



36th WORKSHOP ON STRATEGIC HUMAN RESOURCE MANAGEMENT

Online, May 27-28, 2021

Chairpersons :

Professor Ingrid FULMER - Rutgers University, U.S.A.

Professor Michael SEGALLA - HEC Paris, France

Professor Bruno STAFFELBACH - University of Lucerne, Switzerland

P R O G R A M M E

Thursday, May 27, 2021

Note that all times mentioned are in **CET** (Central European Time - Brussels/Rome/Paris/Berlin time zone)

09:45 – 10:00	Login and Information	
10:00 – 10:40	Welcome, introduction & presentation of the participants by INGRID FULMER, MICHAEL SEGALLA, BRUNO STAFFELBACH Welcome by JEROME CHABANNE-RIVE - EIASM Executive Director	
SESSION 1	COVID-19 and HRM Chair: BRUNO STAFFELBACH	Diverse Topics on HRM Chair: MICHAEL SEGALLA
10:40 – 11:10	CORPORATE SOCIAL RESPONSIBILITY AND HUMAN RESOURCE MANAGEMENT ALIGNED AS A CONSEQUENCE OF COVID 19 - FUTURE ROUTES FOR AN INTEGRATED PEOPLE MANAGEMENT APPROACH ANDERSEN, TORBEN (AARHUS UNIVERSITY, SCHOOL OF BUSINESS AND SOCIAL SCIENCES), ERLING RASMUSSEN & KIRSTY RAUBENHEIMER	AN EMPIRICAL INVESTIGATION INTO THE IMPACTS OF SALES MANAGEMENT COMPETENCIES AND LMX ON SALESPEOPLE'S CUSTOMER MIND-SET KRUISINGA BUCSEA, SIMONA (UNIVERSITY OF ANTWERP), DAVID STUER, DIMITRI MORTELMANS
11:10 - 11:40	COVID-19 AND HRM IN LIGHT OF TWO EMPIRICAL CONTRY-WIDE RESEARCH IN HUNGARY POOR, JOZSEF (J. SELYE UNIVERSITY), KÁLMÁN, BOTOND, ARNOLD TÓTH, KATALIN SZABÓ, ZSOLT KOMUVES, KRISZTINA DAJNOKI, ANDRÁS KUN, ÁKOS JARJABKA, BEA PATÓ, SZILVIA SZABÓ	THE RELATIONSHIP BETWEEN ACTUAL AND PERCEIVED HR DIFFERENTIATION: THE ROLE OF THE STRENGTH OF HR DIFFERENTIATION PIASECKI, PRZEMYSŁAW (POZNAN UNIVERSITY OF ECONOMICS AND BUSINESS)
11:40 – 12:10	NURSES RESILIENCE AND THE COVID-19 PANDEMIC: IMPLICATIONS FOR HUMAN RESOURCES MANAGEMENT IN THE AFTERMATH SALMINEN, HANNA (TAMPERE UNIVERSITY), HELENA MARTINS, DEBORAH MCPHEE	IS IT SAVE TO ASK? THE COMPLEMENTARY ROLE OF ORGANIZATIONAL IDENTIFICATION AND PSYCHOLOGICAL SAFETY IN KNOWLEDGE-SEEKING AMONG CO-WORKERS RUDAWSKA, ALEKSANDRA (UNIVERSITY OF SZCZECIN)

12:10 – 13:30	Lunch	
SESSION 2	Talent Management Chair: BRUNO STAFFELBACH and MICHAEL SEGALLA	Performance Chair: INGRID FULMER
13:30 – 14:00	GLOBAL TALENT CHALLENGES IN THE FACE OF CRISES: POLITICAL PROTESTS AND CORONAVIRUS OUTBREAK IN HONG KONG <i>SCHLOSSER, FRANCINE (UNIVERSITY OF WINDSOR), DEBORAH MCPHEE, ANTONI TELLOS</i>	PERFORMANCE PAY AND ALCOHOL USE IN GERMANY <i>BAKTASH, MEHRZAD B. (TRIER UNIVERSITY), JOHN S. HEYWOOD, UWE JIRJAHN</i>
14:00 – 14:30	SIMILARITY BIAS IN TALENT IDENTIFICATION: A QUANTITATIVE INVESTIGATION OF CONTEXTUAL INFLUENCE <i>JACOB, NAEMI (UNIVERSITY OF LUCERNE)</i>	RELATIONSHIP BETWEEN BIG FIVE PERSONALITY TRAITS AND JOB PERFORMANCE IN THE CONTEXT OF NURSES: COMBINING TRAIT ACTIVATION AND SITUATION STRENGTH <i>CLERCX, ROOSMARIJ (UNIVERSITY OF ANTWERP), DAVID STUERS</i>
14:30 – 15:00	Coffee Break with open ending	

Friday, May 28, 2021

8:45 – 9:00	Introduction into the day	
09:00 – 10:00	<p>Keynote Address</p> <p>THE FUTURE OF WORK AND PRACTICAL IMPLICATIONS FOR STRATEGIC HRM</p> <p>By</p> <p>MATTHIAS MÖLLENEY</p> <p><i>Mr. MÖLLENEY is the Founder and Managing Partner at peopleXpert. He is also the Founder and Head of the Center for Human Resources Management & Leadership in HWZ University for Applied Sciences in Business Administration. He believes that executives should lead people with both their hearts and their minds.</i></p>	
10:00 – 10:30	Coffee Break	
SESSION 3	<p>Diversity</p> <p>Chair: INGRID FULMER</p>	<p>AI / Robots</p> <p>Chair: MICHAEL SEGALLA</p>
10:30 – 11:00	<p>MISSING PERSPECTIVES: STUDY ON THE BARRIERS AND ENABLERS FOR WOMEN'S PROMOTIONS INTO MANAGEMENT ROLES</p> <p>JANCIKOVA, ALEKSANDRA (UNIVERSITY OF ST. GALLEN)</p>	<p>HIRING ROBOTS: HOW HRM SHAPES THE DEVELOPMENT OF HUMAN CAPITAL</p> <p>BUCIUNIENE, ILONA (ISM UNIVERSITY OF MANAGEMENT AND ECONOMICS), GOŠTAUTAITE BERNADETA, ANTONIO MONIZ, IRINA LIUBERTE</p>
11:00 – 11:30	<p>WORKFORCE DIVERSITY IN ORGANIZATIONS: EMPLOYING AGENT-BASED COMPUTATIONAL ECONOMICS TO BRIDGE IN A CROSS-DISCIPLINARY RESEARCH TOPIC</p> <p>WALL, FRIEDERIKE (KLAGENFURT UNIVERSITY)</p>	<p>THE IMPACTS OF AI ON HR ACTIVITIES AND THE HR TRIAD: A SCOPING REVIEW</p> <p>DIMA, JUSTINE (LAVAL UNIVERSITY), MARIE-HÉLÈNE GILBERT, LAURENT GIRAUD, JULIE DEXTRAS-GAUTHIER</p>
11:30 – 13:00	Lunch Break	

SESSION 4	Psychological contract Chair: BRUNO STAFFELBACH	Digitalization Chair: INGRID FULMER
13:00 – 13:30	EVALUATING THE PSYCHOLOGICAL CONTRACT IN A MILITARY ORGANIZATION: FROM BROKEN PROMISES TO WORK ENGAGEMENT. BAPTISTA, CAROLINA (PORTUGUESE AIR FORCE ACADEMY -), SÓNIA P. GONÇALVES, ANA P. GOMES	THE EFFECT OF VIDEO INTERVIEW BACKGROUND CUES ON INTERVIEWER PERCEPTIONS OF CANDIDATE FIT ANGUS-YAMADA, OWEN (BROCK UNIVERSITY), ADAM KANAR
13:30 – 14:00	CONSULTATION OF EMPLOYER REVIEW SITES AND FORMATION OF THE PSYCHOLOGICAL CONTRACT GUILLOT-SOULEZ, CHLOÉ (IAELYON SCHOOL OF MANAGEMENT),	THE SPARK OF FACE-TO-FACE COMMUNICATION: EXAMINING HOW INFORMAL DIGITAL VOICE CHANNELS INFLUENCE EMPLOYEES' WILLINGNESS TO SPEAK UP FUCHS, CHRISTINA (UNIVERSITY OF SALZBURG), ASTRID REICHEL
14:00 – 14:30	Conclusions INGRID FULMER, MICHAEL SEGALLA, BRUNO STAFFELBACH	
14:30	Coffee Break with open ending	