HUMAN RESOURCE MANAGEMENT SCHEDULE

SESSION 1
TUESDAY 11th September 15:30 – 17:00

Workshop | Glamorgan Building, Committee Room 1
Session Chair: TBC

Age Concern: Employment Relations in an Era of an Ageing Workforce (629)
Morris, Prof. Jonathan Llewellyn

SESSION 2
Wednesday 12th September 09:00 – 10:30

Workshop | Glamorgan Building, Committee Room 1
Session Chair: TBC

Careering Where? Future Trajectories of Careers (688)
Hassard, Prof. John

Full Papers | Glamorgan Building, Glamorgan Council Chamber
Session Chair: Kate Shacklock

Employment Relations in the BRICS countries (115)
Horwitz, Prof. Frank Martin

The Impact of Financial Incentives, Acquirer's Commitment, and Autonomy Removal on Top Management Turnover In International Mergers and Acquisitions (384)
Ahammad, Mohammad Faisal; Glaister, Keith W; Weber, Yaakov; Tarba, Shlomo Yedidia

Is Japanese shop floor management still unique?: A comparative study between Japanese, British and German plants (219)
Aoki, Katsuki

Developmental Papers | Glamorgan Building, -1.80
Session Chair: Frances Dunnion

Consolidation, Conflict and the Congruence of HRM at European Low Fares Airlines (LFAs) (270)
Harvey, Geraint; Turnbull, Peter

Using Strategic Value Curves to design and implement the Company's Human Resource Offer: An Action Research Approach (280)
Gagne, Jean-François

Skills Utilisation and High Performance Working: An analysis of line manager and employee perceptions across Scotland (375)
Grant, Kirsteen
Human Resource Management (HRM) and Organization Development (OD): The realities of integration in the UK (834)
Yerby, Elaine; Garvin, Wilma

SESSION 3
Wednesday 12th September 11:00 – 12:30

Full Papers | Glamorgan Building, Glamorgan Council Chamber
Session Chair: Jude Emelifeonwu

Tension at the top: HR Professionals and the Top Management Team (203)
Sheehan, Cathy R; De Cieri, Helen; Greenwood, Michelle R; Van Buren III, Harry J

Managing Human Resources in Retail MNEs in China (339)
Siebers, Lisa Qixun; Kamoche, Ken

When values don’t fit: how managers deal with conflicts between personal and organisational values (927)
Lee, Sarah; Higgs, Malcolm

Developmental Papers | Glamorgan Building, -1.79
Session Chair: Geraint Harvey

Talent management and talent retention in the Chinese private-owned enterprises (282)
Zhang, Shuai

The Masked Employee: A qualitative investigation of the false performer’s unethical behaviour in the workplace (283)
Dunnion, Marie Frances; Gbadamosi, Gbolahan; Francis-Smythe, Jan

The War for Talent in Islamic Financial Industry (788)
Aminudin, Norsiah

The Attitude of Decision Makers towards the Process of Talent Identification (919)
Abunar, Malak Mansour; Ali, Maged

Developmental Papers | Glamorgan Building, -1.79
Session Chair: Carol Atkinson

Human Resource Management and Organizational Performance: Evidence from the Indonesian Banking Industry (536)
Arifin, Rita Nawangsari

Strategic Human Resource Management and Organizational Performance: Evidence from the University-Level Education in Cyprus (442)
Hoppas, Costas A.; Worrall, Les
Similar, but still different: How US-MNCs in Germany and Switzerland use host-country training & skill practices (628)
*Kluike, Marlies; Pull, Kerstin*

Giving HR the Edge; Building the Four Foundations of Business Savvy (776)
*McGurk, John Patrick*

**SESSION 4**
*Wednesday 12th September 14:00 – 15:30*

**Full Papers | Glamorgan Building, Glamorgan Council Chamber**
**Session Chair: Liza Castro Christiansen**

Men’s work in their Sheds: An exploratory study of the impact of human resource management on participation in two Men’s Sheds in Australia (145)
*Cavanagh, Jillian Maria; Bartram, Timothy; McNeil, Nicola*

Employment legislation and SMEs (165)
*Atkinson, Carol; Wapshott, Robert*

The Impact of Marital Status upon the Retention of Older Workers (157)
*Shacklock, Kate Herring; Brunetto, Yvonne; Nelson, Silvia*

**Developmental Papers | Glamorgan Building, -1.80**
**Session Chair: Costas Hoppas**

‘Home or Away’: From Traditional Expatriates to Modern Flexpatriates? (782)
*Haji-Ghassemi, Yalda*

Unemployment in Saudi Arabia and Strategies (761)
*Nalband, Nisar Ahamad; Alameri, Ahmed S.M*

Examining the Factors Affecting the Adoption and Success of Human Resource Information Systems in the Context of the Kingdom of Saudi Arabia (649)
*Al-Khawaiter, , Wassan A.A.; Dwivedi, Yogesh K.; Williams, Michael D*

Increase of ‘service overtime’ compensation claims: young Japanese workers and Japanese HRM (437)
*Takeda, Sachiko*

**SESSION 5**
*Wednesday 12th September 16:00 – 17:30*

**Full Papers | Glamorgan Building, Glamorgan Council Chamber**
**Session Chair: Ann Parkinson**

Drivers of organizational citizenship behaviours: The role of human resource practices, learning orientation and affective commitment (576)
*Wilson-Evered, Elisabeth; Last, Carolyn*
An Investigation of the domains of Human Resource Management: scale development and validation (258)
De Cieri, Helen; Shea, Tracey

Developmental Papers | Glamorgan Building, -1.80
Session Chair: Schiko Takeda

Mediation effects of career aspiration on the relationships of perceived supervisor supports and mastery motivation among extension agents in Iran (404)
Karami, Roya; Ismail, Maimunah; Badsar, Mohammad

Work and careers of young scientists in the entrepreneurial university (298)
Lam, Alice; Campos, Andre

Anchoring Professional Careers in Shared Service Centres; Drawing Together Research Questions (828)
Lambert, Stephanie Anne

Good Leadership Enhances Performance (367)
Michailidis, Maria P.; Charalambous, Maria

SESSION 6
Thursday 13th September 09:00 – 10:30

Full Papers | Glamorgan Building, Glamorgan Council Chamber
Session Chair: Marco Hauptmeier

The bi-directional and componential nature of work-life balance: An investigation of the concept (240)
Au, Wee Chan

The Missing Link?: Work Environment, Job Attitudes and Voluntary Employee Turnover (268)
Whitfield, Keith Leslie; Javed, Uzma; Yousafzai, Shumaila

Doing More with Less: Exploring the Effects of HR Practices on Emotional Exhaustion in the Public Service (650)
Conway, Edel; Fu, Na; Monks, Kathy; Truss, Katie; Alfes, Kerstin

Developmental Papers | Glamorgan Building, -1.80
Session Chair: David Marsden

Coaching in the Workplace: A comprehensive Review (897)
Nyfoudi, Margarita; Shipton, Helen; Theodorakopoulos, Nicholas; Budhwar, Pawan

Examining the impact of management development process on firm performance (846)
Than, Swe Swe
Levels of commitment among the primary teachers in Sarawak, Malaysia (880)
Ahmad, Rusli bin; Abdullah, Dzulkiflee

‘Are we there yet?’ Towards a conceptualisation of organisational creative capital (807)
Straatman, Sean; Veenendaal, Andre; Van Velzen, Martijn

SESSION 7
Thursday 13th September 11:00 – 12:30

Full Papers | Glamorgan Building, Glamorgan Council Chamber
Session Chair: Frank M. Horwitz

‘Rank and Yank’: Managerial Job Insecurity in International Perspective (360)
Morris, Jonathan Llewellyn; Farrell, Catherine; Hassard, John

Management development: Is Asia different from Europe? (539)
Than, Swe Swe; Trenberth, Linda; Conway, Neil

Supervisor-subordinate guanxi, job satisfaction and work outcomes in Japanese firms (585)
WU, Wei-ping; Cheung, Millissa

Developmental Papers | Glamorgan Building, -1.80
Session Chair: Ahmed Mohammed Sayed Mostafa

Re ‘Train’ or De ‘Train’: Impact of training and development on psychological contracts of employees during global economic recession (925)
Shaffakat, Samah

Review on Skill Mix and the need for HRM in healthcare management: A Study on the Extended Roles of Healthcare Assistants (HCA) in Secondary Healthcare. (903)
Omoro, Barbara Jenipher Dola
Norms of exchange and the diversity of work systems within national economies (521)
Marsden, David W

Corporate and Business Strategy Integration with HR policies – Evidence from 5 case-study banks in Pakistan (883)
Zakaria, Nousheen
SESSION 8
Thursday 13th September 14:00 – 15:30

Full Papers | Glamorgan Building, Glamorgan Council Chamber
Session Chair: John Neugebauer

Managerial discretion of the line in rewarding performance (630)
Wei, Qi

Examining Human Resource Outsourcing in the UK (444)
Glaister, Dr. Alison Jacqueline

Institutional Perspective on Perceptions of Flexible Working Arrangements in Greece (215)
Bessa, Ioulia; de Menezes, Lilian

Developmental Papers | Glamorgan Building, -1.79
Session Chair: Nousheen Zakaria

We need to talk about HR: the legacy of the past for HR (939)
Parkinson, Ann

Subsidiary HR Department Role: The Case Study of Three Nordic MNCs in Bangladesh (936)
Rozalin, Nahid

Quo Vadis HRM: The demise of a profession? (315)
Bond, Christopher

The Application of the HR Business Partnering Model in the Public Sector: The Case of HR in Universities (492)
Smith, Paul Edward; Robertson, Kay

Developmental Papers | Glamorgan Building, -1.80
Session Chair: Margarita Nyfoudi

Social Capital - An Antecedent of Organisational Socialisation? (301)
Zigan, Krystin; Fletcher, Luke

Educating Today’s Line Managers to Become Tomorrows Heroes (817)
Martins, Lola-Peach

The Mediating Effects of Public Service Motivation and Person-Organization Fit on the Relationship between HRM Practices and Employee Attitudes (890)
Mostafa, Ahmed Mohammed Sayed; Gould-Williams, Julian Seymour