

21st WORKSHOP ON STRATEGIC HUMAN RESOURCE MANAGEMENT

PROGRAMME

Thursday, 30 March 2006		
08.30 – 09.30	Registration - Nelson Building, Aston Business school, Near the Main Reception	
09.30 – 09.45	Welcome	
Part 1: Strategic HRM – Chair: Professor Martin Hilb		
09.45 – 10.00	Introduction	
Parallel Paper Presentation Sessions		
Stream A		Stream B
10.00 – 10.25	Rethinking HRM Practices Measurement: A Classification Of Choices For Researchers DORENBOSCH LUC, MARC VAN VELDHOVEN	Human Resource Strategies In Small & Medium Sized Enterprises: A Structural Model To Test Contingency Factors SANCHEZ GARDEY GONZALO, FERNANDO MARTIN ALCAZAR PEDRO MIGUEL ROMERO FERNANDEZ
10.25 – 10.50	Human Capital. Beyond The Fad, What The Analogy Really Tells To SHRM AUTIER FABIENNE	Personal Competences As An Intermediate Variable Between Compensation And The Strategy Of The Company. DIAZ-FERNANDEZ MIRTA, RAMON VALLE-CABRERA
10.50 – 11.15	Analyzing Social Capital & Gender Diversity In The Context Of Human Resource Management: A Proposed Research Agenda LOPEZ-FERNANDEZ MACARENA, FERNANDO MARTÍN-ALCÁZAR PEDRO MIGUEL ROMERO-	How Are Supervisory Tasks Recognized And Manifested In Computer-Aided Management And Leadership HUUSKO LIISA
11.15 – 11.35	Coffee break	
11.35 – 12.00	Strategy And Human Resources - The Development Danfoss Ltd. In PRC LEMMERGAARD JEANETTE, TORBEN ANDERSEN	SHRM And HR Risk Management - The Case Of German Savings Banks PAUL CHRISTOPHER, DR. LARS MITLACHER

12.00 – 12.25	Studies Into The Strategic Response Of HR Professionals To The Aging Workforce TEMLER ANDREW, MARJORIE ARMSTRONG-STASSEN	Implementing HRM: A First Line Management Challenge NEHLES ANNA, MAARTEN VAN RIEMSDIJK, IRENE KOK, JAN KEES LOOISE
12.25 – 12.50	A Customer Profiling And Recommendation Approach To Define Employees' Rewards PALMISANO COSIMO, VALERIA BAVARO, A.CLAUDIO GARAVELLI, MICHELE GORGOGNONE	A Study Of Cultural Influences On Employee Involvement In Chinese Enterprises VELO VERONICA, PING LIU, AIMEE BARTER AND VERONICA VELO
12.50 – 13.45	Lunch	
Part 2: HRM and Performance – Chair: Professor Dan Ondrack		
13.45 – 14.00	Introduction	
14.00 – 14.25	Explaining HRM Effectiveness: Fitting The Fits? BOON CORINE, DR. PAUL BOSELIE PROF. DR. DEANNE DEN HARTOG PROF. DR. JAAP PAAUWE	The Influence Of Mindset And Behaviour On Firm's Performance: An Empirical Demonstration BRESCIANI STEFANO, DAVIDE SOLA
14.25 – 14.50	Saving Faith? The Merit Of Subjective Firm Performance Measures – A Methodological Contribution To The HRM-Firm Performance Debate. REICHEL ASTRID, WOLFGANG MAYRHOFER	HRM And Firm's Performance After A Merger: A Longitudinal Study MIETTINEN ASKO, MIRUNA RUSU AND ANITA VARJONEN
14.50 – 15.15	Pay Satisfaction And Early Retirement Thoughts Among Public Hospital Nurses VON BONSDORFF MONIKA	Feedback Seeking Behavior In Organizations: A Study Towards The Antecedents And Impact On Employee Performance. DE STOBBELEIR KATLEEN, DIRK BUYENS
15.15 – 15.35	Coffee break	
15.50 – 16.15	Conceptualising The Value Of Human Capital In Three Organisations: Using Causal Mapping Techniques To Investigate The Construct SPARROW PAUL, RAM RAGHAVAN AND JOHN MURPHY	Linking Performance Management Practices, Service Climate, And, Customer Perceptions Of Service Quality. SHARMA, TANUJA
16.15 – 16.40	HR Practices As Antecedents Of A Firm's Social Network And Knowledge Transfer: Conceptual And Methodological Issues KASE ROBERT, NADA ZUPAN	Individual Performance Management In Higher Education Institutions DECRAMER ADELIEN, ALEX VANDERSTRAETEN, JOHAN CHRISTIAENS

16.40 – 17.05	Looking For The Holy Grail? Tracking Developments Over Time In Human Resource Management – Some Theoretical And Methodological Issues. REICHEL ASTRID, WOLFGANG MAYRHOFER	Reward Policies In Strategic Entrepreneurship Context MAJOWSKA MAGDALENA, BRATNICKI, STRUZYNA
17.05 – 17.30	The Professionalization Of The HR Function In Chinese Enterprises ZHANG XUEYAN	Are The Reforms Of Public Administration Changing HRM? KOHONT ANDREJ
19.00	Workshop Dinner - Banqueting Suite, Birmingham City Hall	

Friday, 31 March 2006

Part 3: International HRM – Chair: Professor Chris Brewster

08.30 – 08.45	Introduction	
08.45 – 09.10	A Lot To Do, But Little To Say? - A Cross-National Comparison Of Gender And Power In The Personnel Function BRANDL JULIA, FLORENTINE MAIER, WOLFGANG MAYRHOFER	Searching For Integration! Examining The Origins And Outputs Of Owner SHRM Before, During And After M&A EDGER CHRIS
09.10 – 09.35	Towards The Effectiveness Of Intercultural Trainings: Some Modest Propositions For Improvement HERZFELDT REGINA H, FELIX C. BRODBECK	JOB SATISFACTION AMONG SPANISH REPATRIATED MANAGERS SÁNCHEZ VIDAL MARIA EUGENIA, SANZ VALLE, RAQUEL BARBA ARAGÓN, M ^a ISABEL
09.35 – 10.00	An International Study Of Dysfunctional Email Usage Attitudes Among Managers SEGALLA MICHAEL + Tacit Knowledge In A Cultural Context SEGALLA MICHAEL, PIOTR PLOSZAJSKI, ALFONS SAUQUET	A Comparative Audit Of Performance Management System Of Selected Banks In India And Its Contribution In Delivering Quality Service To Its Internal And External Customers. SHARMA, TANUJA
10.00 – 10.20	Coffee break	
10.20 – 10.55	Ethical Beliefs And HRM In Oman PARKES CAROLE, PAWAN BUDHWAR ABDUL BASIT AL HAMADI	Adjustment-Cost Theory Of Global Assignments ZIKIC JELENA, PROF. MILORAD NOVICEVIC
10.55 – 11.20	National Cultures And Preferred Leadership Behaviors: A Study Of Management Consulting Firms VAIMAN VLAD	Dynamic Strategic Human Resources For Spanish Firms In China: Theorizing From Preliminary Findings ZHANG YINGYING, SIMON DOLAN, TONY LINGHAM
11.20 – 11.55	How (Dis)Similar Are Self-Managed Teams? - Two Portuguese Industrial Case-Studies PROENÇA TERESA	Perceived Development Opportunities Of Ageing Finnish Nurses SALMINEN HANNA
11.55 – 12.55	Lunch	

12.55 – 13.20	Human Resources Development Management: An Approach To The Emotional Management In The Organizations HENRIQUES PAULO	The Influence Of National Social Issues On Human Resource Policies LEMMERGAARD JEANETTE
13.20 – 13.45	“Recruitment Of Expatriate Development Workers: An Empirical Investigation Of Current Practice In UK-Based NGOs” CUSITER MARK	Characteristics Of Expatriation Process In Multinational Firms. The Specific Case Of Mexico Firms ARIZKUREN-ELETA AMAIA, M ^a LOURDES FRANCKE-RAMM
13.45 – 14.10	Islamic Justice: Implications For HRM Practices And Work Behavior BENSON PHILIP, KHADIJA AL ARKOUBI	Corporate Governance And Labor Management: A Cross-National Study Of Firm Governance And Employment Contracts GARCÍA-CASTRO ROBERTO, MIGUEL A. ARINO MIGUEL A. RODRIGUEZ SILVIA AYUSO
14.10 – 14.30	Coffee break	
Part 4: Emerging Issues in Strategic HRM – Chair: Professor Michael Segalla		
14.30 – 14.45	Introduction	
14.45 – 15.10	HR Outsourcing And Boundary Design. The Determinants Of HR Outsourcing Decisions GUBITTA PAOLO, MARTINA GIANECCHINI, GIOVANNI COSTA	Sustainability Issues In Human Resource Management: Linkages, Theoretical Foundation And Outlines For An Emerging Field EHNERT INA
15.10 – 15.35	A Decision Model For Outsourcing Of Training Functions: Distinguishing Among Generic And Firm- Or Job- Specific Training Content GALANAKI ELEANNA AND NANCY PAPALEXANDRIS	A Simple Theory Of Layoffs And Top Executive Pay LOVEIRA-PAZÓ ROSA, MARCO CELENTANI
15.35 – 16.00	Running Head: When Promoting Positive Feelings Pays: Aggregate Job Satisfaction, Work Design Features And Innovation In Manufacturing Organizations PARKES CAROLE, MICHAEL WEST, HELEN SHIPTON AND JEREMY DAWSON.	Pioneers On The HR Ground KAROLINY ZSUZSA
16.00 – 16.20	Coffee break	

16.20 – 16.45	How Human Resource Management Can Create An Innovative Environment To Enable Successful Technology Transfer LOGAN MARSHA, CLIVE REYNOLDS	
16.45 – 17.10	A Typology Of The Internal Career Needs Of Information Technology Workers In Nigeria ITUMA AFAM	The Role Of Employees´ KSA And HRM Practices In Research And Development Units. LOPEZ-CABRALES ALVARO, RAMON VALLE-CABRERA
17.10 – 17.50	Where do we go from here?	