

33rd WORKSHOP ON STRATEGIC HUMAN RESOURCE MANAGEMENT

Catania, Italy, April 5 – 6, 2018



Chairpersons:

Professor Dana B. MINBAEVA - Copenhagen Business School, Denmark

Professor Michael SEGALLA - HEC Paris, France

Professor Bruno STAFFELBACH - University of Lucerne, Switzerland

Local Chairpersons:

Professor Rosario FARACI, Full Professor of Business Economics and Management- Catania University

Professor Vincenzo PISANO, Associate Professor of Business Economics and Management - Catania University

PROGRAMME

Thursday, April 5th, 2018

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| 08:15 – 08:30 | Registration | |
| 08:30 – 08:50 | Introduction Bruno STAFFELBACH, Rosario FARACI, Vincenzo PISANO | |
| 08:50 – 10:20 | Keynote Session Angelo DeNISI, Lars KRIPKO | |
| 10:20 – 10:50 | Break | |
| Paper Session I | HRM AND TECHNOLOGY | TALENT MANAGEMENT |
| 10:50 – 11:20 | Paper 1 GAMIFICATION IN HR: DOES IT REALLY WORKS? <i>LUDVIGA, IVETA</i> | Paper 4 WHO ARE THE TALENTS? IDENTIFICATION OF TALENTS AND THE EFFECT OF GLOBAL TALENT MANAGEMENT ON INDIVIDUAL PERFORMANCE <i>VARDI, SARA</i> |
| 11:20 - 11:50 | Paper 2 CONSIDERING TECHNOLOGIES IN THE HRM STUDIES <i>MYLLYMAKI, DINA</i> | Paper 5 CHINA IN THE GLOBAL WAR FOR TALENT <i>LEMANSKI, MICHAL</i> |
| 11:50 – 12:20 | Paper 3 ADOPTION OF AGILITY CHARACTERISTICS: MULTILEVEL GOVERNANCE IN THE REPUBLIC OF SERBIA <i>JANCIKOVA, ALEKSANDRA</i> | Paper 6 MAPPING MENTEE'S OUTCOMES IN INTER-ORGANIZATIONAL MENTORING FOR MANAGERS: AN ANALYSIS BASED IN ACADEMIA AND PRACTITIONERS PERSPECTIVES <i>GISBERT, NURIA</i> |
| 12:20 – 14:00 | Lunch | |

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| 14:00 – 15:00 | Keynote Session Dana MINBAEVA, Michael SEGALLA | |
| 15:00 – 15:30 | Break | |
| Paper Session II | ORGANIZATIONAL CHANGE | LEADERSHIP AND VALUES |
| 15:30 – 16:00 | Paper 7 READINESS TO CHANGE AND CYNICISM IN ORGANIZATIONAL CHANGE AN EMPIRICAL INVESTIGATION IN THE HEALTHCARE SECTOR <i>FERRARI, FILIPPO</i> | Paper 9 ON HONESTY, LOYALTY, AND RESPONSIBILITY: TOWARDS AN EVIDENCE-BASED CLASSIFICATION OF VALUES AND VIRTUES IN THE SWISS ARMED FORCES <i>EGGIMANN ZANETTI, NADINE</i> |
| 16:00 – 16:30 | Paper 8 THE EFFECT OF UNIVERSAL NETWORK QUALITY PERCEPTION ON CHANGE READINESS: THE MEDIATING ROLES OF TACIT KNOWLEDGE AND ORGANIZATIONAL CLIMATE IN THE GOVERNMENT SECTOR <i>HATJIDIS, DIMITRIOS</i> | Paper 10 CREATING GLOBAL LEADERS THROUGH CULTURAL INTELLIGENCE <i>REMHOF, STEFAN</i> |
| 16:30 – 17:00 | | Paper 11 USING COMMERCIAL SUCCESS FOR EVALUATING CREATIVE TEAMS: THE IMPORTANCE OF LEADERSHIP <i>SPECKBACHER, GERHARD</i> |
| | Workshop Dinner: CICIULENA - Via Antonino Di Sangiuliano 207 - 95131 Catania (Ct) - http://www.ciciulena.com | |

Friday, April 6th, 2018

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| 08:30 – 09:15 | Keynote Session Rosario FARACI, Vincenzo PISANO | |
| Paper Session III | STRATEGIC HRM | INTERPERSONAL RELATIONSHIPS |
| 09:15 – 09:45 | Paper 12 HOW CAN KNOWLEDGE WORKERS IN SUPPORTING FUNCTIONS EMBRACE THEIR ROLE IN STRATEGY IMPLEMENTATION? <i>KÄRNÄ, EIJA</i> | Paper 14 INTERPERSONAL DYNAMICS IN TEMPORARY CO-CREATION – A DYADIC VIEW ON PERCEIVED PASSION <i>VANHALA, MIKA</i> |
| 09:45 – 10:15 | Paper 13 THE AXES OF ACTION OF THE HUMAN RESOURCES MANAGER – THE PERCEPTIONS OF DIFFERENT ORGANIZATIONAL ACTORS <i>RIBEIRO, JOÃO</i> | Paper 15 THE "HYGIENE-ULTRA-MOTIVATING" ROLE OF INTERPERSONAL RELATIONSHIPS. AN HERZBERG'S REVIEW AND A NEW CLASSIFICATION OF JOB MOTIVATIONAL LEVERS THROUGH THE STUDY OF THE LFOUNDRY CASE <i>TOGNA, GIANLUCA</i> |
| 10:15 – 10:45 | Break | |
| Paper Session IV | PERFORMANCE, EVALUATION AND EFFECTIVENESS OF HRM | WELL-BEING AND WORKLIFE QUALITY |
| 10:45 – 11:15 | Paper 16 EVALUATION OF THE PERFORMANCE MANAGEMENT SYSTEM IN PUBLIC SECTOR ORGANIZATIONS <i>LUDVIGA, IVETA</i> | Paper 18 SKILLS UTILISATION AND WELLBEING DURING RECESSION: CAN ALL WORKERS BENEFIT EQUALLY FROM STRATEGIC HUMAN RESOURCE MANAGEMENT? <i>OKAY SOMERVILLE, BELGIN</i> |
| 11:15 – 11:45 | Paper 17 HRM EFFECTIVENESS FROM THE PERSPECTIVE OF UPPER ECHELON THEORY <i>MAJOWSKA, MAGDALENA</i> | Paper 19 THE STRATEGIC ALIGNMENT OF HUMAN RESOURCE POLICIES WITH MANAGEMENT AND ITS IMPACT ON QUALITY OF WORKING LIFE: EVIDENCE FROM THE UK HIGHER EDUCATION <i>QUDAH, SUMAYHA</i> |

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| 11:45 – 13:15 | Lunch |
| 13:15 – 15:30 | Future Research using Digital Data Brainstorming: Dana MINBAEVA, Angelo DeNISI, Lars KRIPKO |
| 15:30 – 16:00 | Conclusion and lessons learned |