



39th EIASM Workshop
on
Strategic Human Resource Management
“Challenges for HRM in the Next Generation”

ESADE, Barcelona, Spain - April 18-19, 2024

INTERNATIONAL CHAIRPERSONS

Professor Emeritus Michael SEGALLA - HEC Paris, France
Professor Bruno STAFFELBACH - University of Lucerne, Switzerland

LOCAL CHAIRPERSONS

Professors Maria Jose PARADA BALDERRAMA
Jordi TRULLEN, ESADE, Spain

Thursday, April 18, 2024

08:30 – 09:00	Floor 0, main entrance - Registration
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09:00 – 09:40	Floor 0, Room 0011 Introduction & presentation of the participants
09:40 – 10:00	Strategic Plans for the Strategic Human Resource Workshop

10:00 – 10:30	Floor 2 - Coffee break
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TRACK A - Floor 0, Room 0011

TRACK B - Floor 0, Room 0012

Chair : Jordi Trullen

Chair : María José Parada

10:30 – 11:00	<p>A CRITICAL LITERATURE REVIEW OF MATURITY MODELS IN HRM: A COMPASS FOR STRATEGIC HRM IN THE FUTURE OF WORK</p> <p>ECHABURU, BEGOÑA, NEREA SÁNCHEZ. MONDRAGON UNIVERSITY</p>	<p>ANTECEDENTS OF STRESS AND WELLBEING AT WORK FOR FRENCH CIVIL SERVANTS</p> <p>CHAUVEAU, MATTHIEU, DAVID CARASSUS, MARC OHANA. PAU UNIVERSITY</p>
11:00 – 11:30	<p>AGE-SUPPORTIVE HUMAN RESOURCE MANAGEMENT PRACTICES IN ORGANIZATIONS: COMPARATIVE EVIDENCE FROM CRANET SURVEY</p> <p>JAAKSON, KRISTA, OLEKSANDR DOROKHOV, LIUDMYLA DOROKHOVA, SONJA A. SACKMANN. UNIVERSITY OF TARTU</p>	<p>CULTURAL DIFFERENCES IN ORGANIZATIONAL COMMITMENT, WORK ENGAGEMENT AND ORGANIZATIONAL JUSTICE. EMPIRICAL EVIDENCE IN A MULTINATIONAL COMPANY.</p> <p>FERRARI, FILIPPO, COLOMBO, MARIA FRANCESCA, FERRARI MARIO, PAGANELLI ALESSANDRA. DEPARTMENT OF ECONOMICS, BOLOGNA UNIVERSITY</p>
11:30 – 12:00	<p>ANALYZING THE STRUCTURE OF HEALTHCARE TEAM COMPOSITION IN UNIVERSITY HOSPITAL SETTINGS: A DATA-DRIVEN APPROACH TO DEVELOPING A CONCEPTUAL MODEL FOR TEAM COMPOSITION (A-STRUCT)</p> <p>VLEMINCKX, SENNE, FILIP HAEGDORENS, LANDER WILLEM, PETER VAN BOGAERT, KIM DE MEULENAERE. UNIVERSITY OF ANTWERP</p>	<p>DO WE STILL NEED A LOCAL HR FUNCTION IN MNC SUBSIDIARIES? EXPLORING SWISS HOST COUNTRY EFFECTS IN FRENCH, GERMAN, AND US MULTINATIONAL CORPORATIONS</p> <p>DAVOINE, ERIC, MIKE GEPPERT, OLIVER SCHRÖTER. UNIVERSITY OF FRIBOURG</p>

12:00 – 12:30	HR ARCHITECTURE TYPOLOGY FOR THE STRATEGIC PRIORITIZATION OF HUMAN RESOURCE MANAGEMENT PRACTICES KÜTT, MARIA.TALTECH SCHOOL OF BUSINESS AND GOVERNANCE	ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) RESPONSIBILITY, WORKFORCE STABILITY AND INDUSTRIAL DIGITALIZATION VILLASALERO, MANUEL, LETIZIA GASPARRI, CARMEN MONTEAGUDO, MARTÍN MORA-VALBUENA. UNIVERSITY OF CASTILLA LA MANCHA
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12:30 – 14:00	Floor 2, Polivalente Room - Lunch	
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TRACK C - Floor 0, Room 0011

Chair : Bruno Staffelbach

TRACK D - Floor 0, Room 0012

Chair : María José Parada

14:00 – 14:30	HRM DIGITALIZATION LINKED TO SUSTAINABILITY: ANALYSES THROUGH THE PRISMA PROTOCOL BARGHINI, SILVIA, MARIACRISTINA BONTI. UNIVERSITY OF PISA	EXHAUSTION BEHIND STRENGTHS: THE POTENTIAL PRICE HUMANITARIAN LEADERS PAY FOR TAPPING INTO FOLLOWERS' POTENTIAL MORF, MANUELA. ETH ZÜRICH
14:30 – 15:00	INDUSTRY 4.0 ADOPTION, TRAINING OPENNESS AND HUMAN RESOURCE RESKILLING VILLASALERO, MANUEL, LETIZIA GASPARRI, YANA SHARPAK, MARTÍN MORA-VALBUENA. UNIVERSITY OF CASTILLA LA MANCHA	THE ELITISM OF HRM LITERATURE: REORIENTING A DISCIPLINE WITH IMPLICATIONS RELEVANT TO THE CHALLENGES OF THE 21ST CENTURY DE FRUTOS BELIZÓN, JESÚS, FÉLIX GUERRERO ALBA, GONZALO SÁNCHEZ GARDEY. UNIVERSITY OF CÁDIZ
15:00 – 15:30	INTERACTIVE RESEARCH FOR SUSTAINABLE COMPETENCE PROVISION: INTEGRATING AGENCY AND EFFECTUATION LOGIC JOHANSSON, ANETTE, LINA BJERKE, KATARINA GRAFFMAN, ANNIKA ENGSTRÖM. JÖNKÖPING UNIVERSITY	NAVIGATING TRADITIONS AND TRANSITIONS: THE IMPACT OF CAREER ORIENTATION ON DEVELOPMENT IN HIERARCHICAL ORGANIZATIONS MORARD, MARTINA, MADELAINE HAENGGLI & IVANA IGIC. UNIVERSITY OF LUCERNE

15:30 – 16:00	Floor 2 - Coffee break	
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TRACK E - Floor 0, Room 0011

Chair : Michael Segalla

TRACK F - Floor 0, Room 0012

Chair : Jean Luc Cerdin (ESSEC, visiting ESADE)

16:30 – 17:00	<p>INVESTIGATING THE DETERMINANTS OF INTERNATIONAL RESEARCH COLLABORATION IN SPANISH UNIVERSITIES</p> <p>GUERRERO ALBA, FÉLIX, JESÚS DE FRUTOS BELIZÓN, NATALIA GARCÍA CARBONELL, GONZALO SÁNCHEZ GARDEY. UNIVERSITY OF CÁDIZ</p>	<p>ORGANIZATIONAL SOCIAL CAPITAL: EXAMINING THE INFLUENCE OF HYBRID WORK AND STAFF TURNOVER</p> <p>IVANA, DIANA, SORIN DAN, TUDOR IRIMIAȘ , DANIEL METZ , ADELA NEGRU, DIANA PITIC, DIANA STĂNESE BABES-BOLYAI UNIVERSITY</p>
17:30 – 18:00	<p>LISTEN TO YOUR TEAM: A MULTILEVEL ANALYSIS OF UPWARD COMMUNICATION AND ORGANIZATIONAL PERFORMANCE ACROSS CULTURES</p> <p>PLETSCHER, MARINA. UNIVERSITY OF LUCERNE</p>	<p>PEER ASSESSMENTS IN DIVERSE TEAMS: THE ROLE OF TEAM PERFORMANCE INFORMATION</p> <p>SPECKBACHER, GERHARD, MARTIN WIERNSPERGER. VIENNA UNIVERSITY OF ECONOMICS AND BUSINESS</p>
18:00 – 18:30	<p>MANAGING PARADOXES IN TM COMMUNICATION: A QUALITATIVE STUDY</p> <p>KOST, SARAH. UNIVERSITY OF LUCERNE</p>	<p>QUIET QUITTING: HOW CHANGING ATTITUDES TOWARD WORK AND CAREER ARE SHAPING EMPLOYEES' CREATIVE BEHAVIOR?</p> <p>MEYER, DELIA. UNIVERSITY OF LUCERNE</p>
20:00	Workshop dinner - Ca la Nuri Pg. Marítim de la Barceloneta (Barceloneta)	

Friday, April 19, 2024

08:30 – 9:30	<p>Floor 0, Room 0011 Keynote Address and Discussion</p> <p>Dr. Gabriele JACOBS, Professor of Organisational Behaviour and Culture at Erasmus School of Social and Behavioural Sciences (ESSB)</p> <p>HOW TO BE A CRITICAL FRIEND. LEARNINGS FROM CO-CREATION BETWEEN UNIVERSITIES, PUBLIC AND PRIVATE AGENCIES, AND CIVIL SOCIETY REPRESENTATIVES.</p> <p style="text-align: center;">Discussants</p> <p style="text-align: center;">Dr. Alfons SAUQUET, Global Dean, ESADE Business & Law School</p>
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TRACK G - Floor 0, Room 0011

Chair : Bruno Staffelbach

TRACK H – Floor 0, Room 0012

Chair : Laura Guillen (ESADE)

9:30 – 10:00	<p>SOCIAL CAPITAL AS A DOUBLE-EDGED SWORD IN DIGITAL COMMUNICATION: IMPACTS ON EMPLOYEE PERFORMANCE AND WELL-BEING THROUGH EMAIL ANALYSIS FROM A SOCIAL NETWORK PERSPECTIVE</p> <p>BAGNOLI, NATALIA, GABRIELE BOCCOLI, ELIA RIGAMONTI, LUCA GASTALDI, MARIANO CORSO. POLYTECHNIC UNIVERSITY OF MILAN</p>	<p>STRATEGY AND ORGANIZATIONAL CAREER CAPITAL DEVELOPMENT IN CREATIVE INDUSTRY</p> <p>KIM, DONGJU, WAKABAYASHI NAOKI. KYOTO UNIVERSITY</p>
10:00 – 10:30	<p>STRATEGIC HUMAN RESOURCE MANAGEMENT: A CATALYST FOR SUSTAINABLE BUSINESS STRATEGIES</p> <p>ROHLFER, SYLVIA, YINGYING ZHANG-ZHANG. CUNEF UNIVERSITY</p>	<p>STRIKING A BALANCE: THE EFFECT OF TALENT STATUS ON EMPLOYEE WELL-BEING THROUGH TALENT OBLIGATIONS AND PERFORMANCE PRESSURE</p> <p>JACOB, NAEMI, UNIVERSITY OF LUCERNE</p>

10:30 – 11:00	Floor 2 - Coffee break
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TRACK I - Floor 0, Room 0011

Chair : Laura Guillen (ESADE)

11:00 – 11:30	SUSTAINABLE FROM THE START: THE IMPORTANCE OF YOUNG GRADUATES' JOB SEARCH PROCESS QUALITY IN THE SCHOOL-TO-WORK TRANSITION NGUYEN, THI PHUONG ANH, DIRK BUYENS, DAVID PATIENT. GHENT UNIVERSITY	SYSTEMATIC LITERATURE REVIEW ON SUSTAINABLE HRM VANDERSTRAETEN, ALEX. GHENT UNIVERSITY
11:30 – 12:00	SUSTAINABLE SUPPLY CHAIN TRANSFORMATION IN FAMILY FIRMS, THE ROLE OF SUSTAINABLE LEADERSHIP CAMPOS-I-CLIMENT, VANESSA, ANITA ZEHRER, ANA T. EJARQUE, DESIREE WIESER, LEENA SAURWEIN. UNIVERSITY OF VALENCIA	THE EFFECT OF HR ANALYTICS ON EMPLOYEES' WELLBEING: A RESEARCH IN THE ITALIAN CONTEXT RIGAMONTI, ELIA, RIGAMONTI ELIA, BOCCOLI GABRIELE, GASTALDI LUCA, CORSO MARIANO. POLYTECHNIC UNIVERSITY OF MILAN

12:30 – 14:00	Floor 2, Polivalente Room - Lunch	
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TRACK K - Floor 0, Room 0011

Chair : Phillip Rogiers (ESADE)

14:00 – 14:30	THE IMPLEMENTATION OF DEI POLICIES FROM NON-EUROPEAN MNES IN THEIR BELGIAN SUBSIDIARIES: THE CASE OF AN AMERICAN FIRM PÈRE, MARGAUX, FRANÇOIS PICHULT. UNIVERSITY OF LIEGE - HEC	THE ROLE OF LEADERSHIP IN DIGITAL MANUFACTURING CONTEXT – HOW TO ACHIEVE SUPERIOR OPERATIONAL PERFORMANCE IMPROVEMENTS? DIÓSSY, KITTI, DÁVID LOSONCI, MÁRTA ARANYOSSY, KRISZTINA DEMETER. CORVINUS UNIVERSITY OF BUDAPEST
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TRACK J - Floor 0, Room 0012

Chair : Michael Segalla

TRACK L - Floor 0, Room 0012

Chair : Bruno Staffelbach

14:30 – 15:00	<p>THE INFLUENCE OF HUMAN RESOURCE MANAGEMENT PRACTICES AND JOB SATISFACTION ON EMPLOYEES' PERFORMANCE: THE INTERVENING EFFECT OF ORGANIZATIONAL SUPPORT</p> <p>WU, HONGYU. UNIVERSITAT DE BARCELONA</p>	<p>WALKING THE TALK: A TWO-PHASE STUDY ON THE EFFECT OF DIVERSITY (MIXED) MESSAGES WITH THE MODERATING ROLE OF RACE</p> <p>DE BOOM, LAURA, EVA KENIS, KIM DE MEULENAERE. UNIVERSITY OF ANTWERP</p>
15:00 – 15:30	<p>THE INFLUENCE OF PERCEIVED SUPERVISOR SUPPORT AND ORGANIZATIONAL CULTURE ON TURNOVER INTENTION IN THE ITALIAN HEALTHCARE SECTOR: EXPLORING GENDER DIFFERENCES AND THE MEDIATING ROLE OF JOB SATISFACTION</p> <p>TRINCHESE, DAVIDE, PAOLA CANTARELLI, MILENA VAINIERI. SANT'ANNA SCHOOL OF ADVANCED STUDIES</p>	

15:30 – 16:00	Floor 2 - Coffee break
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TRACK M - Floor 0, Room 0011

Chair : Phillip Rogiers (ESADE)

TRACK N - Floor 0, Room 0012

Chair : Jordi Trullen

16:00– 16:30	<p>FROM GLOBAL MOBILITY TO NEW FORMS OF (IM)MOBILITY PRACTICES: ANALYZING THE MOBILITY OF IT SPECIALISTS IN A TRANSNATIONAL CONTEXT</p> <p>SALAMIN, XAVIER, ERIC DAVOINE, XAVIER SALAMIN, FLAVIA CANGIÀ, SABRINE WASSMER. UNIVERSITY OF APPLIED SCIENCES WESTERN, SWITZERLAND</p>	<p>IS THE CSR REGULATION RISKY FOR THE ORGANIZATION?: FOR THE BETTER ADAPTATION OF CSR PRACTICES WITH THE APPLICATION OF ORGANIZATIONAL RESILIENCE (BIBLIOMETRIC METHODS)</p> <p>EOM, JAEHYEON. AIX-MARSEILLE III / IAE GRADUATE MANAGEMENT SCHOOL</p>
16:30 – 17:00	<p>HOW TO ATTRACT AND RETAIN NURSES? WORKING TIME, JOB CONTROL AND WORK-FAMILY ISSUES.</p> <p>TREMBLAY, DIANE-GABRIELLE. TELUQ, UNIVERSITY OF QUÉBEC</p>	<p>HOW USEFUL IS ENPS AS A MEASURE OF EMPLOYEE SATISFCTION?</p> <p>BROWN, CAROL. UNIVERSITY OF BOLTON</p>

17:00 – 17:30	Lessons Learned, Planning for Date and Location of 2025 workshop, and Closing remarks by participants
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