



7TH EUROPEAN REWARD MANAGEMENT CONFERENCE (RMC 2019)

Brussels, Belgium - December 13-14, 2019

ORGANISING COMMITTEE:

Conny Herbert ANTONI - University of Trier, Germany

Xavier BAETEN - Vlerick Business School, Belgium

David B. BALKIN Leeds School of Business, University of Colorado, Boulder, U.S.A.

Stephen PERKINS - Global Policy Institute, London Metropolitan University, UK

Jason D. SHAW - Nanyang Technological University, Singapore

Matti VARTIAINEN - Work Psychology and Leadership - Department of Industrial Engineering and Management - Aalto University School of Science,
Finland

PROGRAM

FRIDAY DECEMBER 13, 2019

REGISTRATION	08:30 – 09:00	
OPENING COMMENTS Chairperson: CONNY H. ANTONI CEO REMUNERATION IN EUROPE: RESULTS FROM A SURVEY OF THE STOXX EUROPE 600 COMPANIES XAVIER BAETEN RESULTS FROM THE UK CIPD 2019 ANNUAL REWARD SURVEY STEPHEN PERKINS & CHARLES COTTON	09:00 – 10:30	
COFFEE BREAK	10:30 – 11:00	
KEYNOTE ADDRESS 1: THE COST OF FINANCIAL PRECARITY CARRIE LEANA, GEORGE H. LOVE PROFESSOR OF ORGANIZATIONS AND MANAGEMENT, UNIVERSITY OF PITTSBURGH, U.S.A. Chairperson: JASON D. SHAW	11:00 – 12:30	

Lunch (NH Hotel - Floor 9 – Bvd Adolphe Max 7)	12:30 – 14:00	
TRACK A: CEO PAY Chairperson: XAVIER BAETEN A CLUB OF THEIR OWN: THE CEO PAY RATIO INNER CIRCLE GYGAX, ANDRÉ, J. SPENCER MARTIN, QIUTING SUN WHY AND HOW DO BOARDS INTRODUCE CSR CRITERIA IN EXECUTIVE COMPENSATION CONTRACTS? SAID LOYENS, XAVIER BAETEN & ADELIEN DECRAMER	14:00 – 15:00	TRACK B: REWARD POLICY DECISIONS AND EFFECTIVENESS I: CHAIRPERSON: STEPHEN PERKINS STINGY PRINCIPALS OR BENEVOLENT STEWARDS: COMPENSATION AND BENEFITS PRACTICES IN FAMILY VERSUS NON-FAMILY FIRMS IN THE U.S. TRUCKING INDUSTRY PETER BAMBERGER, ALEKSANDRA KUZMENKO, NAVA MICHAEL TSABARI, ETTI DOVEH, JOHN E. DELERY & NINA GUPTA DIFFERENCES IN HORIZONTAL PAY DISPERSION AND COLLECTIVE KNOWLEDGE SHARING BEHAVIOR ELLEN R. KACKUR
COFFEE BREAK	15:00 – 15:30	
TRACK A: Pay for Performance Chairperson: MATTI VARTIAINEN TEAM-BASED REWARDS: A META-ANALYSIS OF DIRECT, MODERATED, AND MEDIATED PERFORMANCE EFFECTS PING LI, KESHAB ACHARYA, JAMES P GUTHRIE & EDUARDO MILLET MERIT PAY PLANS, WORKPLACE ENVY, AND EMPLOYEES' REACTIONS: A PROPOSED FRAMEWORK ATUL MITRA PAY FOR PERFORMANCE AND EMPLOYEE CREATIVITY: HOW DOES COLLECTIVISM MATTER? ZHANG YONG, XU HUANG, LIRONG LONG, WEI HE	15:30 – 17:00	TRACK B: REWARD POLICY DECISIONS AND EFFECTIVENESS II: CHAIRPERSON: STEPHEN PERKINS REMUNERATION BY THE REAL SUPPLY OF CROPS: FARM MANAGEMENT UNDER THE COMMUNITY CONCEPT IN JAPAN MASATOSHI KOSUGI PAY PRACTICE SELECTION IN THE UK PRIVATE SECTOR: THE ROLE OF HUMAN CAPITAL BASED EMPLOYMENT GROUPS SARAH JONES, STEPHEN PERKINS & S.SHORTLAND HUMAN CAPITAL INVESTMENT AND FUTURE FIRM PERFORMANCE: EVIDENCE FROM THE U.K. THOMAS NIEDERKOFLE
DINNER (Restaurant Bonsoir Clara - 22, Rue Antoine Dansaert - 1000 Bruxelles - +/-10 min. walk)	18:30 onwards	

SATURDAY DECEMBER 14, 2019

<p>KEYNOTE ADDRESS 2: COMMUNICATING WITH EMPLOYEES ABOUT PAY: WHAT RESEARCHERS AND PRACTITIONERS CAN LEARN FROM ONE ANOTHER INGRID FULMER, RUTGERS UNIVERSITY, U.S.A.</p> <p>Chairperson: DAVID BALKIN</p>	<p>09:00 – 10:00</p>	
<p>TRACK A: PAY TRANSPARENCY I Chairperson: JASON D. SHAW</p> <p>UNDERSTANDING EMPLOYEES PAY DISCLOSURE BEHAVIOUR: INSIGHTS AND EVIDENCE INFORMED BY UNCERTAINTY MANAGEMENT THEORY MICHELLE BROWN, PETER BAMBERGER, JOHN SHIELDS & PAUL BLIESE</p> <p>PAY TRANSPARENCY AND EMPLOYEE COUNTERPRODUCTIVE WORKPLACE BEHAVIOR ILANIT SIMANTOV-NACHLIELI & PETER BAMBERGER</p>	<p>10:00 – 11:00</p>	<p>TRACK B: Intrinsic Rewards I Chairperson: DAVID BALKIN</p> <p>WHAT MATTERS MORE TO ENGAGE IN A CHALLENGING TASK: ACHIEVEMENT MOTIVATION, MONETARY REWARDS OR FEEDBACK? SERGEJA SLAPNICAR, KARLA OBLAK, MINA LICEN</p> <p>FINANCIAL REWARDS AND INTRINSIC MOTIVATION: AN INVESTIGATION OF FACTORS MODERATING THE CROWDING OUT EFFECT ROXANA CORDUNEANU & ANAÏS THIBAUT LANDRY</p>
<p>COFFEE BREAK</p>	<p>11:00 – 11:30</p>	
<p>TRACK A: PAY TRANSPARENCY II Chairperson: JASON D. SHAW</p> <p>A MANAGERIAL PERSPECTIVE OF PAY SECRECY LEANNE, GRIFFIN</p> <p>EMPLOYEES AS PAY INFORMATION SEEKERS: UNDERSTANDING INTRA-ORGANISATIONAL VERSUS EXTERNAL INFORMATION SEEKING ALEXANDRA ARNOLD, INGRID S. FULMER & ANJA FEIERABEND</p> <p>PAY TRANSPARENCY AND (UNDESIRABLE) SORTING AINO TENHIÄLÄ & TAE-YOUN PARK</p>	<p>11:30 – 13:00</p>	<p>TRACK B: Intrinsic Rewards II Chairperson: DAVID BALKIN</p> <p>MODERATORS OF THE RELATIONSHIP BETWEEN INTRINSIC REWARDS AND JOB SATISFACTION: EVIDENCE FROM THE REPUBLIC OF SRPSKA BOGICEVIC MILIKIC, BILJANA, DRAGANA DOSENOVIC</p> <p>IS IT WORTH INVESTING IN INTANGIBLE REWARDS TO MINIMIZE VOLUNTARY TURNOVER? A MULTI-LEVEL ANALYSIS IN THE CANADIAN ICT SECTOR STÉPHANE RENAUD, SYLVIE ST-ONGE & LUCIE MORIN</p> <p>THE IMPACT OF LEADING INDICATORS ON PERFORMANCE ANXIETY JOSÉ CARLOS TIOMATSU OYADOMARI, OCTÁVIO RIBEIRO DE MENDONÇA NETO, ANDSON BRAGA DE AGUIAR & RONALDO GOMES DULTRA-DE-LIMA</p>

Lunch <i>(NH Hotel - Floor 9 – Bvd Adolphe Max 7)</i>	13:00 – 14:00	
TRACK A: PAY TRANSPARENCY III CONNY H. ANTONI THE COSTS OF MORE TRANSPARENCY: HOW AND WHEN DISAPPOINTED PAY LEVEL EXPECTATIONS AFFECT JOB SATISFACTION KATHRIN SCHNAUFER, FABIAN CHRISTANDL SEBASTIAN BERGER, TIMO MEYNHARDT, MARIO GOLLWITZER UNDERSTANDING THE INTERPLAY AMONG PAY SYSTEM CHARACTERISTICS, PAY TRANSPARENCY AND OUTCOMES: AN ORGANISATION-LEVEL PERSPECTIVE ALEXANDRA ARNOLD, INGRID S. FULMER & ANNA SENDER	14:00 – 15:00	TRACK B: Rewards and Employee Attitudes and Behavior Chairperson: MATTI VARTIAINEN JUST WHAT I SEE? IMPLICATIONS OF PERCEPTUAL CONGRUENCE BETWEEN MANAGERS AND EMPLOYEES IN PAY JUSTICE FOR EMPLOYEES' WORK ATTITUDES AND BEHAVIORS SOFIA MALMRUD, HELENA FALKENBERG, CONSTANZE EIB, JOHNNY HELLGREN & MAGNUS SVERKE WHAT HELPS MANAGERS (THINK THEY ARE) BEING FAIR? PREDICTING MANAGERS' JUSTICE ENACTMENT IN DURING PAY-SETTING USING ABILITY-MOTIVATION-OPPORTUNITY THEORY CONSTANZE EIB, HELENA FALKENBERG, JOHNNY HELLGREN, SOFIA MALMRUD, MAGNUS SVERKE
COFFEE BREAK	15:00 – 15:30	
PANEL DISCUSSION: GLOBAL PAY TRANSPARENCY: COUNTRY COMPARISONS: USA, SPAIN, POLAND, GERMANY DOW SCOTT, CONNY H. ANTONI, JACEK GRODZICKI, & JOSE PELAEZ	15:30 – 16:30	
CLOSING REMARKS CONNY H. ANTONI	16:30 – 17:00	