British Academy of Management Human Resource Management SIG Workshop
MANAGING IN CRISIS - CRISIS IN MANAGING: EXPLORING THE FUTURE OF HUMAN RESOURCE MANAGEMENT
9th and 10th April 2013
Newcastle University Business School, UK

9th April

10.00 Registration and coffee

10.30 Keynote: Professor Paul Thompson

11.15 Coffee break

11.30 Paper session 1: Crisis in organisational contexts – Chair: Jenny Rodriguez

1) Organisational trust repair: A process theory and case illustration from RBS. Graeme Martin, Sabina Siebert and Branko Bobic (University of Glasgow)

2) Organising for what? A case study of the Public and Commercial Services union. Andy Hodder (University of Birmingham)

3) Assessing the impact of surviving redundancy on shop floor employee attitudes in a UK manufacturing organisation: a quantitative comparison of survivors and newcomers. Gwen Chen (Nottingham Trent University) Mitchell Ness and Stephen Procter (Newcastle University)

13.00 Lunch

14.00 Paper session 2: Looking at crisis and HRM from an international perspective – Chair: Stephen Procter

1) "Free to choose" versus "beneficial constraints": The impact of employment relations institutions on (human resource) management responses to the great crisis in Germany 2009/2010. Stefan Zagelmeyer (International University of Applied Sciences Bad Honnef-Bonn), Hans-Dieter Gerner (Institute for Employment Research of the German Federal Employment Agency), and Lutz Bellmann (Institute for Employment Research of the German Federal Employment Agency and University of Erlangen-Nuremberg)

2) The positioning of human resources within human rights issues in the context of global crises affecting emerging economies - a legal perspective. Vijay Pereira (University of Portsmouth) Sascha-Dominik Bachmann (University of Lincoln)

3) Is informal learning the key? Antecedents of information sharing and perceived team performance; the case of Greece. Margarita Nyfoudi, Helen Shipton, Nicholas Theodorakopoulos and Pawan Budhwar (Aston University)

15.30 Coffee break

16.00 Keynote: Professor Paul Sparrow

16.45 Roundtable discussions

17.30 Close

19.00 Workshop Dinner
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9.30  Paper session 3: Understanding the relationship between crisis and HRM – Chair: Stewart Johnstone

1)  Signal detection: understanding the role that HRM can play in developing effective leadership behaviours that off-set crisis.

   Adrian Eagleson (Birkbeck College, London)

2)  From crisis management planning to organizational resilience: the role of culture and HRM.

   Epaminondas Koronis (University of Lincoln)

3)  Human resource durability: defining a concept for the human resource contribution to business continuity management.

   Johannes Muellenberg (Business Continuity & Crisis Management Global GRC)

11.00  Coffee Break

11.30  Keynote: Professor Helen Francis

12.30  Lunch

13.30  Paper session 4: Crisis and the HR function – Chair: Tracy Scurry

1)  Conceptualising a police performance management system in an era of financial constraint.

   Harry Barton (Nottingham Trent University)

2)  HR's legitimacy in 'times of crisis': Revisiting the deviant innovator role.

   Sue Kinsey (Plymouth University)

3)  Preparing for the future: enhancement of organizational resilience and development of human resources, as contributor to organizational resilience, are key responses to managing a crisis.

   Evangelia Fragouli (University of Dundee)

14.30  Final discussion

15.30  Coffee and close