

FINAL PROGRAM VIII INTERNATIONAL WORKSHOP ON HRM.

Universidad Pablo de Olavide. Sevilla. Spain.

THURSDAY, MAY 12TH, 2011	
8:00-9:00	Registration (Salón de Grados. Edificio 7)
9:00-9:30	Official Workshop Opening (Salón de Grados. Edificio 7)
9:30-10:30	Keynote speaker. Prof. Dr. John E. Delery (University of Arkansas, USA) (Salón de Grados. Edificio 7)
10:30-11:00	Coffee Break
11:00-12:30	SESSION 1A PAPERS. Chair: Raquel Sanz (Murcia University) Salón de Grados. EDIFICIO 6.
	Human Resource management, ambidextrous organizations and firm performance. <i>Isabel M^a Prieto Pastor. University of Valladolid</i> <i>M^a Pilar Pérez Santana. University of Valladolid</i>
	Human resource management in the Spanish call centre sector: Moving up the value chain? <i>María Isabel Barba Aragón. University of Murcia</i> <i>Daniel Jiménez Jiménez. University of Murcia</i> <i>Raquel Sanz Valle. University of Murcia</i>
	Training and performance: The mediating role of the organizational learning process <i>Neus Martí-Audí. Universitat Rovira i Virgili</i> <i>Mireia Valverde. Universitat Rovira i Virgili</i> <i>Noreen Heraty. University of Limerick</i>
11:00-12:30	SESSION 1B PAPERS. Chair: Fernando Martín (Cádiz University). Salón de Grados. EDIFICIO 7
	The impact of team-oriented HRM practices on the diversity-performance relationship in new service development <i>Meindert J. Flikkema. VU University Amsterdam</i> <i>Paul G.W. Jansen. VU University Amsterdam</i>
	Do you run your teammates down or do you them laugh? A longitudinal study of socio-emotional interaction in organizational team meetings <i>Jil Margenfeld. Otto-Friedrich-University Bamberg</i> <i>Nale Lehmann-Willenbrock. Technical University Braunschweig</i> <i>Simone Kauffeld. Technical University Braunschweig</i>
	The effect of previous performance on newcomers' initial performance: the case of highly interdependent teams <i>José Manuel de la Torre Ruiz. Universidad de Granada</i> <i>María Dolores Vidal Salazar. Universidad de Granada</i> <i>Juan Alberto Aragón Correa. Universidad de Granada</i>
	Can the re-branding of leadership work in theory and practice? <i>Julie Hodges. Newcastle University Business School</i> <i>Graeme Martin. University of Glasgow Business School</i>

11:00-12:30	SESSION 1C INTERACTIVE. Chair: Geert Braam (Radboud University) SALA JUNTAS EDIFICIO 3
	The effects of flexibility and job security on job satisfaction: the case of nurses in three hospitals in Ontario <i>Isik U. Zeytinoglu. McMaster University</i> <i>Margaret Denton. McMaster University</i> <i>Jennifer Millen Plenderleith. McMaster University</i>
	Motivation for knowledge sharing: the impact of the institutional context in a balancing act between a cosmopolitan and local orientation <i>Irma Bogenrieder. Erasmus University</i>
	Psychological contract, organisational commitment and biographical characteristics of employees in the chemical industry in South Africa <i>Elsabé Keyser. North-West University.</i> <i>Sebastiaan Rothmann. North-West University.</i>
	What do we actually mean by talent in business? <i>Eva Gallardo-Gallardo. University of Barcelona</i> Financial participation plans and company financial performance. Evidence from a Dutch longitudinal panel <i>Erik Poutsma. Radboud University</i> <i>Geert Braam. Radboud University</i>
12:30-14:15	SYMPOSIUM: EVOLUTION AND CONTEMPORARY CHALLENGES FACING HR MANAGERS: A TRANS MEDITERRANEAN PERSPECTIVE (Salón de Grados. Edificio 7)
	France: F. Silva and A. Fry (ESCEM)
	Italy: T. Torre and L. Stracelli (Geneva University)
	Portugal: P. Campos; C. Santos and E. Martins (UNISLA)
	Spain: M. El Wahidi and M.Grau (ESADE)
Turkey: N. Astan (Akdeniz University).	
14:30-16:00	Buffet Lunch
16:00-17:00	Keynote speaker. Prof. Dr. Paul Boselie (Utrecht University, The Netherlands)
17:00-19:00	SESSION 2A PAPERS. Chair: Maarten V. Riemsdijk (University of Twente) Salón de Grados. EDIFICIO 6.
	Employee engagement: a cross-national investigation of the impact of job resources. <i>Elaine Farndale. The Pennsylvania State University</i>
	Disentangling the relationship between high involvement work practices, innovation and performance <i>Javier Martínez-del-Río. Universidad de Almería</i> <i>José Céspedes-Lorente. Universidad de Almería</i>
	Line management performance: Applying the AMO Theory to explain HRM implementation effectiveness <i>Anna C. Nehles. University of Twente</i> <i>Maarten J. van Riemsdijk. University of Twente</i> <i>Jan Kees Looise. University of Twente</i>
	Expatriate adjustment and perceived willingness of the host society's intention to communicate <i>Sukriye Kubra Canhilal. ESADE Business School</i>

17:00-19:00	SESSION 2B PAPERS. Chair: Petra de Saa (Las Palmas de Gran Canaria University) Salón de Grados. EDIFICIO 7.
	Theorising the structuring influences on HR practice in the subsidiaries of multi-national companies: a multi disciplinary perspective <i>Peter McGraw. Macquarie University</i>
	Is expatriation research applicable to high skilled migrants? The case of cross-cultural adjustment <i>Jaime Bonache. Esade Business School</i> <i>Petra de Saá. Universidad de Las Palmas de Gran Canaria.</i> <i>María de la Cruz Déniz, Universidad de Las Palmas de Gran Canaria</i> <i>Celia Zárraga. Universidad Carlos III de Madrid</i> <i>Jelena Zikic. York University</i>
	International human resource management practices that enhance repatriation: the case of Mondragon Group <i>Naiara Arnaez Ortega. Universidad de Mondragon</i> <i>Amaia Arizkuren Eleta. Universidad de Deusto</i> <i>María Eugenia Sánchez Vidal. Universidad Politécnica de Cartagena.</i>
	What Makes Them Move Abroad? Reviewing and Exploring Differences between Self-Initiated and Assigned Expatriation <i>Maike Andresen. Otto-Friedrich-University Bamberg</i> <i>Torsten Biemann. University of Cologne</i> <i>Marshall W. Pattie. James Madison University</i>
17:00-19:00	SESSION 2C INTERACTIVE. Chair: Jan Kees Looise (University of Twente) SALA JUNTAS EDIFICIO 3
	Transactional versus relational human resources practices. Impact on strategic human capital retention and firm innovation capacity <i>Celia Martin Sierra. Universidad de Valladolid</i> <i>M^a Pilar Perez Santana. Universidad de Valladolid</i> <i>Isabel M^a Prieto Pasto. Universidad de Valladolid</i>
	An exploration of talent management in the era of diversity and inclusion-uncovering the gendered nature of identification and development of talent in organizations <i>Claartje J. Vinkenburgh. ESADE Business School</i> <i>Dagmar Daubner. VU University Amsterdam</i>
	The corner of the veil? Exploring HRM characteristics in innovative and non-innovative manufacturing SMEs <i>André Veenendaal. University of Twente</i> <i>Martijn van Velzen. University of Twente</i> <i>Jan Kees Looise. University of Twente</i>
	Entrepreneurial competencies and firm performance: an empirical study <i>Fabrizio Gerli. Università Ca' Foscari Venezia</i> <i>Paolo Gubitta. University of Padua</i> <i>Alessandra Tognazzo. University of Padua</i>

FRIDAY, 13 MAY, 2011

9:30-10:30	Keynote Speaker. Prof. Dr. Luis Gómez-Mejía (Texas A&M University, USA) (Salón de Grados. Edificio 7)
10:30-11:00	Coffee Break
11:00-12:30	SESSION 3A PAPERS. Chair: Gloria Cuevas Rodriguez (Pablo de Olavide University) Salón de Grados. EDIFICIO 6.
	The role of employees' innovative behavior in the relationship between organizational culture and radical product innovation <i>Julia C. Naranjo. Universidad Nacional de Colombia</i> <i>Daniel Jiménez-Jiménez. University of Murcia</i> <i>Raquel Sanz-Valle. University of Murcia</i>
	Employee performance management culture and system features in higher education: relationship with employee performance management satisfaction <i>Adelien Decramer. University College Ghent</i> <i>Carine Smolders. University College Ghent</i> <i>Alex Vanderstraeten. University College Ghent</i>
	Human resources for firm competitive advantage: cross-cultural comparisons <i>Carmen Galang. University of Victoria</i> <i>Intan Osman. Universiti Sains Malaysia</i> <i>Zainal A. Ahmad. Universiti Tenaga Nasional</i>
	Competitive advantage in the diffusion of innovations in human resource management: the impact of inter-organizational knowledge networks <i>Manuel Septiem. Universidad Carlos III</i> <i>Carlos Martin-Rios. Universidad Carlos III</i>
11:00-12:30	SESSION 3B PAPERS. Chair: Jean-Luc Cerdin (ESSEC Business) Salón de Grados. EDIFICIO 7
	The impact of individual career characteristics on international assignment success <i>Jean-Luc Cerdin. ESSEC Business School</i> <i>Marie Le Pargneux. ESSEC Business School</i>
	Impact of HR alignment strategies on firm productivity <i>Tim De Feyter. Hogeschool.-Universiteit Brussel</i> <i>Claudia Vigna. Hogeschool.-Universiteit Brussel</i> <i>Ralf Caers. Hogeschool-Universiteit Brussel</i>
	Engineers' political skill, perceived organizational support, and individual outcomes <i>Romina García. University of Santiago de Compostela</i> <i>Edelmira Neira. University of Santiago de Compostela</i> <i>Eduardo Curto. University of Santiago de Compostela</i> <i>Carmen Castro. University of Santiago de Compostela</i>
	Faculty satisfaction and work-family enrichment <i>Robert D. Jijena. University of Zaragoza</i> <i>Ángel Matínez. University of Zaragoza</i> <i>Manuela Pérez. University of Zaragoza</i>

11:00-12:30	SESSION 3C INTERACTIVE. Chair: Isabel Barba (Murcia University) Sala de Juntas. EDIFICIO 3
	Human resource management in local governments <i>José Serrano Segura. Universidad de Murcia</i> <i>M^a Isabel Barba. Universidad de Murcia</i>
	The strategic approach in the human resource management under the EFQM model <i>Lorena Para. Universidad de Murcia</i> <i>Daniel Jiménez. Universidad de Murcia</i> <i>Ángel R. Martínez. Universidad Politécnica de Cartagena</i>
	Firm's responsiveness towards responsible management of human resources. An empiric analysis <i>Dolors Celma. Escola Universitària del Maresme-UPF</i> <i>Esther Martínez. Universidad de Girona</i> <i>Germá Coenders. Universidad de Girona</i>
	United Kindom (UK) Public service reforms: Implications for HRM and their role in ensuring/mantaining diversity throughout th UK Police service <i>Harry Barton. Nottingham Trent University</i>
Knowledge management for health and safety culture development <i>Nuria Mancebo. University of Girona</i> <i>Andrea Bikfalvi. University of Girona</i> <i>Hannu Vanharanta. Tampere University of Technology</i> <i>Jussi Kantola KAIST. University Republic of Korea</i>	
12:30-14:30	SESSION 4A PAPERS. Chair: Pilar Jerez (Almería University) Salón de Grados. EDIFICIO 6
	Influence of management practices of high performance with people on the sustained profitability of enterprises at the Basque Autonomous Community (Spain) during the period 2002-2006. <i>Jon Zarate Oleaga. Universidad de Deusto</i> <i>Amaia Arizkuren. Universidad de Deusto</i> <i>M^a Eugenia Sánchez. Universidad Politécnica de Cartagena</i>
	The impact of HRM process on job satisfaction and turnover intentions: considering the Bowen and Ostroff framework <i>Claudia Vigna. Hogeschool-Universiteit Brussel</i> <i>Karin Sanders. University of Twente</i> <i>Erik Henderickx. University of Antwerp</i> <i>Tim De Feyter. Hogeschool-Universiteit Brussel</i> <i>Ralf Caers. Hogeschool-Universiteit Brussel</i>
	Job satisfaction and turnover intentions after organizational change: the moderating effect of employees' perceptions of HRM system strength <i>Tim de Feyter. Hogeschool-Universiteit Brussel</i> <i>Ralf Caers. Hogeschool-Universiteit Brussel</i> <i>Claudia Vigna. Hogeschool-Universiteit Brussel</i>
Work design factors and their relationship with individual work performance: towards an expanded view <i>Raúl Ramírez Vielma. Universidad Autónoma de Madrid</i> <i>Manuel Fernández. Universidad Autónoma de Madrid</i> <i>Jean David Polo. Universidad del Norte</i> <i>Luciana Martins-Alves. Universidad Autónoma de Madrid</i>	

	<p>SESSION 4B PAPERS. Chair: Inmaculada Beltrán (Jaume I University) Salón de Grados. EDIFICIO 7</p> <p>A multiple-group missing data approach for the treatment of multiple-source data: An application to the analysis of the human resource management-performance relationship <i>Inmaculada Beltrán. Universitat Jaume I</i> <i>Juan Carlos Bou. Universitat Jaume I</i> <i>Ana Belén Escrig. Universitat Jaume I</i></p> <p>Downsizing, high-commitment HR practices and organizational performance <i>Pilar Jerez. University of Almería</i> <i>Amalia Magán. University of Almería</i> <i>José Céspedes. University of Almería</i></p> <p>Diverge or convergence of financial participation in different business regimes. The role of multinationals <i>Erik Poutsma. Radboud University Nijmegen</i> <i>Paul E.M. Ligthart. Radboud University Nijmegen</i> <i>Andrew Pendleton. Radboud University Nijmegen</i> <i>Chris Brewster. Radboud University Nijmegen</i></p> <p>High-performance work systems, contingent labour and firm outcomes: evidence from the United Kingdom <i>Luigi Stirpe. Universidad Carlos III (Spain)</i></p> <p>Control of efficiency in HRM practices: Analysis of Spain-based firms <i>Javier Capapé. IESE Business School/ Universidad Rey Juan Carlos</i> <i>Lourdes Susaeta. IESE Business School</i> <i>José Ramón Pin. IESE Business School</i> <i>Ángela Gallifa. IESE Business School</i> <i>Ricardo García Arenillas. IESE Business School</i></p>
12:30-14:30	
	<p>SESSION 4C INTERACTIVE. Chair: Robert Hecker (University of Tasmania) Sala de Juntas. EDIFICIO 3</p> <p>Building better theory: Exploring human resources view of the firm- A case study analysis <i>Peter Holland. Monash University</i> <i>Rob Hecker. University of Tasmania</i> <i>Emily Fraser. University of Tasmania</i></p> <p>HRM strategies for being an employer of choice in the labour hire industry <i>Rob Hecker. University of Tasmania</i> <i>Peter Holland. Monash University</i></p> <p>In the eyes of the beholder: Factors influencing how managers and professionals perceive HR capabilities <i>Sofia John. Hanken School of Economics</i> <i>John Björkman. Hanken School of Economics</i></p> <p>The impact of personality traits on job search behaviour and search success <i>Susanne Imhof. University of Bamberg</i></p> <p>HRM implementation levers: a multiple case study of the implementability of HRM tools <i>Ben J.M. Emans. Hanze University of Applied Sciences</i> <i>Arnoud Boeve. Hanze University of Applied Sciences</i> <i>Marijke Postema. Hanze University of Applied Sciences</i></p> <p>The triangular relation between client-headhunter-candidate, a review of asymmetric information under the agency theory perspective <i>Carlos M. Baldó. Universidad Fermín Toro</i></p>
12:30-14:30	
14:30-16:00	Buffet Lunch

16:00-17:00	Keynote speaker. Prof. Dr. Wolfgang Mayhofer (Viena University, Austria) Salón de Grados. EDIFICIO 7.
17:00-19:00	SESSION 5A PAPERS. Chair: Jaap Paauwe (Tilburg University). Salón de Grados. EDIFICIO 6
	The mediating role of strategic climate in the relationship between HRM and employee commitment: A multilevel temporal analysis <i>Monique Veld. Tilburg University</i> <i>Riccardo Peccei. Tilburg University</i> <i>Jaap Paauwe. Erasmus University</i> <i>Paul Boselie. Utrecht University</i>
	Managing and organizing human resources: the role of the technical consultancy <i>Jonas Söderlund. BI Norwegian School of Management</i> <i>Karin Bredin. Linköping University</i> <i>Elizabeth Borg. Linköping University</i>
	Talent management and organizational performance: the mediator role of innovation <i>Roberto Luna-Arocas. University of Valencia</i>
17:00-19:00	SESSION 5B PAPERS. Chair: Carmen Cabello (Pablo de Olavide University) Salón de Grados. EDIFICIO 7
	Effectiveness through self-managing teams: Practices human resource management and organizational design variables <i>Santiago Gutiérrez. Universidad de Castilla La Mancha</i> <i>Mercedes Rubio. Universidad CEU San Pablo</i> <i>Juan N. Montoya. Universidad Nacional de Colombia</i> <i>Juan Carlos Zapata. Universidad Pontificia Bolivariana</i>
	Exploring the careers of project managers: Contrasting career models in ten Swedish project-oriented firms <i>Karin Bredin. Linköping University</i> <i>Jonas Söderlund. BI Norwegian School of Management</i>
	New forms of management in the 21st century: Corporate social responsibility of human resources form the resources-based review approach <i>Nieves Fernández. Universidad Complutense</i>
	Age is just a number, right? Unearthing and understanding conceptions of the "older worker" among organisational decision-makers in Ireland <i>Jean McCarthy. University of Limerick</i> <i>Noreen Heraty. University of Limerick</i> <i>Christine Cross. University of Limerick</i>

	SESSION 5C INTERACTIVE. Chair: Lourdes Susaeta (IESE). Sala de Juntas. EDIFICIO 3
	Competitive and institutional drivers of managers training. Do they affect organizational outcomes? <i>Nuria Esteban-Lloret. University of Murcia</i> <i>Antonio Aragón-Sánchez. University of Murcia</i>
	Is the leadership style for innovative activity really important? An empirical case <i>Jesus Angel del Brio. Universidad de Oviedo</i> <i>Esteban Fernández. Universidad de Oviedo</i> <i>Beatriz Junquera. Universidad de Oviedo</i>
17:00-19:00	Impact of the web 2.0 in HR management: social media and networks. An analysis in Spain <i>Esperanza Suárez. IESE Business School</i> <i>Lourdes Susaeta. IESE Business School</i> <i>José Ramón Pin. IESE Business School</i>
	The hold-up problem in expatriate assignments - a game-theoretical analysis <i>Maike Andresen. Otto-Friedrich University Bamberg</i> <i>Franciska Bergdolt. Otto-Friedrich University Bamberg</i>
	The role of R&D scientists to firm's absorptive capacity development <i>Petra de Saá. Universidad de las Palmas</i> <i>Nieves Lidia Díaz. Universidad de las Palmas</i>
	The changing role of HR: Values and contribution – a case study from the life sciences industry <i>Torben Andersen. University of Southern</i> <i>Per Krogager. Masco Corporation</i>
19:00-19:30	Closing Workshop (Salón de Grados. EDIFICIO 7)
21:30	Gala Dinner and BEST PAPER prize. Casino de la Exposición