



# 36<sup>th</sup> 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 <b>INGRID FULMER, MICHAEL SEGALLA, BRUNO STAFFELBACH</b> Welcome by <b>JEROME CHABANNE-RIVE</b> - EIASM Executive Director	
<b>SESSION 1</b>	<b>COVID-19 and HRM</b> Chair: <b>BRUNO STAFFELBACH</b>	<b>Diverse Topics on HRM</b> Chair: <b>MICHAEL SEGALLA</b>
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 <b>ANDERSEN, TORBEN</b> (AARHUS UNIVERSITY, SCHOOL OF BUSINESS AND SOCIAL SCIENCES), <b>ERLING RASMUSSEN &amp; KIRSTY RAUBENHEIMER</b>	AN EMPIRICAL INVESTIGATION INTO THE IMPACTS OF SALES MANAGEMENT COMPETENCIES AND LMX ON SALESPEOPLE'S CUSTOMER MIND-SET <b>KRUISINGA BUCSEA, SIMONA</b> (UNIVERSITY OF ANTWERP), <b>DAVID STUER, DIMITRI MORTELMANS</b>
11:10 - 11:40	COVID-19 AND HRM IN LIGHT OF TWO EMPIRICAL CONTRY-WIDE RESEARCH IN HUNGARY <b>POOR, JOZSEF</b> (J. SELYE UNIVERSITY), <b>KÁLMÁN, BOTOND, ARNOLD TÓTH, KATALIN SZABÓ, ZSOLT KOMUVES, KRISZTINA DAJNOKI, ANDRÁS KUN, ÁKOS JARJABKA, BEA PATÓ, SZILVIA SZABÓ</b>	THE RELATIONSHIP BETWEEN ACTUAL AND PERCEIVED HR DIFFERENTIATION: THE ROLE OF THE STRENGTH OF HR DIFFERENTIATION <b>PIASECKI, PRZEMYSŁAW</b> (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 <b>SALMINEN, HANNA</b> (TAMPERE UNIVERSITY), <b>HELENA MARTINS, DEBORAH MCPHEE</b>	IS IT SAVE TO ASK? THE COMPLEMENTARY ROLE OF ORGANIZATIONAL IDENTIFICATION AND PSYCHOLOGICAL SAFETY IN KNOWLEDGE-SEEKING AMONG CO-WORKERS <b>RUDAWSKA, ALEKSANDRA</b> (UNIVERSITY OF SZCZECIN)

12:10 – 13:30	Lunch	
<b>SESSION 2</b>	<b>Talent Management</b> Chair: <b>BRUNO STAFFELBACH</b> and <b>MICHAEL SEGALLA</b>	<b>Performance</b> Chair: <b>INGRID FULMER</b>
13:30 – 14:00	GLOBAL TALENT CHALLENGES IN THE FACE OF CRISES: POLITICAL PROTESTS AND CORONAVIRUS OUTBREAK IN HONG KONG <i><b>SCHLOSSER, FRANCINE</b> (UNIVERSITY OF WINDSOR), <b>DEBORAH MCPHEE</b>, <b>ANTONI TELLOS</b></i>	PERFORMANCE PAY AND ALCOHOL USE IN GERMANY <i><b>BAKTASH, MEHRZAD B.</b> (TRIER UNIVERSITY), <b>JOHN S. HEYWOOD</b>, <b>UWE JIRJAHN</b></i>
14:00 – 14:30	SIMILARITY BIAS IN TALENT IDENTIFICATION: A QUANTITATIVE INVESTIGATION OF CONTEXTUAL INFLUENCE <i><b>JACOB, NAEMI</b> (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><b>CLERCX, ROOSMARIJ</b> (UNIVERSITY OF ANTWERP), <b>DAVID STUERS</b></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><b>Keynote Address</b></p> <p>THE FUTURE OF WORK AND PRACTICAL IMPLICATIONS FOR STRATEGIC HRM</p> <p>By</p> <p><b>MATTHIAS MÖLLENEY</b></p> <p><i>Mr. MÖLLENEY is the Founder and Managing Partner at <a href="#">peopleXpert</a>. He is also the Founder and Head of the Center for Human Resources Management &amp; 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	
<b>SESSION 3</b>	<p><b>Diversity</b></p> <p>Chair: <b>INGRID FULMER</b></p>	<p><b>AI / Robots</b></p> <p>Chair: <b>MICHAEL SEGALLA</b></p>
10:30 – 11:00	<p>MISSING PERSPECTIVES: STUDY ON THE BARRIERS AND ENABLERS FOR WOMEN'S PROMOTIONS INTO MANAGEMENT ROLES</p> <p><b>JANCIKOVA, ALEKSANDRA</b> (UNIVERSITY OF ST. GALLEN)</p>	<p>HIRING ROBOTS: HOW HRM SHAPES THE DEVELOPMENT OF HUMAN CAPITAL</p> <p><b>BUCIUNIENE, ILONA</b> (ISM UNIVERSITY OF MANAGEMENT AND ECONOMICS), <b>GOŠTAUTAITE BERNADETA</b>, <b>ANTONIO MONIZ</b>, <b>IRINA LIUBERTE</b></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><b>WALL, FRIEDERIKE</b> (KLAGENFURT UNIVERSITY)</p>	<p>THE IMPACTS OF AI ON HR ACTIVITIES AND THE HR TRIAD: A SCOPING REVIEW</p> <p><b>DIMA, JUSTINE</b> (LAVAL UNIVERSITY), <b>MARIE-HÉLÈNE GILBERT</b>, <b>LAURENT GIRAUD</b>, <b>JULIE DEXTRAS-GAUTHIER</b></p>
11:30 – 13:00	Lunch Break	

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