

# XIII INTERNATIONAL WORKSHOP HRM

Universidad Pablo de Olavide, Sevilla

## FINAL SCHEDULE

THURSDAY September 19<sup>th</sup>

8:30 - REGISTRATION.

Salón de Grados, Building 7.

9: 30.- Opening and Keynote by Professor Juani Swart. Salón de Grados, Building 7.

11:00 -11:30 - Coffee Break (Building 45)

11:30 - 13:00 - Parallel Session 1a: LEARNING IN FIRMS AND ACADEMIA

Building 45, Room B.09.

Chair: Joaquín Alegre

Title	Authors	University
Supporting SMEs learning and development through learning culture: an intervention approach	Derk-Jan Nijman, Margot van Rees, Stephan Corporaal, Niek Zuidhof, Sarah Detaille, Mechteld Lengkeek, Rosalie Korevaar, Jan de Leede, Saskia de Bruijn, Menno Vos, Ellen Koop	Saxion University
Learning Culture in Small and Medium Sized Enterprises: the development of the Learning Culture Scale (LCS)	Menno Vos, Evelien Petter Luuk Collou	Windesheim University of Applied Sciences
Fostering Innovative Work Behaviors through High-Commitment Work Systems: The mediating role of Exploration and Exploitation Learning	Andrea Vinueza, Joaquín Alegre, Andrés Salas	University of Valencia
HRM where are you now? Academia in Transition	Boselie, P.	Utrecht University

**11:30-13:00. Parallel Session 1b: CORPORATE SOCIAL RESPONSIBILITY****Building 45, Room B.10.****Chair: Ana Isabel Gil Lacruz**

<b>Title</b>	<b>Authors</b>	<b>University</b>
Exploring teachers' cooperative values and their societal impact	M. Mar Rueda Tomás, Ana I. Gil-Lacruz, Marta Gil-Lacruz,	Universidad de Zaragoza
Collective Social Responsibility: An Extended Three-dimensional model of Corporate Social Responsibility for contemporary society	Félix Socorro, Ignacio Danvila, Enric Sarradell, Giovanni E. Reyes	Universidad Complutense de Madrid
The role of Individuals' Social Capital for Knowledge Sharing in Cooperative R&D Contexts	Claudia Nuñez, Daniel Dorta, Petra de Saa	University of las Palmas de Gran Canaria
Configurations for high internal CSR performance	Rosalía Díaz-Carrión, Paula Villalba, Encarnación Ramos-Hidalgo	Universidad de Sevilla

**11:30-13:00. Parallel Session 1c: INNOVATION****Building 45, Room B.11.****Chair: Ricardo Chiva Gómez**

<b>Title</b>	<b>Authors</b>	<b>University</b>
A Systematic Literature Review on Digital Literacy, Employability, and Innovative Work Behaviour: Emphasizing the Contextual Approaches in HRM Research	Angela Caroline, Martine Coun, Agus Gunawan, Jol Stoffers	Open Universiteit
Unlocking the Synergy of High-Involvement Work Practices and Leader-Member Exchange on Employee Self-Efficacy and Innovative Work	Aneeqa Suhail, Robin Bauwens	Tilburg University
Maximizing economics benefits or being conscious? A comparative analysis of organizational learning capability, innovation and wellbeing	Zina Barghouti Abrini, Ricardo Chiva Gómez, Jacob Guinot Reinders	Universitat Jaume I
The jobs and skills of production workers in Industry 5.0 SMEs: an empirical exploration	Dennis Trotta, Koen Nijland, Thomas Stege, Luuk Collou	Saxion University

**13:00 - 14:00 – Lunch - (Building 45)**

**14:00 - 15:30 - Parallel Session 2a: DIGITAL TRANSFORMATION**

**Building 45, Room B.09.**

**Chair: María Teresa Canet Giner**

<b>Title</b>	<b>Authors</b>	<b>University</b>
Digital transformation in a family business firm: effects on human resources and organization	Ana M. Redondo Cano, M. Teresa Canet Giner, Naiara Escribá Carda, M. Ángeles Escribá Moreno	University of Valencia
Technologies Enabling Digital Transformation for Human Resources	Rocío Usero López, Luisa E. Reyes Recio	Universidad Rey Juan Carlos
Navigating complexity: stimulating technology appropriation in SME's through learning communities	Margot Van Rees Stijn Visschedijk	Saxion University of Applied Sciences
Artificial Intelligence in Personnel Selection Processes: Background and Reasons for Adoption	Ruggero Colombaria, Alba Manresa, Claudia Triviñoc	Universitat Internacional de Catalunya

**14:00 - 15:30 - Parallel Session 2b: DIVERSITY & WELL-BEING**

**Building 45, Room B.10.**

**Chair: Natalia García Carbonell**

<b>Title</b>	<b>Authors</b>	<b>University</b>
The team affective climate buffers the negative impact of job conflicts involving employees with disability: Uncovering the hidden consequences of stigma against disability	Francisco J. Sanclemente, Francisco J. Medina, Nuria Gamero, María del Rocío López- Cabrerá	Universidad Loyola Andalucía
Is Less More? Transitioning to a 4-Day Work Week in an Agile Technology Company	Claire Harnett, Sarah Kieran, Deirdre O'Shea	Kemmy Business School, University of Limerick
Stepping Into the Shoes of Frontline Managers: Exploring the Lived Experience of Implementing HR Practices and Its Influence on Their Well-being.	Aneeqa Suhail, Sanne Nijs, Karina van de Voorde	Tilburg University
Workplace flexibility, recovery strategies and worker well-being in the banking industry	Diana Pérez- Arechaederra, Almudena Cañibano Argyro Avgoustaky	ESCP Business School

**14:00 - 15:30 - Parallel Session 2c: FUTURE OF WORK 1****Building 45, Room B.11.****Chair: Luuk Collou**

<b>Title</b>	<b>Authors</b>	<b>University</b>
How come? Occupational Future Time Perspective in the Relationship between Learning Value of the Job, Employability and Career Success, a Moderated Mediation Model.	Omar Habets, Beatrice Van der Heijden, Jol Stoffers, Pascale Peters, Robert Blomme	Zuyd University of Applied Sciences
Alliance Manage´s competences for the future new forms of work	Olatz Diego Marcos, Mariangélica Martínez, Nekane Morales	Mondragon Unibertsitatea
Let's Play! Shaping Employee Behaviour	Luuk Collou Guido Bruinsma	Saxion University
Industry 4.0 Technologies in the Service Sector: A Systematic Literature Review	Yoke Pribadi Kornarius, Arne Vanderstukken, Agus Gunawan, Jol Stoffers	Open University, Parahyangan Catholic University, Zuyd University of Applied Sciences, Maastricht University
Automation and the Future of Work in the Customer Service Sector: More Interesting Jobs or Work Intensification?	Lorraine Ryan, Sarah Kieran, Juliet McMahon, Sarah MacCurtain	University of Limerick

**15:30 - 17:00 - Parallel Session 3a: FUTURE OF WORK 2****Building 45, Room B.09.****Chair: Juan A. Marin-Garcia**

<b>Title</b>	<b>Authors</b>	<b>University</b>
What do we need to research in the future on high involvement work practices?	Cristina Sandandreu- Mascarell, Amable Juarez-Tarraga, Juan A. Marin-Garcia	Universitat Politecnica de Valencia
Knowledge boundary work for the dynamic governance of the employment relationship: talent management for blue-collars workers in a context of a factory digitalization plan	Sophie d'Armagnac, Jocelyne Yalenios	TBS Education, University of Strasbourg
When Operators Design Relevant Human-Cobot Collaborations: An Experiment	Milan Wolffgramm, Stephan Corporaal, Aard Groen	Saxion University, University of Groningen, Centre of Expertise for Technology Education TechYourFuture
"When we say 'meetings,' they can be anything." Managers' experience of meetings in a hybrid work context	Eva Rimbau-Gilabert, Laura Lamolla Kristiansen	Universitat Oberta de Catalunya
Connecting the Dots: A Digital Workplace Learning Perspective On Remote Employee Onboarding	Katharina Frosch, Friederike Lindauer	Brandenburg University of Applied Sciences

**15:30 - 17:00 - Parallel Session 3b: TRENDS IN HUMAN RESOURCES MANAGEMENT 1****Building 45, Room B.10.****Chair: Sarah Kieran**

<b>Title</b>	<b>Authors</b>	<b>University</b>
The Role of Sensemaking in Understanding How Newcomers Resolve Uncertainty in the Hybrid Workplace: A Position Paper	O'Neill Sean, Kieran Sarah, Cross Christine	University of Limerick
Managing teacher enchantment through organizational factors	Inocencia María Martínez León Isabel Olmedo-Cifuentes	Universidad Politécnica de Cartagena
Human Resources Practices and turnover intention in the pharmaceutical industry in China: A moderated mediation model	Li Yanhui, Inés Sousa, Sara Ramos	ISCTE-Instituto Universitário de Lisboa Shenzhen Polytechnic University
Inclusive HRM within SME's: Towards an integrated support model to employ a variety of vulnerable job seekers	Verschoor, J.K., Van der Weide J., De Vries, S., Visschedijk, S.	Saxion University of Applied Sciences
What You Say Is What You Get: Understanding HR Practitioner's Frames of Dialogue	Jan Willem Nuis, Pascale Peter	Nyenrode Business Universiteit University of Applied Sciences

**15:30 - 17:00 - Parallel Session 3c. DIVERSITY & WELL-BEING****Building 45, Room B.11.****Chair: Jaap Paauwe**

<b>Title</b>	<b>Authors</b>	<b>University</b>
Unlockink performance: The impact of Well-being and commitment	Maria F. Muñoz-Doyague, Ana P. Fanjul, Ramón Rueda	Universidad de León
Sleep On Workplace Cyber Incivility considering the mediating role of Emotional Regulation and the moderating role of Psychological Detachment	Francisca Carvalho, Michael Knoll, Silvia Silva	ISCTE-Instituto Universitário de Lisboa University of Leipzig
Exploring the dark side of engagement on job satisfaction: The mediating role of hiding feelings	Christos Papanestoras, Jacob Guinot, Ricardo Chiva	Universitat Jaume I
HRM and employees' well-being in an R&D Centre	Manuel Alejandro Espino Bolaños, Clauda Benítez Núñez, Daniel Dorta Afonso, Petra de Saa Pérez	University of Las Palmas de Gran Canaria
Tell Me What You Think and I Will Tell You How You Cope: Cultural Orientations, Coping Strategies, and Expatriation Outcomes	Alexei Koveshnikov, Miikka J. Lehtonen, Alex Bitektine	Aalto University, Rikkyo University, Concordia University

**17:00 - 18:30 - Parallel Session 4a: LEADERSHIP 1****Building 45, Room B.09.****Chair: Jaime Guerrero**

<b>Title</b>	<b>Authors</b>	<b>University</b>
Strategic leadership and promotive voice: A two-wave moderated mediation model	Carmen Saorín Iborra, Andrés Salas-Vallina, Francisco Balbastre-Benavent	Universidad de Valencia
Encouraging Promotive Voice Behaviors in Hospitality: The Role of Responsible Leadership, Relational Energy, and Ethical Corporate Climate	Osman Seray Özkan, Irene Huertas-Valdivia, Burcu Üzümlü, Lydia Murillo Ramos	Universidad Bandirma Onyedi Eylül, Universidad Rey Juan Carlos, Universidad Kocaeli
Learning agility and mindset: evidence from Spanish undergraduate students	Luisa Eugenia Reyes, María Rita del Carmen Blanco Dopazo	Universidad Rey Juan Carlos
Blurring of the lines between ranked and predatory journals: A wake-up call for Green HRM	Michael Müller-Camen, Stefanie Neubauer, Lisa Obereder, Raik Thiele	Wirtschaftsuniversität Wien

**17:00 - 18:30 - Parallel Session 4b: SUSTAINABILITY AND EVOLUTION OF HRM****Building 45, Room B.10.****Chair: Christine Parkin Hughes**

<b>Title</b>	<b>Authors</b>	<b>University</b>
Human Capital Sustainability and Its Outcomes	Tugce Yerlitas Ilona Buciuniene	ISM University of Management and Economics
Environmental, Social and Governance (ESG) Responsibility, Workforce stability and industrial digitalization	Manuel Villalero, Letizia Gasparri, Carmen Monteagudo, Martín Mora Valbuena	Universidad Castilla La Mancha
AI and sustainable careers outcomes: A literature review and future research agenda	Rodrigo Mello, Chris Brewster, Beatrice van der Heijden	University of Vaasa, University of Reading, University of Radbound
Arranging the HRM function: evolution of HRM actors' roles in context	Nadima Hassan, Marco Leander, Mireia Valverde, Jordi Trullen	Universitat Rovira i Virgili, Wirtschaftsuniversität Wien, ESADE U. Ramon Llull

**17:00 - 18:30 - Parallel Session 4c: TRENDS IN HUMAN RESOURCES MANAGEMENT 2**

**Building 45, Room B.11.**

**Chair: Thomas Waeyenberg**

<b>Title</b>	<b>Authors</b>	<b>University</b>
Navigating the tightrope: Leader-member exchange's paradoxical role in the relationship between absence management and sickness presence	Thomas Van Waeyenberg, Leonie Pethö-Schramm	Open Universiteit
Four-Day Work Week and Its Intention Predictors	Francisco Delgado, Silvia da Silva, José G. Dias	ISCTE-Instituto Universitário de Lisboa
Influencing Hospitality Employees' Green Voice with Environmental Passion and	Lydia Murillo Ramos, Irene Huertas-Valdivia, Fernando E. García-Muiña	Universidad Rey Juan Carlos
Industry 4.0 adoption, training openness and human resource reskilling	Manuel Villasalero, Letizia Gasparri, Yana Sharpak, Martín Mora Valbuena	Universidad Castilla la Mancha
The Availability Risk: The Relationship between Work-Nonwork Boundary (In)Congruence, Overtime, and Emotional Exhaustion and the Moderating Role of Availability Pressures	Pascale Peters, Melanie De Ruyter, Martine Coun	Nyenrode Business Universiteit Open University

**20:30- 23:00 - Dinner at CASA CARMEN restaurant. 15 Santander street, Seville.**

FRIDAY September 20<sup>th</sup>

POSIBILIDAD DE PRESENTAR 33 PAPERS EN VIERNES. 75 PAPERS EN TOTAL JUEVES Y VIERNES

09:30 - REGISTRATION.

Building 45.

10:00 – 11:00 - Keynote by Professor Michael Muller-Camen.

Building 45.

11:00 - 11:30 - Coffee Break - (Building 45)

11:30- 13:00 - Parallel Session 5a: LEADERSHIP 2

Building 45, Room B.09.

Chair: Maria del Mar Bornay

Title	Authors	University
Competence-based employability enhancement through supervisors relation-oriented leadership	Joost Hoedemakers, Arne Vanderstukken, Jol Stoffers	Open Universiteit, Zuyd University, Maastricht University
The Significance of Leadership in Authentically Fostering Employee Ambassadorship	Marthe Rys, Edwin van Hooft, Eveline Schollaert, Greet Van Hoye	University of Ghent, University of Amsterdam
“You are welcome to share” The relationship between responsible leadership and employee voice: the sequential mediating role of leader-member value congruence and increased leader pro-voice behavior	Ana Patrícia Duarte, Luís Miguel Simões	ISCTE-Instituto Universitário de Lisboa
A Systematic Literature Review on the HRM-Related Antecedents and Consequences of Work-Related Vitality: Toward a Framework	Linnéa Järvinen, Karina Van De Voorde, Steven Kilroy, Jaap Paauwe	Tilburg University, Trinity Business School

11:30- 13:00 - Parallel Session 6a: Doctoral/Starting PhD session\_1

Building 45, Room B.10.

Chair: Saskia Crucke

Title	Authors	University
Towards an integrative approach for Sustainable HRM: A systematic literature review	Leonie Pethö-Schramm, Thomas Van Waeyenberg, Dave Stynen, Judith H. Semeijn	Open Universiteit, Maastricht University
Characteristics of Sustainable HRM Practices: consequences for measurement and evaluation of their effectiveness	Marjolein van den Heijkant, Albert Kampermann, Judith Semeijn, Dave Stynen	Open Universiteit



How can skill development through skills-based volunteering (SBV) be optimized? A study on how framing SBV as an avenue for skill development influences employee participation intention in SBV.	Lara Van de Sande, Saskia Crucke	University of Ghent
Gamification in business as a competence development strategy	Ángela Perriñez Picón	Universidad Pablo de Olavide

**11:30- 13:00 - Parallel Session 6b: Doctoral/Starting PhD session\_2**

**Building 45, Room B.11.**

**Chair: Christine Parkin Hughes**

<b>Title</b>	<b>Authors</b>	<b>University</b>
Using inter-organisational networks to foster workers' sustainable employability	Sarah Courchesne, Dave Stynen, Judith Semeijn, Marjolein Caniëls	Open Universiteit
The conceptualisation of sustainability by Human Resource Professionals in the South West, UK	Emilie Parsons	University of Exeter
Mapping employees; individual feedback processing skills: the conceptualization of employee feedback literacy	Shana Mertens, Eveline Schollaert	Ghent University
The role of Human Resources in the Institutionalization of Sustainability	Teresa Jiménez	Universidad de Cádiz

**13:00 - 14:00 – Lunch - (Building 45)**

**14:00 -15:30- Parallel Sessions 7: Symposium Sustainable HRM**

**Building 45, Room B.11.**

**Chair: Judith Semeijn**

<b>Title</b>	<b>Authors</b>	<b>University</b>
Sustainable HRM for Implementing Corporate ESG	Sugumar Mariappanadar Upam Pushpak Makhecha	Australian Catholic University Indian Institute of Management Tiruchirappalli

**15:30 -16:00 - Coffe Break - (Building 45)**

**16:00 -17:30- Parallel Sessions 7: Symposium Sustainable HRM**

**Building 45, Room B.11.**

**Chair: Judith Semeijn**

<b>Title</b>	<b>Authors</b>	<b>University</b>
Silent Echoes: Unraveling the Spillover Effects of Workplace Silence on Democratic Fatigue	Peggy De Prins	Antwerp Management School
How can supervisors influence the effect of CSR communication on employees' CSR engagement? A two-wave multi-level study	Marie Servaes, Saskia Crucke	Ghent University
Understanding international differences in High Performance Sustainable Work Practices: The role of proximity to SDG achievement, sustainability value proposition and industry type	Dave Stynen, Maria Grace Herlina, Sugumar Mariappanadar, Christine Parkin Hughes, Upam Pushpak Makhecha, Asta Savanevičienė, Ekta Sharma, Judith Semeijn, Živilė Stankevičiūtė	Open Universiteit, Nusantara University, Peter Faber Business School, Australian Catholic University, University of Exeter, Indian Institute of Management Tiruchirappalli, Kaunas University of Technology, Ahmedabad University, Maastricht University
Sustainable HRM For Translating Corporate Sustainability Business Strategy to ESG Performance	Sugumar Mariappanadar, Ekta Sharma, Upam Pushpak Makhecha,	Australian Catholic University, Ahmedabad University, Indian Institute of Management Tiruchirappalli
How employees handle adversity at work: the cases of employee resilience	Živilė STANKEVIČIŪTĖ, Eglė STANIŠKIENĖ, Asta DAUNORIENĖ, Joana RAMANAUSKAITĖ	Kaunas University of Technology

**17:30 - 18:00 - Closing Workshop.**

**Building 45, Room B.11.**

**Papers for Cambridge Scholars book announcement.**

**Best Paper Announcement.**