

Second HR Division International Conference

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THE HUMAN
RESOURCES DIVISION



Saturday 20 February 2016

Doctoral Student Consortium			
0730	Registrations Open	Ground Foyer, West Wing, UNSW Business School Building	
0900	Opening of PhD Consortium	Room G21, UNSW Business School Building	
1700	Close of PhD Consortium	Room G21, UNSW Business School Building	
Professional Development Workshops – Concurrent Sessions (120 mins each)			Ground Foyer, West Wing, UNSW Business School Building
	Stream 1: Methods Room G23, UNSW Business School Building	Stream 2: Research Room G26, UNSW Business School Building	Stream 3: Teaching/Practitioner Room G24, UNSW Business School Building
0800	No Session Scheduled.	Learn More From the HR Division: The Ambassadors Network <i>Organiser: Karin Sanders</i> <i>Facilitators: Helen Shipton, Karin Sanders, Robert Kaše, Pawan Budhwar, Jian-Min (James) Sun, Liza Castro Christiansen, Ingrid Fulmer, Dave Lepak, David G. Allen</i>	From Profit to Social Prosperity: The New Leadership Challenge. <i>Facilitators: Rhonda Brighton-Hall, Shelley Reys</i>
1000	Morning Tea	Ground Foyer, West Wing, UNSW Business School Building	
1020	HR Analytics and Data-Driven HR Decision Making: Bridging Research and Practice. <i>Organizers: Janet H. Marler, Sharna Wiblen</i> <i>Presenters: John Boudreau, Kristine Dery, Janet H. Marler, Sjoerd van den Heuvel</i>	Doing Research Locally and Publishing Internationally. <i>Organiser: Jian-Min (James) Sun</i> <i>Facilitators: Pawan Budhwar, Fang Lee Cooke, Karin Sanders</i>	Building HR Capacity via Fresh Tools for Leadership Development: Leading Through Values and Growth Mindsets. <i>Facilitators: Giles Hirst, Peter Heslin</i>
1220	Lunch	UNSW Business School Lounge, Level 6, West Wing, UNSW Business School Building	
1310	Advanced Research Methods in HRM Research. <i>Organisers: Karin Sanders, Jian-Min (James) Sun</i> <i>Facilitators: Tim Bednall, Julie Cogin, Cai-hui (Veronica) Lin, Robert Kaše, Karin Sanders, Jian-Min (James) Sun</i>	Meet the editors: Identifying and Developing Good Theory. <i>Organiser and Chair: Christopher Rosen</i> <i>Facilitators: Russell E. Johnson, Dave P. Lepak, Carol T. Kulik</i>	Professional Identity in HRM and ER: Final Year Students' Constructions of What it Looks Like. <i>Facilitators: Amie Shaw, Janis Bailey</i>
1510	Afternoon Tea	Ground Foyer, West Wing, UNSW Business School Building	
1530	Using Large Workplace Surveys to Investigate HRM: Possibilities and Pitfalls. <i>Organisers: Peter Gahan</i> <i>Facilitators: Alex Bryson, Tony Fang, Joshua Healy, Bill Harley, Alison Morehead, Megan Kirchner</i>	Targets of Opportunity: Special Issues, Annual Reviews, Book Proposals, and Guest Editor Roles. <i>Organiser: Hugh T. J. Bainbridge</i> <i>Facilitators: David G. Allen, Alex Newman, Julia Ballard, Emma Parry, Janet H. Marler, Jian-Min (James) Sun, Tui McKeown</i>	Showcasing the Use of Student Videography in the Leadership and Management Classroom. <i>Facilitator: Jon Billsberry</i>
1730	End		

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Sunday 21 February 2016

0730	Registrations Open	Tyree Room, John Niland Scientia Building, UNSW Campus
0800 – 0830	Breakfast (Co-sponsored by the Centre for Workplace Excellence at the University of South Australia, and Monash Business School, Monash University)	Tyree Room, John Niland Scientia Building, UNSW Campus
0830 – 1000	Opening Ceremony <i>Prof. Karin Sanders</i> (Conference Chair), <i>Prof. Chris Styles</i> (UNSW Business School Dean), <i>Prof. David Lepak</i> (HR Division, Academy of Management Chair) Acknowledgement of Country – <i>Owen Walsh</i> Keynote Speaker: <i>Prof. Fang Lee Cooke</i> - "Context and Context? A Critical Review of International HRM Literature"	Tyree Room, John Niland Scientia Building, UNSW Campus
1000	Registrations & Morning Tea	AGSM Building, UNSW Campus

Paper and Symposia Presentations

AGSM Building, UNSW Campus

1030	Stream 1: Diversity & Inclusion Venue: Hugh Dixon Theatre	Stream 2: Strategic HRM Venue: John B Reid Theatre	Stream 3: Staffing/Career/Development Venue: Pioneer International Theatre	Stream 4: Leadership/Emotion/Engagement Venue: Colonial Bank Theatre	Stream 5: Innovation Venue: Boral Lecture Theatre
	Chair: Ashly Pinnington , <i>British U. Dubai</i> A Cross National Comparison of Sexual Harassment Training Hugh Bainbridge , <i>UNSW</i> ; Elissa Perry , <i>Columbia U.</i> ; Carol Kulik , <i>U. of South Australia</i> Male Champions of Gender Equity Change Isabel Metz , <i>U. of Melbourne</i> ; Carol Kulik , <i>U. of South Australia</i> Gender Diversity From the Top: The Trickle-down Effect in the Public Sector Jill A. Gould , <i>U. of South Australia</i> ; Carol Kulik , <i>U. of South Australia</i> ; Shruti Sardeshmukh , <i>U. of South Australia</i> Offering Jobs to Workers with Reduced Work Capacity Within Organizations: An Inclusive HRM model Charissa Freese , <i>Tilburg U.</i> ; Imgard Borghouts , <i>Tilburg U.</i>	Symposium: How can HRM Influence Worker Outcomes? The Role of Context, Leadership, and Coaching. Organisers: Maree Roche , <i>U. of Waikato</i> ; René Schalk , <i>Tilburg U.</i> Discussant: James Sun , <i>Renmin U.</i> Knowing How Things are Done around Here: A Practice-Based Perspective on Newcomer Socialization Lisa Harris , <i>Helena</i> , <i>U. of Auckland</i> ; D. Cooper-Thomas , <i>U. of Auckland</i> ; Peter Smith , <i>U. of Auckland</i> . Breach of Manager Promises and Obligations Melanie De Ruiter , <i>Nijenrode U./Tilburg U.</i> ; René Schalk , <i>Tilburg U.</i> ; Jaap Schaveling , & Robert J. Blomme , <i>Nijenrode U.</i> The Moderating Effect of Subordinate Performance Characteristics, Empowerment, and Resource Availability on the Relationship between Personality and Leadership Self-Efficacy Habtamu Endris , <i>Tilburg U.</i> ; René Schalk , <i>Tilburg U.</i> ; Marloes van Engen , <i>Tilburg U.</i> A Longitudinal Investigation of a Wellbeing Intervention: Relationships with Positive	Chair: Peter Heslin , <i>UNSW</i> A Typology of Labour Market Intermediaries Securing Nonstandard Career Paths Nadege Lorquet , <i>U. of Liège</i> ; Francois Pichault , <i>U. of Liège</i> ; Jean-Francois Orianne , <i>U. of Liège</i> Employability of New-Comer Self-Initiated Expatriates: An Employers' Perspective Paula Makkonen , <i>U. of Vaasa</i> Mechanisms of Career Agency: A Longitudinal Perspective Claudia Jonczyk , <i>ESCP Europe</i> Are Human Resource Practices Culturally Bound? A Case Study of Recruitment and Selection Practices in a Thai Multinational Chaturong Napathorn , <i>Cornell U.</i>	Chair: Jaewan Yang , <i>Hankuk U. of Foreign Studies</i> Reciprocation Embedded in Leader-member Exchange: The role of belief in reciprocity and power distance orientation Xinxin Lu , <i>Renmin U.</i> ; Jian Min Sun , <i>Renmin U.</i> Emotional Labor Towards My Boss: Differential Effects of Surface and Deep Acting on LMX Christopher M. Barnes , <i>U. of Washington</i> ; Jaewan Yang , <i>Hankuk U. of Foreign Studies</i> ; Shihao Zhou , <i>Virginia Tech</i> ; Yufang Huang , <i>Jiangnan U.</i> Stepping Up to Help Lead: Examining the Benefits and Burdens of Informal Leadership and the Role of Formal Leadership Chia-Yen (Chad) Chiu , <i>UniSA</i> ; Paul Tesluk , <i>SUNY Buffalo</i> . The Impact of Top Management's Leadership Behaviors and Middle Managers' Trust in Top Leadership on Change Success Liza Castro Christiansen , <i>U. of Reading</i> ; Malcolm Higgs , <i>U. of Southampton</i> .	Chair: Helen Shipton , <i>Nottingham Trent U.</i> The Round Pegs in the Square Holes: Selecting Talent for Innovation Janina Banis , <i>U. of Twente</i> ; Maarten van Riemsdijk , <i>Saxion, U. of Applied Sciences</i> ; Aard Groen , <i>U. of Twente</i> . Internal and External Context: A Social Learning Perspective on HPWs and Product Innovation Bo Zhang , <i>Capital U. of Economics & Business</i> ; Jianxun Chen , <i>U. of Int'l Business & Economics</i> ; Pawan Budhwar , <i>Aston U.</i> ; Yves Guillaume , <i>Aston U.</i> Management Initiatives and Firm Performance Hoa Do , <i>Aston Business School</i> ; Pawan Budhwar , <i>Aston Business School</i> ; Arup Varma , <i>Quinlan</i> ; Charmi Patel , <i>U. of Edinburgh</i> ; Yves Guillaume , <i>Aston Business School</i> Working with Creative Leaders: Exploring the Relationship Between Supervisors' and Subordinates' Creativity Gamze Koseoglu , <i>U. of Melbourne</i> ; Yi Liu , <i>Trinity U.</i> ; Christina E. Shalley , <i>Georgia Institute of Technology</i>

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		Affect and Flourishing <i>Helena D. Cooper-Thomas, U. of Auckland;</i> <i>Frances Gedye, New Zealand Defence Force; Jane Davis, Activise; Maree Roche, U. of Waikato.</i>			
1210	Lunch				AGSM Building, UNSW Campus
1310	Stream 1: Diversity & Inclusion Venue: Hugh Dixon Theatre	Stream 2: Strategic HRM Venue: John B Reid Theatre	Stream 3: Staffing/Career/Development Venue: Pioneer International Theatre	Stream 4: Leadership/Emotion/Engagement Venue: Colonial Bank Theatre	Stream 6: CSR/ Union/ NFP Sector Venue: Boral Lecture Theatre
	Symposium: Leading and Managing Diversity: Theory, Context, and Practice Organizers: <i>Mladen Adamovic, Daejeong Choi, and Jesse E. Olsen, U. of Melbourne</i> Facilitator: <i>Jesse E. Olsen, U. of Melbourne</i> Discussant: <i>Helen De Cieri, Monash U.</i> Leadership as a Key Process in Diversity Management and Workforce Differentiation <i>Daejeong Choi, U. of Melbourne</i> Leveraging Cultural Diversity in Global Virtual Teams through HRM and Leadership <i>Mladen Adamovic, U. of Melbourne</i> Case Studies on Gender Diversity Management in Australia <i>Laura Good, U. of Melbourne; Deborah Towns, U. of Melbourne</i> Ethnic Diversity in the Australian Workforce <i>Sunghoon Kim, UNSW; Kyoung-Hee Yu, UNSW; Suzanne Chan-Serafin, UNSW</i>	Chair: <i>Elaine Farndale, Penn State/Tilburg U.</i> HRM-Related TQM Practices and Employee Outcomes <i>GeeHyun Hwang, Soongsil U.; Myungweon Choi, Ajou U.; Hea Jun Yoon, Korea Research Institute for Vocational Education & Training</i> Determinants of the Effectiveness of HR Departments in Vietnam <i>Diep Nguyen, Auckland U. of Technology; Stephen Teo, RMIT U.; Marcus Ho, Auckland U. of Technology</i> High Commitment HRM and Organizational and Occupational Turnover Intentions : The role of Organizational and Occupational Commitment <i>Amna Yousaf, COMSATS; Karin Sanders, UNSW; Jessica Yustantio, Fairfax Media Sydney</i> High Performance Work System, Organizational Climate and Performance <i>Luis Gabriel Abravanel, Universidade Positivo; Bruno Fernandes, Universidade Positivo; Amir Rezaee, ISG Business School – Paris</i>	Chair: <i>Jarrold Haar, Auckland U. of Technology</i> The Effect of Gender Composition in Recruitment Advertisements on Organizational Attractiveness: The Roles of Gender Ideology and Perceived P-O Fit <i>Min Guo, Tsinghua U.; Xin Liu, Tsinghua U.; Xiao Chen, Tsinghua U.</i> Optimization of the Recruitment Process – Chosen Findings From Practice in Poland <i>Janusz Grabara, Czestochowa TU; Sebastian Kot, Czestochowa TU; Lukasz Pigoń, Czestochowa TU.</i> Job Seekers with Disabilities: Barriers and Sources of Support in the Pursuit of Employment <i>Yuka Fujimoto, Sunway U.; Hugh Bainbridge, UNSW</i> Applicant Reactions to Selection Methods in China <i>Xuewei Liu, U. of Edinburgh; Kristina Potočnik, U. Edinburgh; Neil Anderson. Brunel U.</i>	Chair: <i>Jian-Min (James) Sun, Renmin U.</i> Transformational Leadership and Group Innovative Behavior: the Moderating Role of Dual Organizational Change <i>Cailing Feng, Ludong U.; Ziaoyu Huang, U. of Toronto; Lihua Zhang, Renmin U.</i> Supervisory Mentoring on Newcomer Innovation Performance in the Hospitality Industry: The Moderating Roles of Task Autonomy and Supervisor Capability <i>Jin Feng Uen, Nat'l Sun Yat-sen U.; Han Cheng Chang, Nat'l Chiayi U.; David McConville, Nat'l Sun Yat-sen U. ; Tsai, Su-Chen, Cheng Shiu U.</i> Transformational Leadership and Organizational Citizenship Behaviour in the Hospitality Industry: The Role of Collective Psychological Ownership <i>David McConville, Nat'l Sun Yat-sen U.; Rama Krishna Kishore Vandavasi, Nat'l Sun Yat-sen U. ; Jin-Fend Uen, Nat'l Sun Yat-sen U.; Shu-Yuan Chen, Nat'l United U. ; Ya-Chun Tseng, Nat'l Sun Yat-sen U.</i> Unpacking the Relationship between Transformational Leadership and Employee Creativity: A Knowledge-based Two-stage Indirect Model <i>Mo Chen, Shanghai Jiao Tong U.; Jian Liang, Shanghai Jiao Tong U.</i>	Chair: <i>Alex Newman, Deakin U.</i> Impact of Corporate Social Responsibility Activities on Community Development a Case study of NPTC Ramagundam Unit, Telangana, India <i>Enugala Manohar, Satavahana U.; Surepally Sujatha, Satavahana U.</i> Communicating Corporate Social Responsibility on the Web - A Content Analysis of Sustainability Reports in World's Best Multinational Workplaces <i>Dincer Atli, Penn State U.; Maja Vidovic, Penn State U.; Mislav Ante Omazic, U. of Zagreb</i> The Role of Leaders' Corporate Social Responsibility Values on the Dual-Focus Effect of Transformational Leadership: the Value-Based Leadership Perspective <i>Yi-Jung Chen, Nat'l Kaohsiung U. of Applied Sciences; Yunshi Liu, Nat'l Yunlin U. of Science and Technology</i>
1450	Afternoon Tea				AGSM Building, UNSW Campus
1520	Stream 1: Diversity & Inclusion Venue: Hugh Dixon Theatre	Stream 2: Strategic HRM Venue: John B Reid Theatre	Stream 3: Staffing/Career/Development Venue: Pioneer International Theatre	Stream 4: Leadership/Emotion/Engagement Venue: Colonial Bank Theatre	Stream 5: Innovation Venue: Boral Lecture Theatre
	Chair: <i>Ashly H. Pinnington, British U. in Dubai</i> Preventing Workplace Injury and Illness:	Chair: <i>Yoshio Yanadori, U. of South Australia</i> The Effects of Pay Differential on Social	Chair: <i>Anya Johnson, Sydney U.</i> The Professionalization of Human Resource	Chair: <i>Gerrit Treuren, U. of South Australia</i> How Do Subordinates React to Their Leaders'	Symposium: Human Resource Management, Innovation and Performance: Taking Account of Context.

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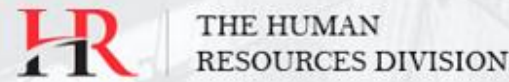
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	<p>Validating a Measure of Leading Indicators of Occupational Health and Safety Tracey Shea, Monash U.; Helen De Cieri, Monash U.; Ross Donohue, Monash U.; Brian Cooper, Monash U.; Cathy Sheehan, Monash U.</p> <p>All Jobs Are Not Created Equal: The Relationship Between Work Time and Work-Family Interaction in Good and Poor Quality Jobs Natalie Skinner, UNSW</p> <p>Analysis of a Compressed Workweek Schedule in a U.S. Municipality Edward Hyatt, U. of Melbourne</p> <p>Exploring the Downside of HR Practices: Exploring Work-Family Negativity Jarrod Haar, Auckland U. of Technology; James Hawley</p>	<p>Undermining and Work Efforts Via Envy Tae-Youn (TY) Park, Vanderbilt U.; Li-Kuo Sung, Vanderbilt U.</p> <p>The Interplay of High Commitment HRM and Pay Differential Policy: The Effects on Knowledge and Innovativeness in Owner-Managed Firms Youngshin Kim, Korea U.; Johngseok Bae, Korea U.</p> <p>Pay dispersion and organizational performance in Korea: Curvilinearity and the Moderating Role of Congruence with Organizational Culture Jisung Park, Seoul Nat'l U.; Seongsu Kim, Seoul Nat'l U.</p>	<p>Management: Examining Undergraduate Curricula and the Influence of Professional Organizations Laura K. Parks-Leduc, James Madison U.; Matthew Rutherford, James Madison U.; Karen Becker, Queensland U. of Technology; Ali M. Shahzad</p> <p>HR Competencies: Linking to Three Levels of Performance Elaine Farndale, Penn State/Tilburg U.</p> <p>Factors Enabling Human Resource Professionals to Experience Psychological Flow at Work John Molineux, Deakin U.; Kia Kashi, Deakin U.; Adam Fraser, dradamfraser.com; Jon Billsberry, Deakin U.</p>	<p>Negative Emotional Displays? An Application of the Emotions as Social Information (EASI) Model Xi Wen (Carys) Chan, Australian Nat'l U.</p> <p>The Mediation Roles of Team-Cohesion and Person-Team Fit: Multilevel Processes in Explaining Team Performance Yucheng Zhang, Southwestern U. of Finance & Economics; Long Zhang, UNSW; Chih-Hsing (Sam) Liu, Ming Chuan U.; Jingtao Zhu, AIESEC in Mainland of China</p> <p>How Organizational Stressors Affect Police Stations' Effectiveness in the French Police: The Role of Trust Climate Mathieu Molines, Grenoble Ecole de Management; Pierre Yves Sanseau, Grenoble Ecole de Management; Mladen Adamovic, U. of Melbourne</p>	<p>Organisers : Helen Shipton, Nottingham Trent U., Pawan Budhwar, Aston B-School Birmingham</p> <p>HRM and innovation: an institutional perspective Helen Shipton, Nottingham Trent U.; Pawan Budhwar, Aston B-School Birmingham</p> <p>HPWPs and innovative behavior: do HR strength and national culture matter? Karin Sanders, UNSW; Frances Jorgensen, Royal Roads U.; Yvonne van Rosenberg, U. of Bath; Ying Wang, UNSW; Helen Shipton, Nottingham Trent U.; Xiaobei Li, East China U. of Sci & Tech; Anders Dysvik, Norwegian B-School; Ricardo Rodrigues, Kings' College, London; I Sut Wong, Norwegian B-School</p> <p>Opening the black box between HRM and firm innovation: the moderating effect of national power distance Veronica (Cai-Hui) Lin, Nottingham Trent U., Karin Sanders, UNSW, Jian-Min (James) Sun, Renmin U.; Helen Shipton, Nottingham Trent U.; Erik Mooi, Melbourne U.</p> <p>The role of social context and perceived HR practices in idea generation process Robert Kaše, Ljubljana U.; Saša Batistič, Portsmouth U.</p> <p>HR innovation work in the e-HRM context: ambidextrous managers' use of social capital across organisational levels Carole Tansley & Susan Kirk Nottingham Trent U.</p> <p>Dedicated, vigorous and absorbed leaders: the impact of transformational leadership on human capital value of creative organizations Robert M. Verbarg, Delft U. of Technology; Corine Boon, U. of Amsterdam; Deanne den Hartog, U. of Amsterdam.</p>
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1700 – 2030	Welcome BBQ (Sponsored by the UNSW Business School Research Office) Announcement of Awards Indigenous Dance Performance	Michael Crouch Innovation Centre Veranda, UNSW Campus
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Monday 22 February 2016					
0800	Coffee and Tea				AGSM Building, UNSW Campus
Paper and Symposia Presentations					AGSM Building, UNSW Campus
0830	<p>Stream 1: Diversity & Inclusion Venue: Hugh Dixon Theatre</p> <p>Symposium: New Directions in Australian Research on Ageing, Work, & Retirement</p> <p>Organizers: Prashant Bordia, Australian Nat'l U.; Shari Read, Australian Nat'l U. Discussant: Carol Kulik, U. of South Australia</p> <p>Young at Heart: Mature Age Jobseeker Responses to Job Advertisements Sanjeewa Perera, U. of South Australia</p> <p>Organisational Climate for Successful Ageing Hannes Zacher, Queensland U. of Technology</p> <p>Effects of Salient Future Selves on Proactive Behaviour in Older Workers: Evidence From Work, Retirement, & Health Domains Barbara Griffin, Macquarie U.; Jennifer P. Barbour, Macquarie U.; Mo Wang, U. of Florida</p> <p>Changing Hats: Negotiating Role Identities in the Transition from Work to Retirement Prashant Bordia, Australian Nat'l U.; Shari Read, Australian Nat'l U.; Sarbari Bordia, Australian Nat'l U.</p>	<p>Stream 2: Strategic HRM Venue: John B Reid Theatre</p> <p>Chair: Robert Kase, U. of Ljubljana</p> <p>Stopping The Madness! Overcoming the Disinclination to Define the 'Meanings' of Expatriate Yvonne McNulty, SIM University, Chris Brewster, U. of Reading</p> <p>Mapping HRM: A Structural Analysis of the Field Maria Markoulli, UNSW Business School; Colin I.S.G. Lee, Erasmus U.; Will Felps, UNSW Business School</p> <p>Making Dynamics Work: The Strategic Potential of Gamification for Human Resource Management Volker Stein, U of Siegen; Tobias M. Scholz, U. of Siegen</p>	<p>Stream 3: Staffing/Career/Development Venue: Pioneer International Theatre</p> <p>Chair: Mel Fugate, U. of South Australia</p> <p>Turnover for Skill-Acquisition Lakshmi Bose, UNSW</p> <p>Achieving Career Success: Boundaryless Career as an Intervention to Career Plateau Sweta Singh, Indian Institute of Management-Bangalore</p> <p>The Generational "Exchange" Rate: How Generations Convert Career Development Satisfaction into Organizational Commitment or Neglect of Work John Benson, Monash U.; Michelle Brown, U. of Melbourne; Miriam Glennie, UNSW; Michael O'Donnell, UNSW; Peter O'Keefe, UNSW</p> <p>Attractive Jobs and Organisations for Young Job Seekers in the Technical Sector Stephan Corporaal, Saxion U. of Applied Sciences; Rick Boersma, Saxion U. of Applied Sciences; Hasher Ahmadi, Tom Morssink, Saxion U. of Applied Sciences</p>	<p>Stream 4: Leadership/Emotion/Engagement Venue: Colonial Bank Theatre</p> <p>Symposium: Psychological Capital (PsyCap) – Future Directions for HRM.</p> <p>Organisers: Maree Roche, U. of Waikato, Jarrood Haar, Auckland U. of Technology; Angela Martin, U. of Tasmania</p> <p>A positive neuropsychological framework for PsyCap: The need to include Mindfulness Maree Roche, U. of Waikato; Jarrood Haar, Auckland U. of Technology</p> <p>Crossover Effects of Psychological Capital: A Study of Partners and Satisfaction Outcomes Jarrood Haar, Auckland U. of Technology; Maree Roche, U. of Waikato</p> <p>Evaluating the Impact of a Team-Level Psychological Capital Intervention Sarah Dawkins, U. of Tasmania; Angela Martin, U. of Tasmania; Wayne O'Donohue, Griffith U.</p> <p>Positive Humour as an Indicator of Psychological Capital Daryl Peebles, U. of Tasmania; Angela Martin, U. of Tasmania; Rob Hecker, U. of Tasmania</p>	<p>Stream 6: CSR/ Union/ NFP Sector Venue: Boral Lecture Theatre</p> <p>Chair: Tom Turner, U. of Limerick</p> <p>Talent Management: Organizational and Government Perspectives Ashly H. Pinnington, British U. in Dubai; Abdullah Al-Shamsi, British U. in Dubai; Mustafa F. Ozbilgin, Brunel U. London ; Ahu Tati, Queen Mary U. of London; Joana Vassilopoulou, U. of Kent</p> <p>Measuring Organizational Culture in the Public Sector Alastair Warren, UNSW; Deborah Blackman, UNSW; Alice Richardson, ANU; Fiona Buick, U. of Canberra</p> <p>How do HR Add Value in Non-Governmental Organisations? Understanding Social and Financial Performance Elizabeth Merlot, Swinburne U.; Helen De Cieri, Monash U.</p> <p>Line managers, Justice and Employee Commitment Under New Public Management Elaine Farndale, Penn State/Tilburg University; Veronica Hope-Hailey, U. of Bath), Clare Kelliher, Cranfield School of Management</p>
1010	Morning Tea				AGSM Building, UNSW Campus

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1030	No Session Scheduled.	Stream 2: Strategic HRM Venue: John B Reid Theatre Chair: David Allen , Rutgers U. Effects of Team Manager Visibility in the Implementation of High Performance Work Systems on Performance Jongwook Pak , Seoul Nat'l U.; Seongsu Kim , Seoul Nat'l U. Beliefs and Practices of Human Resource Management in a Developing Country - the Case of Nigeria Franklin Oikelome , Eastern U. Toward a Taxonomy of Employees HRM Practices Perception Ying Wang , UNSW, Karin Sanders , UNSW A Multi-Group Analysis of Turnover Intentions: A Study of Low-Skilled, Semi-Skilled and Skilled Employees Lindsay Eastgate , Massey U.; Jarrood Haar , Auckland U. of Technology	Stream 3: Staffing/Career/Development Venue: Pioneer International Theatre Chair: Gamze Koseoglu , U. of Melbourne Exploring the Antecedents of Employees' Developmental Network Structure: Does Context Matter? Jeong-won Lee , Yonsei U. How Mindsets May Derail (and Enable) Experiential Leadership Development Peter A. Heslin , UNSW; Lauren A. Keating , UNSW Tacit Knowledge, Succession Training, and the Family Firm: A Singapore Sample Yew Kwan Tong , Nat'l U. of Singapore; Richard D'Arvey , Nat'l U. of Singapore; Mun Leong Liew , Nat'l U. of Singapore	Stream 4: Leadership/Emotion/Engagement Venue: Colonial Bank Theatre Chair: John Molineux , Deakin U. Configuration of e-HRM Adoption: An Explorative Study on Indonesian Experiences Sri Herawati , Twente U.; Tanya Bondarouk , Twente U. E-HRM For Atypical Employment: A Framework And Findings From The Forbes Top-100 Volker Stein , U of Siegen; Tobias M. Scholz , U. of Siegen The Rise (and Fall) of HR Analytics: A Study into the Future Applications, Value, Structure, and System Support Sjoerd van den Heuvel , Twente U.; Tanya Bondarouk , Twente U.	Stream 6: CSR/ Union/ NFP Sector Venue: Boral Lecture Theatre Chair: Michelle Brown , Melbourne U. A Conceptual Model of the Contextual Influences on HRM in Health Care: A Systemic Approach to Optimising Health Professional Scopes of Practice in Innovative Models of Care Ivy Bourgeault , U. of Ottawa; Gillian Mulvale , McMaster University; Nola Ries , U. of Newcastle; Katelyn Merritt Effects of Shared Positive and Negative Display Rules on Employee Turnover Helena Nguyen , U. of Sydney; Markus Groth , UNSW; Anya Johnson , U. of Sydney Uncovering the Role of Managerial Evidence Use in the Employee Experience of Leadership and Learning Denise M. Jepsen , Macquarie U.; Denise M. Rousseau , Carnegie Mellon U. Attraction and Retention of Health Professionals in Remote Northern Australia: HRM practices in a geographically challenging context Leigh-ann Lesley Onnis , James Cook U.
1210	Lunch	AGSM Building, UNSW Campus			
1310	Stream 1: Diversity & Inclusion Venue: Hugh Dixon Theatre Symposium: Generational Diversity at Work: New Research Perspectives Organizer and Chair: Emma Parry , Cranfield School of Management A map of generational differences in	Stream 2: Strategic HRM Venue: John B Reid Theatre (G07) Chair: Stephen Teo , RMIT U Relationality in Buyer-Seller Negotiations: Evidence from China Junjun Cheng , Macquarie U., Yimin Huang , Macquarie U., Yong Su , Fudan U. 'HR-Line Conjoining HRM' and its Effects on	Stream 3: Staffing/Career/Development Venue: Pioneer International Theatre Chair: Dinçer Atli , Penn State U The Impact of On-The-Job Training on Firm Productivity: Employee Skill and Motivation Concerns Argyro Avgoustaki , ESCP Europe B- School	Stream 4: Leadership/Emotion/Engagement Venue: Colonial Bank Theatre Chair: Helena Nguyen , U. of Sydney Highlighting discretionary decision making: Understanding how employees react to regulated work contexts Marlize de Witt , U. of Waikato; Linda Twiname , U. of Waikato	Stream 6: CSR/ Union/ NFP Sector Venue: Boral Lecture Theatre Chair: Bill Harley , Melbourne U. Durkheim, Social and Workplace Solidarity Chris Brewster , U. of Reading; Phil Johnson , U. of Sheffield; Geoffrey F. Wood , U. of Essex; Michael Brookes , U. of Newcastle Union Membership and Job Satisfaction:

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	<p>hospitality workforce Emmanouil Papavasiliou, <i>Nyenrode Business U.</i>; Gary Rees, <i>Portsmouth Business School</i></p> <p>When you grew up or how old you are? A review of theory and evidence on generational and age differences in psychological contracts Xander D. Lub, <i>NHTV U. of Applied Sciences</i>; Melanie de Ruiter, <i>Nyenrode Business U.</i>; Rob Blomme, <i>Nyenrode Business University</i></p> <p>Self and Other Perceptions of the Millennial Generation Emma Parry, <i>Cranfield School of Management</i>; Susan Vinnicombe, <i>Simmons College</i>; Katie Johnston, <i>Simmons College</i></p> <p>Technology-enabled and Formal Training: Generational Perspectives on Talent Development Michael J. Urick, <i>St. Vincent College</i></p>	<p>Employee Job Satisfaction and Turnover Rate: The Mediating Role of Social Capital Between HR and Line Managers Zhong-Xing Su, <i>Renmin U.</i>; Sunghoon Kim, <i>UNSW</i>; Patrick Wright, <i>U. of South Carolina</i></p> <p>The Juggle of Resources to Enhance Managerial Performance: The Effects and Interplay of Managers' Utilization of High Performance Work Practices and Their Social Network Position Julie Cogin, <i>UNSW</i>; Robert Kase, <i>U. of Ljubljana</i>; Karin Sanders, <i>UNSW</i></p> <p>HPWS-Absenteeism Linkages: The Role of Commitment and Demanding Working Conditions Renee de Reuver, <i>Tilburg U.</i>, Karina van de Voorde, <i>Tilburg U.</i></p>	<p>Socialization Preferences: Influence of New Recruits' Prior Experience, Orientations and Attributes Claire M. Gardiner, <i>Queensland U. of Tech</i>, Cathrine Filstad, <i>Norwegian School of Management</i></p>	<p>Do mismatches between client and on-the-job embeddedness matter? Gerrit JM. Treuren, <i>UniSA</i></p> <p>The Link Between Organizational Identification, Work Engagement and Employee Behaviour: A Moderated Mediation Model Yongxing Guo, <i>UNSW</i>; Stephen Frenkel, <i>UNSW</i></p> <p>Flexpatriate Field Workers in the Energy Industry: Exploring Flexpatriate Engagement and Wellbeing Reimara Valk, <i>Curtin U., Sarawak</i>; Sandra Hannon, <i>LRED</i></p>	<p>Evidence from a Cross-Country Meta-Analysis Patrice Laroche, <i>ESCP Europe</i></p> <p>The Impact of High Performance Work Practices and Unionisation on the Earnings of Lower paid workers Tom Turner, <i>U. of Limerick</i></p>
1450	Afternoon Tea				AGSM Building, UNSW Campus
1530 – 1730	<p>Closing Ceremony</p> <p>Keynote Speakers: <i>Prof. Cheri Ostroff – “Contextualizing Context. What IS Context?”</i> <i>Prof. David Guest – “A New HRM for a New Context”</i></p> <p>Conclusion and Farewell : <i>Prof. Karin Sanders</i> (Conference Chair)</p>				Tyree Room, John Niland Scientia Building, UNSW Campus
1730 – 1830	Canapes and Drinks				Tyree Room, John Niland Scientia Building, UNSW Campus