

26th Workshop
on
Strategic Human Resource Management

Reykjavik, May 16-17, 2011

Co-Organised with



CHAIRPERSONS :

Professor Martin HILB - University of St. Gallen, Switzerland (*Coordinating Chairperson*)

Professor Dan ONDRACK - University of Toronto, Canada

Professor Michael SEGALLA - HEC School of Management, France

Professor Vlad VAIMAN - Reykjavik University, Iceland

PROGRAMME

Workshop on Strategic Human Resource Management - Monday, May 16, 2011

Registration	08:15 – 08:45
Programme presentation by Martin HILB - University of St. Gallen, Switzerland	08:45 – 08:55
Introduction by Vlad VAIMAN - Reykjavik University, Iceland, Executive Editor EJIM	08:55-09:05
Introduction by the Rector of the Reykjavik University	09:05 – 09:15
Key note speech by Professor Susan JACKSON (Rutgers University, U.S.A.) - 'Greening Strategic HRM Research and Practice'	09:15 – 10:00
Break	10:00 – 10:15

Parallel Sessions on Strategic HRM

TRACK A: Chairperson : Martin Hilb		TRACK B: Chairperson : Michael Segalla
TOP-MANAGERS' PERCEPTION OF THE IMPORTANCE OF STRATEGIC HR <i>LEMMERGAARD JEANETTE, (UNIVERSITY OF SOUTHERN DENMARK - DENMARK) - MARIA JÄRLSTRÖM</i>	10:15 – 10:35	SUSTAINABILITY AND HUMAN RESOURCE MANAGEMENT: WHAT REALLY MATTERS? ITALIAN HR MANAGERS AND SUSTAINABILITY OFFICERS' PERCEPTIONS <i>GUERCI MARCO, (MILANO POLYTECHNIC UNIVERSITY - ITALY) - MATTEO PEDRINI</i>
THE EFFECT OF DYNAMIC CONTEXTUAL FACTORS ON THE STRATEGIC ROLE OF HR <i>JÄRLSTRÖM MARIA, (UNIVERSITY OF VAASA - FINLAND) - LEMMERGAARD JEANETTE, VANHALA SINIKKA</i>	10:35 – 10:55	HOW STRATEGIC IS HUMAN RESOURCE MANAGEMENT GROUP WORK? <i>SÄNTTI RISTO, (UNIVERSITY OF VAASA - FINLAND) -</i>
GYROSCOPIC MANAGEMENT AS ADDED VALUE FOR STRATEGIC HRM <i>VINKE JOOP, (WEST UNIVERSITY-TIMISOARA - NETHERLANDS) - LOREDANA ORHEI</i>	10:55 - 11:15	STRATEGIC LEADERSHIP STYLES AND AMBIDEXTROUS LEARNING AS LEVERAGES OF DYNAMIC CAPABILITIES. <i>LOPEZ-CABRALES ALVARO, (UNIVERSITY PABLO D OLAVIDE SEVILLE - SPAIN) - MAR BORNAY AND DOLORES DE LA ROSA</i>

<i>Coffee Break</i>		11:15 – 11:30	<i>Coffee Break</i>	
SOCIETAL CONTINGENCY OF MANAGERIAL POWER SOURCES: THE RELATIVE (UN-)IMPORTANCE OF HR MANAGER CHARACTERISTICS FOR STRATEGIC INTEGRATION ACROSS SOCIETIES <i>REICHEL ASTRID, (VIENNA UNIVERSITY OF ECONOMICS AND BUSINESS ADMINISTRATION - AUSTRIA) - JULIA BRANDL - WOLFGANG MAYRHOFER</i>		11:30 – 11:50	CORPORATE SOCIAL RESPONSIBILITY (CSR) AND SUSTAINABLE DEVELOPMENT (SD) IN HUMAN RESOURCE MANAGEMENT POLICIES: PRACTICAL IMPLEMENTATION FOR MANAGERS <i>BARZANTNY CORDULA, (ESC - TOULOUSE BUSINESS SCHOOL - FRANCE) - MARITA NAUDE</i>	
HUMAN RESOURCES MANAGEMENT AND STRATEGY IN MANAGEMENT CONSULTANCY SOCIETIES <i>LA PIANA STEFANIA, (TORINO UNIVERSITY - ITALY) -</i>		11:50 – 12:10	STRATEGIC HUMAN RESOURCE MANAGEMENT: THE HR STRATEGY FORMULATION PROCESS <i>GARCIA CARBONELL NATALIA, (CADIZ UNIVERSITY - SPAIN) - FERNANDO MARTIN-ALCAZAR; GONZALO - SANCHEZ-GARDEY</i>	
USING STRATEGIC HUMAN RESOURCE MANAGEMENT TO BALANCE EXPLORATION AND EXPLOITATION IN FAST GROWING FIRMS <i>RUNDQUIST JONAS, (HALMSTAD UNIVERSITY - SWEDEN) - HENRIK FLORÉN</i>		11:30 – 13:00	HUMAN RESOURCE FOCUS IN TQM AWARDS <i>UYSAL GURHAN, (ONDOKUZ MAYIS UNIVERSITY - TURKEY) -</i>	
<i>Lunch</i>		13:00 - 14:00	<i>Lunch</i>	
Parallel Sessions on International HRM				
TRACK C: Chairperson : Dan Ondrack and Danny Van den Bulcke			TRACK D: Chairperson : Vlad Vaiman	
DEVELOPMENT OF HRM PRACTICES IN THE CHANGING INSTITUTIONAL CONTEXT IN THE CEE <i>HELISTE PIIA, (AALTO UNIVERSITY SCHOOL OF ECONOMICS - FINLAND)</i>		14:00 – 14:20	A SEARCH FOR WORK-LIFE BALANCE THROUGH CAREER TRANSITIONS <i>HEILMANN PIA, (LAPPEENRANTA UNIVERSITY OF TECHNOLOGY - FINLAND) -</i>	
THE IMPACT OF HRM STRATEGIES AND FIRM PERFORMANCE: AN EMPIRICAL ANALYSIS OF 78 JAPANESE MNC SUBSIDIARIES IN EUROPE <i>KAWAI NORIFUMI, (DUISBURG UNIVERSITY - GERMANY) -</i>		14:20 – 14:40	WORK IN PROGRESS. DOCTORAL RESEARCH <i>CANIBANO ALMUDENA, (LONDON UNIVERSITY / LONDON SCHOOL OF ECONOMICS AND POLITICAL SCIENCE - U.K.) -</i>	
HOW ARE HRM PRACTICES TRANSFERRED IN MNCS? LITHUANIA CASE <i>KERSIENE KRISTINA, (KAUNAS UNIVERSITY OF TECHNOLOGY - LITHUANIA) - ASTA SAVANEVICIENE</i>		14:40 – 15:00	CONFLICT IN GLOBAL VIRTUAL TEAMS: THE IMPACT OF LANGUAGE ON THE PARALLEL PROCESSES OF TASK COLLABORATION AND SOCIAL INVOLVEMENT <i>CHEN CHAVI, CHI-YUN, (IÉSEG SCHOOL OF MANAGEMENT - FRANCE) -</i>	
<i>Coffee Break</i>		15:00 – 15:15	<i>Coffee Break</i>	

RECRUITMENT PRACTICES IN INSTITUTIONAL TRANSITION OF CHINA <i>WEI LU, (AALTO UNIVERSITY SCHOOL OF ECONOMICS - FINLAND) -</i>	15:15 – 15:35	WHO DO YOU TRUST? RECIPROCITY AND FIRM PRESTIGE IN INTER-ORGANIZATIONAL DIFFUSION OF HRM KNOWLEDGE <i>MARTIN-RIOS CARLOS, (UNIVERSITY CARLOS III MADRID - SPAIN) -</i>
ALPEN COUNTRIES AND REGIONAL CLUSTERS IN EUROPE: DEVELOPING EU NETWORK <i>UYSAL GURHAN, (ONDOKUZ MAYIS UNIVERSITY - TURKEY) -</i> FUNCTIONAL THEORY IN MANAGEMENT: MANAGEMENT BY SUBJECT <i>UYSAL GURHAN, (ONDOKUZ MAYIS UNIVERSITY - TURKEY) –</i>	15:35 – 15:55	INTERUNIT TIES AND SOCIAL NETWORKS OF EXPATRIATES IN MNCS: TOWARDS A CROSS-LEVEL PROCESS MODEL <i>KAŠE ROBERT, (UNIVERSITY OF LJUBLJANA - SLOVENIA) - SACHIKO YAMAO</i>
EMPLOYEE WELLNESS AT UNIVERSITY OF NAMIBIA WITH REFERENCE TO INTRINSIC MOTIVATION <i>APRIL WILFRED ISAK, (UNIVERSITY OF NAMIBIA - NAMIBIA) - PETER ERWEE, JOSEPHINE /HAUBAS</i>	15:55-16:15	HR RELATED DOWNSIZING METHODS IN A RECESSION: THE PUBLIC AND PRIVATE SECTORS <i>EINARSDOTTIR ARNEY, (REYKJAVIK UNIVERSITY - ICELAND) - OLAFSDOTTIR, KATRIN AND ARNARDOTTIR, AUDUR ARNA</i>
<i>Coffee Break</i>		
THE USE OF EXPATRIATES IN THE OFFSHORING OF SERVICES - FRAMEWORK AND RESEARCH PROPOSITIONS <i>DUVIVIER FLORENCE, (SOLVAY BUSINESS SCHOOL - BELGIUM) - CARINE PEETERS</i>	16:30 – 16:50	THE “HUMAN CAPITAL MAP” AS A TOOL FOR EMPLOYEES REPLACEMENT AFTER FIRMS CRISIS <i>FRATOCCHI LUCIANO, (L'AQUILA UNIVERSITY - ITALY) - FRATOCCHI LUCIANO</i>
CULTURAL INTELLIGENCE AND CULTURAL ADJUSTMENT FOR NORDIC EXPATRIATES <i>SVALA GUDMUNDSDOTTIR, (UNIVERSITY OF ICELAND - ICELAND) -</i>	16:50 – 17:10	HUMAN RESOURCE POLICY IN AVIATION – LESSONS LEARNT IN THE CRISIS <i>BIERMANN THOMAS, (WILDAU TECHNISCHE FACHHOCHSCHULE - GERMANY) -</i>
<i>Workshop Dinner</i>		

Workshop on Strategic Human Resource Management - Tuesday, May 17, 2011

<p>Key note speech by Professor Randall SCHULER (Rutgers University, U.S.A.) 'Global Talent Challenges and Global Talent Management '</p>	<p>08:05 – 08:50</p>	
<p>Parallel Sessions on Recruitment Performance Management & HR Development</p>		
<p>Track E: Chairperson : Dan Ondrack</p>		<p>Track F : Chairperson : Vlad Vaiman</p>
<p>RECRUITMENT PRACTICES AND INSTITUTIONAL CHANGE <i>HOLM ANNA B., (AARHUS SCHOOL OF BUSINESS - DENMARK) - JOHN P. ULHØI</i></p>	<p>08:50 – 09:10</p>	<p>POLITICAL SKILL, PROFESSIONAL EXPERIENCE AND INTRINSIC MOTIVATION AS PREDICTORS OF TASK PERFORMANCE. <i>GARCÍA CHAS ROMINA, (SANTIAGO DE COMPOSTELA UNIVERSITY - SPAIN) - EDELMIRA NEIRA-FONTELA</i></p>
<p>LOCALISATION OF EMPLOYMENT IN A GULF CONTEXT: EXPLORATORY RESEARCH INTO RECRUITMENT, SELECTION, AND DIVERSITY MANAGEMENT IN THE HIRING OF UAE NATIONALS <i>WAXIN MARIE, (AMERICAN UNIVERSITY OF SHARJAH - UNITED ARAB EMIRATES) - ROB BATEMAN, KATLIN - OMAIR, FANG ZHAO</i></p>	<p>09:10 - 09:30</p>	<p>LINKING RESEARCH ON HRM AND PERFORMANCE WITH ETHICS: DOES THE INTEGRATION OF EMPLOYEES INTO THE HRM-PERFORMANCE RELATIONSHIP CONTRIBUTES TO GIVE ETHICS IN HRM A MORE PIVOTAL ROLE? <i>KOZICA ARJAN, (BUNDESWEHR UNIVERSITY MUNICH - GERMANY) -</i></p>
<p><i>Coffee Break</i></p>	<p>09:30 – 09: 45</p>	<p><i>Coffee Break</i></p>
<p>DEMOGRAPHY AND WORK-LIFE-BALANCE: CHALLENGES FOR THE RECRUITMENT OF HIGH POTENTIALS <i>DIEVERNICH FRANK, (BERNE UNIVERSITY OF APPLIED SCIENCES - SWITZERLAND) - NADA ENDRISSAT, RALF WETZEL</i></p>	<p>09:45 – 10:05</p>	<p>DIVERSITY MANAGEMENT 'ATTRIBUTIONS' AND EMPLOYEE WORK OUTCOMES <i>OTAYE LILIAN, (ASTON UNIVERSITY / ASTON BUSINESS SCHOOL - U.K.) -</i></p>
<p>THE DEVELOPMENT OF HRM-FIRM PERFORMANCE DEBATE DOMAINS: A CO-CITATION ANALYSIS <i>BATISTIC SASA, (HENLEY BUSINESS SCHOOL AT THE UNIVERSITY OF READING - U.K.) - ROBERT KAŠE</i></p>	<p>10:05 – 10:25</p>	<p>THE PROFESSIONALIZATION OF HRM - A STUDY OF HR PROFESSIONAL CERTIFICATION AND PERCEPTIONS OF PROFESSIONAL STANDING IN CANADA <i>TEMPLER ANDREW, (WINDSOR UNIVERSITY - CANADA) - CLAUDE BALTHAZARD</i></p>

<p>THE INFLUENCING POWER OF HRM STRENGTH AND LEADERSHIP ON ORGANIZATIONAL PERFORMANCE: THE MEDIATING EFFECT OF CLIMATE STRENGTH <i>DA SILVA GOMES JORGE FILIPE, (LISBON TECHNICAL UNIVERSITY / ISEG - INSTITUTE OF ECONOMICS - AND MANAGEMENT - PORTUGAL) - PEREIRA, C.M.M. GOMES, J.F.S.</i></p>	<p>10:25 – 10:45</p>	<p>INTERCULTURAL TRAINING AND INTERCULTURAL COMPETENCIES - CURRENT MODELS OF INTERCULTURAL MANAGEMENT IN THE LIGHT OF BUSINESS PRACTICE - THE DEVELOPMENT OF AN EFFICIENT, SUCCESS-ORIENTED POSTING-MODEL (PSR-MODEL) <i>STEHR CHRISTOPHER, (GERMAN GRADUATE SCHOOL OF MANAGEMENT & LAW - GERMANY) - FREDERIKE HOFFMANN - FRANZISKA KONZ</i></p>
<p><i>Break</i></p>	<p>10:45 – 11:00</p>	<p><i>Break</i></p>
<p>TRUST IN ONE'S EMPLOYER: MAIN AND MODERATING EFFECTS IN THE RELATIONSHIP BETWEEN HRM AND PERFORMANCE <i>VANHALA MIKA, (LAPPEENRANTA UNIVERSITY OF TECHNOLOGY - FINLAND) - GRAHAM DIETZ</i></p>	<p>11:00 – 11:20</p>	<p>MANAGING EXPECTATIONS – TO ANCHOR ORGANIZATIONAL AND INDIVIDUAL NEEDS IN CAREER DEVELOPMENT PROCESS <i>LÄMSÄ TUJJA, (UNIVERSITY OF OULU - FINLAND) - TIINA TURUNEN</i></p>
<p>THEORIZING HRM-PERFORMING RELATIONSHIP FROM A HUMAN NATURE PERSPECTIVE <i>HO HOANG, (EDINBURGH UNIVERSITY - U.K.) -</i></p>	<p>11:20 – 11:40</p>	<p>HUMAN CAPITAL IN THE KNOWLEDGE-INTENSIVE FIRMS: THEORETICAL MODEL AND OPERATIONALIZATION OF THE HUMAN CAPITAL CRITICAL COMPONENTS TO THE COMPANY PERFORMANCE <i>DEMORTIER ANNE-LISE, (LOUVAIN SCHOOL OF MANAGEMENT - LUXEMBOURG) - DELOBBE NATHALIE</i></p>
<p>VOLUNTARY TURNOVER AND FIRM PERFORMANCE: A DYNAMIC PERSPECTIVE <i>VANORMELINGEN STIJN, (CATHOLIC UNIVERSITY OF LEUVEN (KUL) - BELGIUM) - ILKE VAN BEVEREN, SOPHIE DE WINNE, LUC SELS</i></p>	<p>11:40 – 12:00</p>	<p>HRM FOR GOVERNING KNOWLEDGE SHARING AND PROTECTION IN SMES <i>OLANDER HEIDI, (LAPPEENRANTA UNIVERSITY OF TECHNOLOGY - FINLAND) - PIA HURMELINNA-LAUKKANEN</i></p>
<p><i>Lunch</i></p>	<p>12:00 – 13:15</p>	<p><i>Lunch</i></p>
<p>Track G: Chairperson : Martin Hilb</p>		<p>Track H : Chairperson : Michael Segalla</p>
<p>CAREER CAPITAL IMPACT OF INTERNATIONAL EXPERIENCES ON GRADUATES' EARLY CAREER <i>FELKER JULIE, (MICHIGAN UNIVERSITY - U.S.A.) - MARTINA GIANECCHINI</i></p>	<p>13:15 – 13:35</p>	<p>INSTITUTIONAL THEORY AND EXPECTED EFFICIENCY GAINS EXPLAINING ORGANIZATIONAL RESPONSIVENESS TO WORK-LIFE ISSUES <i>PASAMAR SUSANA, (UNIVERSITY PABLO DE OLAVIDE SEVILLE - SPAIN) - RAMÓN VALLE CABRERA</i></p> <p>ARE AMBIDEXTROUS INTELLECTUAL CAPITAL AND HRM NEEDED FOR AN AMBIDEXTROUS LEARNING? <i>PASAMAR SUSANA, (UNIVERSITY PABLO DE OLAVIDE SEVILLE - SPAIN) - MIRTA DIAZ FERNANDEZ RAMON VALLE-CABRERA, CONCEPCIÓN VARELA-NEIRA.</i></p>

GENDER DIFFERENCES IN NEED FOR EXPATRIATE PARTNER ASSISTANCE <i>COLE NINA, (RYERSON UNIVERSITY - CANADA) -</i>	13:35 – 13:55	STAYING OR LEAVING? JOB WITHDRAWAL INTENTIONS AMONG FINNISH NURSES <i>SALMINEN HANNA, (UNIVERSITY OF JYVASKYLA - FINLAND) -</i>
REVISITING CAREER ANCHOR PROFILES:IMPLICATIONS FOR WORK-LIFE BALANCE <i>PETERSON JONATHAN, (AIX-MARSEILLE III / IAE GRADUATE MANAGEMENT SCHOOL - FRANCE) - ALAIN ROGER</i>	13:55 – 14:15	FLEXIBLE WORK ARRANGEMENTS: AN EXPLORATORY ANALYSIS OF THEIR CONCEPTUAL DUALITY AND UNDESIRABLE OUTCOMES <i>ALMUDENA CANIBANO (LONDON SCHOOL OF ECONOMICS, U.K.)</i>
<i>Coffee break</i>	14:15 – 14:30	<i>Coffee break</i>
<i>Career Advice to Young Faculty by Michael Segalla</i>	14:30 – 14:50	
<i>Conclusions and Lessons Learned by Martin Hilb</i>	15:45 – 16:30	