

Programme (Online format: 14.-15. March 2023)
Sustainable HRM Spring Workshop 2023



“Striving for Impact: Sustainable HRM for the Common-Good”

Tuesday March 14th (Morning)

Please note, all times CET.




09:30-09:45	Conference Welcome. <i>Ina Aust & Michael Müller-Camen.</i>
09:45-10:30	Opening Plenary. <i>Ina Aust, Julia Brandl, Michael Brookes, Fang Lee Cooke, Michael Müller-Camen, Marco Guerci, Shuang Ren, Doug Renwick, Judith Semeijn, Geoffrey Wood, Philip Yang.</i>
10:30-10:45	Coffee Break
10:45-11:30	Session 1: Sustainable HRM theories Providing VET for temporary workers: A pragmatist view of Common-Good. <i>Laverne Iminza Chore, Julia Brandl, Mario Junker.</i> Commons-Organizing for the Common-Good. <i>Brian Matthews.</i> A Typological Exploration of Sustainable HRM. <i>Jiarui Yin, Siyu Zhou.</i> Chairs: Ina Aust; Fang Lee Cooke
11:30-12:00	Q&A: Discussion / Breakouts
12:00-13:00	Meal Break

Tuesday March 14th (Afternoon)

13:00-13:45	<p>Session 2: Sustainable HRM and Digitalization</p> <p>Leveraging Digital Sustainable Human Resource Management Practices for Achieving Sustainable Development. Goals: Insights from Signaling Theory. <i>Aizhan Tursunbayeva, Živilė Stankevičiūtė, Luigi Moschera.</i></p> <p>HRM sustainability and digital sustainability: The junction and discrepancy. <i>Hongxia Peng.</i></p> <p>Time, trust and control in mobile working. The backlash for women with childcare. <i>Anett Hermann, Maria Therese Claes.</i></p> <p>Chairs: Michael Brookes; Philip Yang</p>
13:45 - 14.15	Q&A: Discussion / Breakouts
14:15 - 14.30	Coffee Break
14:30 - 15:15	<p>Session 3: Employment Relationships and Sustainable HRM</p> <p>Contributing to Social Sustainability through employment relationships. <i>Mar Bornay-Barrachina, Rosalía Díaz-Carrión, Macarena López-Fernández, Pedro M. Romero-Fernández.</i></p> <p>On democratised workplaces and meaningful work: The impact of employee satisfaction on labour investment efficiency. <i>Sami Adwan, Tobias Polzer, Galina Goncharenko, Siwen Liu.</i></p> <p>How does a leadership development community evolve, and how do the members become change agents for their workplaces? <i>Ji-Yeon Seok.</i></p> <p>Chairs: Judith Semeijn; Geoffrey Wood</p>
15:15 - 15:45	Q&A: Discussion / Breakouts
15:45 - 16:30	Social event “Wonder Me”

Wednesday March 15th (Morning)

<p>09:00 - 09:30</p>	<p style="text-align: right;">Welcome Day 2 <i>Michael Müller-Camen & Ina Aust</i></p> <p style="text-align: right;">Session 4, Part 1: National Context and Sustainable HRM</p> <p style="text-align: right;">How common are common good approaches to HRM? <i>Nataliya Podgorodnichenko, Fiona Edgar, Adeel Akmal.</i></p> <p style="text-align: right;">Introducing HR practices for sustainability: Evidence from China. <i>Yuan Liang.</i></p> <p style="text-align: right;">Chair: Shuang Ren</p>
<p>09:30 - 10:00</p>	<p style="text-align: right;">Q&A: Discussion / Breakouts</p>
<p>10:00 - 10:15</p>	<p style="text-align: right;">Coffee Break</p>
<p>10:15 - 11:00</p>	<div style="text-align: center;">  </div> <p style="text-align: right;">Session 4, Part 2: Round Table Discussion: Sustainable HRM in different national contexts</p> <p style="text-align: right;">How social sustainability and ecological sustainability translates into people management in Turkey? A qualitative analysis of sustainability reports. <i>Çiğdem Vatansever.</i></p> <p style="text-align: right;">Sustainable HRM in Switzerland– A new role for HRM or more PR instead of HR? <i>Feriha Özdemir, Michelle Zumsteg, Martina Zölch, Dominik Büttler.</i></p> <p style="text-align: right;">Protecting Employees through Adaptive Laws in Times of Economic Crisis: A View from Australia <i>Casey Watters.</i></p> <p style="text-align: right;">Chair: Michael Müller-Camen</p>

11:00 - 11:30	<p style="text-align: right;">Session 5: Teaching Sustainable HRM</p> <p style="text-align: center;">Common-Good HRM in Business School Curricula: Can we Teach HRM for Common Good? <i>Chen, X., Gaikwad, R.L., Lemanski, M.K.</i></p> <p style="text-align: center;">Striving for Impact: promoting Sustainable HRM in Dutch HRM bachelor education. <i>Petra Broijl, Ineke van Kruining.</i></p> <p style="text-align: right;">Chair: Julia Brandl</p>
11:30 - 12:00	Q&A: Discussion / Breakouts
12:00 - 13:00	Meal Break

Wednesday March 15th (Afternoon)

13:00 - 13:45	<p style="text-align: right;">Session 6: Green OB</p> <p style="text-align: center;">Different shades of green? How employees' perceptions and authenticity beliefs of green HRM affect their pro-environmental behavior and affective organizational commitment. <i>Thomas Van Waeyenberg, Judith Semeijn.</i></p> <p style="text-align: center;">Employees' Motivation to Participate in Organizations' Pro-Environmental Initiatives: Human Resource Management Implications. <i>Stuart Allen.</i></p>
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	<p style="text-align: right;">Going Beyond the Work Setting: The Implications of Green Human Resource Management Practices for Employee Green Behaviors at Home. <i>Jian Peng, Kui Yin.</i></p> <p style="text-align: right;">Chairs: Marco Guerci; Doug Renwick</p>
13:45 -14:15	Q&A: Discussion / Breakouts
14:15-14:30	Coffee Break
14:30-15:15	<p style="text-align: center;">Closing Plenary on “A Common Agenda for Sustainable, Common-Good impact?” <i>Ina Aust, Julia Brandl, Michael Brookes, Fang Lee Cooke, Michael Müller-Camen, Marco Guerci, Shuang Ren, Doug Renwick, Judith Semeijn, Geoffrey Wood, Philip Yang.</i></p>
15:15 - 15:45	World-Café Round-Tables
15:45 - 16:00	Open Mic & Farewell