Economic Sciencies (ECO)
	Information Science and Engineering (ENG)
	Environmetal Sciences and Gelogy (ENV)
	Life Scientes (LIF)
	Mathematics (MAT)
	Physics (PHY)

### Applications: documents to be submitted and deadlines

Examples: CV of the group leader