

## BAM Human Resource Management SIG International Symposium 2022

13 June 2022, 9:00 – 22:30  
AGENDA

| Time           | Agenda   |
|----------------|--|
| 9:00 – 9:30    | <b>Registration</b>  |
| 9:30 - 9:45    | <b>Welcome &amp; Introductions</b>   |
| 9:45 – 10:45   | <b>Keynote presentation:</b><br>Professor Jacqueline O'Reilly, Professor and Co-Director, Digital Futures at Work Research Centre, University of Sussex  |
| 10:45 – 11:15  | <b>Coffee break</b>  |
| 11:15 – 12:30  | <p><b><u>Session 1</u></b></p> <p><b>Room 1: Sustainable HRM   Chair: Stewart Johnstone</b></p> <ul style="list-style-type: none"> <li>- Sarah Leidner, 'Looking for brighter shades in Green HRM'</li> <li>- Graeme Martin, 'A Race to the Top: How Can Human Resource Management (HRM) Contribute to the Sustainable Scaling-up of SMEs?'</li> <li>- Michael Müller-Camen, 'Workplace Resonance and Common Good HRM: Introducing a socio-ontological foundation'</li> </ul> <p><b>Room 2: The role of HR under micro- and macro-turbulence   Chair: Margarita Nyfoudi</b></p> <ul style="list-style-type: none"> <li>- Ian Roper, 'A Just Recovery and a Just Transition. The Workplace Change Agenda after Covid19 and the IPCC 2021 Agenda</li> <li>- Julia Brandl, 'Knowledge production in scholar – HRM practitioner collaborations in turbulent times'</li> <li>- Jonathan Morris, 'Managers working at home: Considering economic, political and socio-technical effects on human resources before, during and after coronavirus'</li> </ul> <p><b>Room 3: Digitalisation and HR analytics   Chair: Steven Procter</b></p> <ul style="list-style-type: none"> <li>- Stefan Cantore, 'Making the case for Organisation Development practice in the context of recent HRM developments in the UK National Health Service'</li> <li>- Jaejin Lee, 'The barriers of using HR analytics from the HR practitioners' perspective'</li> <li>- Nina Jörden, 'Bringing the individual into the people analytics discussion: Trying to build and defend an expert identity'</li> </ul> |
| 12:30 – 13: 30 | <b>Lunch break</b>   |

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| 13:30 – 14:45 | <p><b><u>Session 2</u></b></p> <p><b>Room 1: Automisation   Chair: Greg Bamber</b></p> <ul style="list-style-type: none"> <li>- Fanni Tamasi, 'Automation and the changing face of operational HR'</li> <li>- Donald Hislop, 'The Impact of Intelligent Automation on Jobs and Workers in the Knowledge and Service Sectors: The Current State of Knowledge and a Research Agenda'</li> </ul> <p><b>Room 2: HR – Management   Chair: Helen Shipton</b></p> <ul style="list-style-type: none"> <li>- Jocelyn Finniear, 'Building Back Flexibly: Moral framing of managers, employees and policy'</li> <li>- Colin Lindsay, 'Management practices, workplace innovation and the UK productivity puzzle'</li> <li>- Pranas Smaizys, 'Line Managers' Practical Wisdom as Resource for Supporting Employee Agility'</li> </ul> <p><b>Room 3: Emotions and Talent management   Chair: Fang Lee Cooke</b></p> <ul style="list-style-type: none"> <li>- Karine Mangion, 'Coaching as talent management practice in a global bank: specificities and impact for individuals and organisation'</li> <li>- Idorenyin Etokakpan, 'Talent Management in a Resource-Constrained Environment (RCE): Opportunities or Threats?'</li> <li>- Elizabeth Rivers, 'Unmasking the emotional human resource professional'</li> </ul>  |
| 14:45 – 15:15 | <b>Coffee break</b>  |
| 15:15 – 16:30 | <p><b><u>Session 3</u></b></p> <p><b>Room 1: Voice I   Chair: Helen Shipton</b></p> <ul style="list-style-type: none"> <li>- Andrew Bratton, 'Environmental leadership reconceptualised: The role of employee voice in the emergence of environmental leadership'</li> <li>- Catherine Hobby, 'The Silencing of Worker voice: Human Rights and Effective HRM in the Gig Economy'</li> <li>- Preethi Misha, 'Precarity in the platform economy in India: Perspectives from the voice literature'</li> </ul> <p><b>Room 2: Gender, Equality and Inclusion in the Future of Work   Chair: Lucy Taksa</b></p> <ul style="list-style-type: none"> <li>- Michelle Greenwood, 'Intimate Partner Violence (IPV) and Workplace: A Systematic Review and Feminist Conceptual Analysis'</li> <li>- Louise Thornthwaite, 'Shifting the Dial from Biased Mental States to a duty of care and higher standards of Behaviour'</li> <li>- Jonathan Morris, 'Women Managers' Experiences of Work Since the Millennium: Understanding Human Resources Job Precarity and Overworking in the Context of Neoliberalism'</li> </ul> <p><b>Room 3: Digital Technology   Chair: Fang Lee Cooke</b></p> <ul style="list-style-type: none"> <li>- Elaine Yerby, 'Speaking about Robots...: The construction of the meaning and role of digital technologies and A.I. in professional HRM discourses'</li> <li>- Bianca Mirea, 'Perceptions of Job Quality and Career Development in the Platform ('Gig') Economy'</li> <li>- Scott Hurrell, 'Technology, the HR Profession and the Digital Evolution of Work: A Theoretical Review'</li> </ul> |

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| 16:45 – 17:15 | <b>Speaker:</b><br>Professor Guglielmo Meardi, Professor of Sociology of Work and Economy in the Faculty of Political and Social Sciences of Scuola Normale Superiore, Florence |
| 19:00 – 22:30 | <b>Symposium Dinner</b>   |

## Poster Presentations

Anastasia Kulichyova, 'Competences and skills in the new normal of Tourism & Hospitality industry: A cross-country perspective on talent management'

Michalis Kourtidis, 'Retaining highly skilled employees: the case of chefs'

Kyle Griffith, 'Characterizing the 'Global War for Talent''

Tugce Yerlitas, 'Exploring Human Capital Sustainability and Its Outcomes'

14 June 2022, 9:00 – 17:15

AGENDA

| Time           | Agenda   |
|----------------|--|
| 9:00 – 9:30    | <b>Registration</b>  |
| 9:30 - 9:45    | <b>Coffee and PhD Sessions</b>   |
| 9:45 – 10:45   | <b>Keynote presentation:</b><br>Professor Thomas A. Kochan, Professor and Co-Director, Institute for Work and Employment Research, MIT Sloan School of Management  |
| 10:45 – 11:15  | <b>Coffee break</b>  |
| 11:15 – 12:30  | <b><u>Session 4</u></b><br><br><b>Room 1: Artificial Intelligence in HRM   Chair: Greg Bamber</b> <ul style="list-style-type: none"><li>- Yehuda Baruch, 'HRM challenges for AI impact on contemporary labour markets: A test of multiple level psychological contracts'</li><li>- Giseline Rondeaux, 'AI, jobs and competencies: results from a study in the telco sector'</li><li>- Andy Charlwood, 'Artificial Intelligence: the end of HR?'</li></ul><br><b>Room 2: Employees' experience and intersecting crises   Chair: Lucy Taksa</b> <ul style="list-style-type: none"><li>- Nadia Kougiannou, 'Exploring employees lived experiences at NHS England during the COVID-19 Pandemic: the role of meaningful work'</li><li>- Senia Kalfa, 'Flexibility for whom? Breast cancer survivors' experiences of returning to work.'</li><li>- Carol Woodham, 'NHS Medical Gender Pay gaps: the influence of the COVID crisis'</li></ul>                 |
| 12:30 – 13: 30 | <b>Lunch break</b>   |
| 13:30 – 14:45  | <b><u>Session 5</u></b><br><br><b>Room 1: Employee Engagement and Coping   Chair: Joshua Haist</b> <ul style="list-style-type: none"><li>- Ann Parkinson, 'Sharing the Burden: the role of workplace relationships in supporting engagement and well being'</li><li>- Colin Lindsay, 'Co-Production and Employee Engagement in Public Health Workplaces'</li><li>- Rebecca Hewett, 'The Differential Implications of Motivational Coping Resources in the Face of External Shocks'</li></ul><br><b>Room 2: Employment relations   Chair: Steven Procter</b> <ul style="list-style-type: none"><li>- Verena Bader, 'Technology Trajectories and Framing Contests in the Political Battlefields of Employment Relations;</li><li>- Alyson Gounden Rock, 'Review of Gender and Work in the Field of Industrial Relations '</li><li>- Andrea Buckley, 'Disconnect between Contractors HRM Policy and casual labour in the construction industry'</li></ul> |
| 14:45 – 15:15  | <b>Coffee break</b>  |

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| 15:15 – 16:30 | <p><b><u>Session 6</u></b></p> <p><b>Room 1: Voice II   Chair: Margarita Nyfoudi</b></p> <ul style="list-style-type: none"> <li>- Margarita Nyfoudi, 'Employee voice at times of crises and the role of HR practices: a conceptual examination'</li> <li>- Helen Shipton, 'Individual voice and organizational voice: Construct viability and outcomes of two voice forms'</li> <li>- Kendra Briken, 'Employee voice, participation, technology, social care, inclusive HR'</li> </ul> <p><b>Room 2: HR Systems   Chair: Stewart Johnstone</b></p> <ul style="list-style-type: none"> <li>- Ho Hoang, 'Human Resource (HR) Systems Implementation from Resource Orchestration Perspective: Do Top and Middle Managers' HR Philosophies Matter?'</li> <li>- Jenny Rodriguez, 'Mapping out the HRM space'</li> <li>- Carol Atkinson, 'Stream: HRM and employment practices across different organization forms and systems'</li> </ul> |
| 16:45 – 17:15 | <b>Farewells</b>   |