



Universidade do Minho
Escola de Economia e Gestão

37th WORKSHOP
ON
STRATEGIC HUMAN RESOURCE MANAGEMENT

Minho, Portugal, April 21-22, 2022

Permanent Co-Chairs

Professor Michael SEGALLA - HEC Paris, France

Professor Bruno STAFFELBACH - University of Lucerne, Switzerland

Local Co-Chairs

Professor Delfina GOMES - University of Minho, CICIP Member

Professor João RIBEIRO - University of Minho, CICS.NOVA.UMinho Member

PROGRAMME

Thursday April 21, 2022

08 :30 – 09:00	Registration	
09:00 – 09:30	Introduction & Presentation of the participants	
09:30 – 10:15	Keynote Address by Industry Speaker or Emerging Trends in HRM and Machine Learning by Michael Segalla	
10:15 – 10:40	Coffee Break	
	Room 1 – Track A: Delfina Gomes	Room 2 – Track B: Bruno Staffelbach
10:40 – 11:10	Paper 1 - <i>Nina Dědečková, University of Economics in Bratislava</i> HR CONTROLLING IN 4.0 INDUSTRY ERA	Paper 8 - <i>Gabriele Boccoli, Polytechnic University of Milan</i> THE IMPACT OF TRANSFORMATIONAL LEADERSHIP ON PERFORMANCE EXTRA-ROLE IN A FORCED REMOTE WORKING CONTEXT. THE MEDIATING ROLE OF WORK ENGAGEMENT
11:10 - 11:40	Paper 2 - <i>John Levesque, ENSMP - Ecole Nationale Supérieure des Mines de Paris</i> INNOVATIVE HRM DESIGNERS: THE DESIGN REGIMES OF HUMAN RESOURCE MANAGEMENT IN FRENCH INDUSTRIAL HISTORY	Paper 9 - <i>Shiva Taghavi, Neoma Business School</i> WHO IS MORE ENGAGED WHILE TELEWORKING? TEMPORAL BOUNDARY CONTROL AS DETERMINANT OF JOB ENGAGEMENT: THE ROLES OF WORK-FAMILY BALANCE SATISFACTION, IDENTITY-INTEGRATION AND GENDER

11:40 – 12:10	Paper 3 - <i>Kathleen Vangronsvelt, Antwerp Management School</i> HRM REACTIONS TO THE COVID-19 PANDEMIC: A LATENT CLASS ANALYSIS APPROACH	Paper 10 - <i>Christina Fuchs, University of Salzburg</i> HOW JOB DESIGN SHAPES EFFECTIVE COMMUNICATION FOR RELATIONAL COORDINATION IN REMOTE WORK
12:10 – 14:00	Lunch	
	Track: Michael Segalla	Track: Bruno Staffelbach
14:00 – 14:30	Paper 4 - <i>Rita Fontinha, Henley Business School at the University of Reading</i> THE IMPACT OF THE COVID 19 PANDEMIC ON JOB INSECURITY AND WORK ENGAGEMENT: LONGITUDINAL EVIDENCE FROM UK'S HIGHER EDUCATION SECTOR	Paper 11 - <i>Eric Davoine University of Fribourg</i> VIRTUALIZATION OF WORK PRACTICES AND REDEFINITION OF BOUNDARIES AT WORK: A PROSPECTIVE STUDY IN FRENCH-SPEAKING SWITZERLAND
14:30 – 15:00	Paper 5 - <i>Milka Rimac Bilusic, Faculty of Economics and Business Zagreb</i> WHAT HAS COVID-19 TAUGHT US ABOUT WORK-LIFE BALANCE: THEORETICAL PERSPECTIVES AND FUTURE AGENDA	Paper 12 - <i>Erik Treppo, Polytechnic University of Milan</i> COWORKING SPACES – STATUS OF THE ART, EMERGING MODELS, AND HRM IMPLICATIONS FROM THE ITALIAN CONTEXT
15:00 – 15:30	Coffee Break	

15:30 – 16:00	Paper 6 - <i>Félix Guerrero Alba, University of Cádiz</i> RESEARCH INCENTIVES IN ACADEMIA: AN EXPLORATORY ANALYSIS OF THE PERCEPTION OF ACADEMIC RESEARCHERS	Paper 13 - <i>Stevo Pavicevic, Frankfurt School of Finance and Management</i> PERFORMANCE PERSISTENCE OF CEOS ACROSS FIRMS
16:00 – 16:30	Paper 7 - <i>Jesús De Frutos Belizón, University of Cádiz</i> UNDERSTANDING THE ROLE OF SCIENTIFIC TEAM MANAGEMENT ON INDIVIDUAL SCIENTIFIC PRODUCTIVITY	Paper 14 - <i>Jesus Barrena Martinez, University of Cádiz</i> THE STRATEGIC ROLE OF THE HUMAN RESOURCES FUNCTION IN THE SUSTAINABILITY INTEGRATION
	Room 1 -	
16:30 – 17:00	Conclusions of the day	
19:00	Dinner	

Friday, April 22, 2022

09:10 – 09:20	Welcome of the day	Welcome of the day
	Room 1 – Track A: João RIBEIRO	Room 2 – Track B: Michael Segalla
09:20 – 09:50	Paper 15 - <i>Marina Pletscher, University of Lucerne</i> STRATEGIC INTERNAL COMMUNICATION: A QUANTITATIVE ANALYSIS OF ENGAGEMENT DRIVING APPROACHES	Paper 20 - <i>Delia Meyer, University of Lucerne</i> DO TURNOVER INTENTIONS EQUAL WITHDRAWAL? THE MODERATING EFFECT OF CAREER ORIENTATIONS
09:50 – 10:20	Paper 16 - <i>João Ribeiro, University of Minho</i> TALENT MANAGEMENT: STRATEGIES AND PRACTICES ADOPTED BY HRM IN PORTUGAL	Paper 21 - <i>Lena Schneider, Eth Zürich</i> STAYING EMPLOYABLE WHEN BEING CLOSE(R) TO RETIREMENT: THE IMPORTANCE OF JOB AUTONOMY FOR THE USE OF ACTION REGULATION STRATEGIES

10:20 – 10:40	Coffee Break	
	Room 1 – Track A: Delfina Gomes	Room 2 – Track B: Michael Segalla
10:40 – 11:10	<p>Paper 17 - <i>Christer Andre Flatøy, NHH Norwegian School of Economics</i></p> <p>YOU'LL NOT BE HERE FOREVER: INTERIM MANAGERS' RELATIONS TO EMPLOYEES IN CLIENT COMPANIES</p>	<p>Paper 22 - <i>Martina Morard, University of Lucerne</i></p> <p>TAKE THE OPPORTUNITY: THE RELATIONSHIP OF PSYCHOLOGICAL SAFETY ON INTERRATER RELIABILITY IN 360-DEGREE FEEDBACK IN A WORKPLACE-BASED ASSESSMENT</p>
11:10 - 11:40	<p>Paper 18 - <i>Svenja Huelter, Dortmund University</i></p> <p>PREDICTING VOLUNTARY TURNOVER IN A GERMAN FEDERAL AGENCY USING MACHINE LEARNING</p>	<p>Paper 23 - <i>Jaya Linando, Vienna University of Economics and Business</i></p> <p>WORKPLACE SPIRITUALITY MEETS RELIGIOSITY: A WORKPLACE DIVERSITY PERSPECTIVE</p>
11:40 – 12:10		<p>Paper 24 - <i>Elia Rigamonti, Polytechnic University of Milan</i></p> <p>HR ANALYTICS STATE OF THE ART AND FUTURE DIRECTIONS: A SCOPING REVIEW BASED ON NATURAL LANGUAGE PROCESSING (NLP) TECHNIQUE</p>
12:10 – 12:45	Conclusions, lessons learned, planning for 2023	
12:45	Lunch	