



UCD Michael Smurfit
Graduate Business School

1st EIASM Workshop of People Analytics and Algorithmic Management - PAAM

Thursday 30th June (all hours mentioned are local times)

8.30am Registration & Coffee (Lobby E)

9.00am Introduction to workshop – **Maria J. Belizon**, UCD College of Business (N303)

Introduction to EIASM – **Jérôme Chabanne-Rive**, Executive Director EIASM

Keynote speech – **Antonio Aloisi**, IE Law School, IE University – Madrid

Algorithmic management at work beyond the gig-economy: from practices to theory (and regulation)

10.15am Short Coffee Break (Lobby E)

10.30am **Track 1** (3 papers): The Adoption of HR Analytics (N303)

UNDERSTANDING THE ADOPTION AND INSTITUTIONALIZATION OF WORKFORCE ANALYTICS: A SYSTEMATIC LITERATURE REVIEW - PATRICK COOLEN, SJOERD VAN DEN HEUVEL, KARINA VAN DE VOORDE, JAAP PAAUWE

Discussants: **MARGRIET BENTVELZEN, ANNE KEEGAN**

HOW DOES HRM TECHNOLOGY SHAPE HR ANALYTICS INSIGHTS? - MARIA BELIZON

Discussants: **ANDY CHARLWOOD, VICENC FERNANDEZ**

THE BARRIERS OF USING HR ANALYTICS FROM THE HR PRACTITIONERS' PERSPECTIVE

- JAEJIN LEE, ANDY CHARLWOOD, XANTHE WHITTAKER

Discussants: **MARIA BELIZON, PATRICK COOLEN**

12.00pm Lunch

1.00 pm **Track 2A** (4 papers): Algorithm-Based HRM Flows (N303)

PERCEPTIONS OF ARTIFICIAL INTELLIGENCE (AI) DECISION-AIDS IN EMPLOYEE SELECTION - GEORGE BENSON, DAN CHEN

Discussants: **LAURA LAMERS, XAVIER PARENT-ROCHELEAU**

GENDER BIAS IN AI RECRUITMENT TECHNOLOGY - CLEMENTINE COLLETT

Discussants: ULRICH LEICHT-DEOBALD, EMMA MCDAID

PREDICTING VOLUNTARY TURNOVER IN A GERMAN FEDERAL AGENCY USING MACHINE LEARNING - SVENJA HUELTER, ANSGAR HEIDEMANN

Discussants: VINCENT HARGADEN, CARLOTTA BUNZEL

WORKFORCE ANALYTICS IN PROFESSIONAL SERVICES FIRMS - VINCENT HARGADEN

Discussants: JEROEN MEIJERINK, ULRICH LEICHT-DEOBALD

Track 2B (4 papers): Control, Power and Agency in Algorithm-Enabled Work (N302)

ALGORITHMIC MANAGEMENT FROM A "FAULT LINE" TO A FRONT-LINE SUBJECT OF TRADE UNIONS ORGANIZATIONAL LEARNING: A COMPARATIVE STUDY OF TWO FRENCH UNIONS - PIERRETTE HOWAYECK

Discussants: ANNE KEEGAN, RONAN CARBERY

RESISTING THE ALGORITHMIC CONTROL. UNDERSTANDING THE VARIETY OF PLATFORM WORKERS' MOBILIZATION FORMS - LORENZO CINI

Discussants: PIERRETTE HOWAYECK, NIYATI BHOJ

EXPLAINING HYBRIDITY IN HRM PRACTICES IN ONLINE LABOUR PLATFORM ECOSYSTEMS: INTERLOCKING EFFECTS OF PRACTICES FOR VALUE CREATION AND VALUE CAPTURE - ANNE KEEGAN, JEROEN MEIJERINK

Discussants: ROSALIND SEARLE, ANTHONY MCDONNELL

ROLE CONFIGURATIONS OF ALGORITHMS IN GIG WORK - PRAKRITI DASGUPTA, RONAN CARBERY, ANTHONY MCDONNELL, STEFAN JOOSS

Discussants: LORENZO CINI, SIMON SCHAFHEITLE

3.00pm Coffee Break (Lobby E)

3.30pm **Track 3** (3 papers): The Nature and Implications of HR Analytics (N303)

TWO SIDES OF THE SAME COIN: REVIEWING AND SYNTHESIZING RESEARCH ON HR ANALYTICS - MARGRIET BENTVELZEN, CORINE BOON, DEANNE N. DEN HARTOG

Discussants: ANDY CHARLWOOD, VICENC FERNANDEZ

REVISITING HR ANALYTICS AS A PHENOMENON-DRIVEN RESEARCH FIELD - JIARUI YIN, EVA GALLARDO-GALLARDO, VICENC FERNANDEZ

Discussants: MARIA BELIZON, PATRICK COOLEN

HR ANALYTICS MATURITY AND ITS INFLUENCE ON ORGANIZATIONAL OUTCOMES - DELIA MAJARIN, DAVID AGUADO, MARÍA JESÚS BELIZÓN

Discussants: MARGRIET BENTVELZEN, VINCENT HARGADEN

5.00pm End of Day 1

6.00pm Dinner at Coal followed by optional drinks locally - Coal, 63-65 Main St, Blackrock, Dublin, A94 X8P5, Ireland.

Friday 1st July

9.00am **Track 4** (4 papers): The Ethics of Algorithmic Management and Online Platforms

(N303)

ALGORITHM-ENABLED PLATFORM WORK FOR VULNERABLE WORKERS: FOSTERING THE HUMAN TOUCH - LAURA LAMERS, MIEKE BOON, JEROEN MEIJERINK, GIEDO JANSEN

Discussants: ULRICH LEICHT-DEOBALD, LORENZO CINI

THE ACTIVE SELF AND THE PRECARIOUS WORLD OF UBERS ALGORITHMIC MANAGEMENT - EMMA MCDAID, PAUL ANDON, CLINTON FREE

Discussants: JEROEN MEIJERINK, GEORGE BENSON

ALGORITHMIC COMPENSATION IN GIG WORK: PROCEDURAL JUSTICE, TIME-BASED STRESS AND THE ROLE OF TRANSPARENCY - XAVIER PARENT-ROCHELEAU, BENJAMIN SEMUJANGA

Discussants: SVENJA HUELTER, CLEMENTINE COLLETT

PERCEPTIONS OF EFFICIENCY VS. FAIRNESS TRADEOFFS IN ALGORITHM-BASED HR SELECTION: INSIGHTS FROM TWO ONLINE EXPERIMENTS - ULRICH LEICHT-DEOBALD, SERHIY KANDUL

Discussants: ROSALIND SEARLE, CARLOTTA BUNZEL

11.00am Coffee break

11.15am **Track 5** (3 papers): Trust and Algorithms at Work (N303)

WILLINGNESS 'TO BE OR NOT TO BE' VULNERABLE? RECRUITER'S TRUST IN AI - NIYATI BHOJ, ROSALIND SEARLE, NURAN ACUR

Discussants: GEORGE BENSON, SIMON SCHAFHEITL

ALGORITHMS AS A SIGNAL OF (DIS-)TRUST? A SIGNALING PERSPECTIVE ON ALGORITHM-ENABLED ORGANIZATIONAL CONTROL - CARLOTTA BUNZEL, CORINE BOON, DEANNE DE HARTOG, ROBERT VERBURG

Discussants: LAURA LAMERS, JOOS STEFAN

THE QUEST FOR TRUST IN TECHNOLOGY-IMMERSED WORKPLACES - DETERMINANTS OF EMPLOYEES' TRUSTWORTHINESS EXPECTATIONS AND WILLINGNESS TO BE VULNERABLE TOWARDS THEIR EMPLOYER - SIMON SCHAFHEITL, ANTOINETTE WEIBEL, NADINE MEIDERT, LISA VAN DER WERFF

Discussants: EMMA MCDAID, SVENJA HUELTER

12:15pm Lunch

1.15pm **Panel discussion:** The Future of PA-AM Research

Panelists: Prof. Anne Keegan, Dr Xavier Parent-Rocheleau, Dr Emma McDaid.

Panel Chair: Dr. Jeroen Meijerink

2.15pm Workshop Wrap-up and End