ACEDE 2027 BILBAO
36th INTERNATIONAL CONFERENCE
XXXVI Congreso Internacional Nazioarteko Kongresua

Responsible, Resilient and Entrepreneurial Talent in the Industrial Transition: Talent management at the crossroads of CSR, organizational resilience and entrepreneurship

Thematic Area: Human Resources, People Management, Entrepreneurship, Strategy

Track Chairs:

- **Chaimaa Zayer –** chaimaa.zayer@uit.ac.ma (Casablanca International University (UIC), Morocco)
- **Hajar Benmakhlouf –** (Casablanca International University (UIC), Morocco)

Summary:

The industrial transition, driven by digitalization, artificial intelligence and decarbonization, requires organizations that can adapt without losing their most valuable asset: their people. In line with Industry 5.0, which is human-centric, sustainable and resilient, this Special Track places talent management at the intersection of three key agendas: corporate social responsibility (CSR), organizational resilience and entrepreneurship.

The Track invites contributions that examine how these three dimensions reinforce one another in attracting, developing and retaining talent. We particularly welcome work addressing:

1. CSR and talent: how responsible practices and micro-CSR shape employees' identification, engagement, well-being and retention;
2. Organizational and individual resilience: the role of leadership, culture and HR practices in the capacity to anticipate crises, adapt and bounce back;
3. Entrepreneurship and intrapreneurship: entrepreneurial talent as a driver of innovation, transformation and sustainable or impact entrepreneurship;
4. Organizational behavior in times of change: meaningful work, motivation, adaptation to AI and the new generations in the workforce;
5. Diverse contexts: studies of SMEs and of emerging economies, particularly in Africa and the Mediterranean.

The Track's added value lies in integrating fields that are often studied separately and in viewing talent as a lever for a responsible, resilient and entrepreneurial industrial transition. It also aims to bring together researchers from Europe and the southern Mediterranean. Quantitative, qualitative and mixed-methods approaches are all welcome. The session will be conducted in English.

Keywords:

Talent management; CSR; organizational resilience; entrepreneurship; industrial transition; Industry 5.0; organizational behavior.