

Programme - International Conference
“Green HRM and Sustainable Behaviour: New Developments and Challenges” - March 17th & 18th, 2022.

Thursday March 17th

13.30 - 14.00*	Conference Welcome <i>Michael Müller-Camen and Marcus Wagner</i>
14.00 - 15.00	Opening Plenary on “Comparative Green HRM” <i>Yuan Jiang, Doug Renwick, Andrew Spicer</i>
15.00 - 15.15	Coffee Break
	Session I: Sustainable Behaviour across Levels
15.15 - 16.00	Organizational Change towards the Circular Economy: A review and research agenda. <i>Sophie Graessler, Hannes Guenter, Simon B. de Jong, Klaus Henning</i> Doing good for other people and the planet and/or obsessed with your career? Personal values orientation as a predictor for internal CSR preferences of young professionals. <i>Susanne Rank, Jason Palframan</i> A Sizable Advantage: Environmental and Social Sustainability Implications of Gender Diversity. <i>Philip Yang, Sarah Diederich, Jan Riepe</i>
16.00 - 16.30	Q&A: Discussion / Breakouts
16.30 - 16.45	Coffee Break

*All times CET.

Thursday March 17th

	Session II: Tensions in Organisational Citizenship Behaviour
16.45 -17.30*	<p>The Role of Environmental Self-Identity and Organizational Affective. Commitment in the Relationship between Organizational Support towards Environmental Citizenship Behaviors. <i>Anja Shadabi</i></p> <p>Dynamics of paradox salience. Objectives and tensions in organizing sustainably. <i>Jana Loew, Marco Berti, Marcus Wagner</i></p> <p>CSR and Employee Commitment/Citizenship Behavior Corporate Social and Environmental Responsibility and Employee Commitment and Citizenship Behaviors: An Integrated Longitudinal Approach. <i>Sven Spieß, Karsten Mueller</i></p>
17.30 - 18.00	Q&A: Discussion / Breakouts
18.00 - 19.00	Meal Break
	Session III: Qualitative Research on Sustainable Behaviour
19.00 - 19.45	<p>A Case Study of Equinor: Mitigation climate change through organizational culture. <i>Rohan Crichton, Paul Shrivastava, Thomas Walker, Farhidi Faraz</i></p> <p>The impact on motivation following the introduction of sustainability-based bonus-pay: A case study of a large, waste management company in the UK. <i>Emilie Parsons, Christine Parkin Hughes</i></p> <p>Creating Shared Value Through Meta-Organizational Common Good Human Resource Management: An Empirical Study of "Best for the World" Certified B Corporations. <i>Maria Strobel, Kelsey M. Taylor, Lydia Bals, Eugenia Rosca</i></p>
19.45 - 20.15	Q&A: Discussion / Breakouts
20.15 - 20.30	Short break
20.30 - 21.00	Social Programme (wonder.me)

Friday March 18th

	Session IV: Green HRM and Sustainable Performance
14.00 -14.30*	<p>Sustainability performance in export-oriented SMEs: The role of sustainable HRM systems and top management commitment. <i>Burcin Hatipoglu, Kivanc Inelmen</i></p> <p>Green Human Resource Management Systems and Sustainable Environmental Performance - A Theoretical Framework on Green Organization Culture. <i>Sudhanshu Maheswari, Ashneet Kaur</i></p>
14.30 - 15.00	Q&A: Discussion / Breakouts
15.00 - 15.15	Coffee Break
	Session V: Green HRM: Challenges and Perspectives
15.15 - 16.00	<p>Environmental entrepreneurship orientation and eco-innovation: The mediating role of green human resource management practices. <i>Ana Labella- Fernández, Javier Martinez-del-Rio, Diego A. Vazquez-Brust, Rui Yang</i></p> <p>Green human resource management: a systematic literature review. <i>Ana Labella-Fernández, Belén Payán-Sánchez, M. Mar Serrano-Arcos</i></p> <p>Different Shades of Green? The Role of HRM Attributions in the Effect of Green HRM on Pro-Environmental Behavior and Job Satisfaction. <i>Thomas van Waeynberg, Judith Semeijn</i></p>
16.00 - 16.30	Q&A: Discussion / Breakouts
16.30 - 16.45	Coffee Break
	Session VI: Teams in Green HRM and Sustainable Behaviour
16.45 - 17.30	<p>Leader and team members' behavior and attitudes towards the environment in a multinational enterprise. <i>Paul Baldassari, Yuan Jiang., Michael Müller-Camen, Lisa Obereder, Michael Schifffinger, Raik Thiele</i></p>

	<p>Employee Green Behavior and Sustainability-Related Tensions in Teams. Evidence from a Multi-Company, International Study. <i>Jana Loew, Janina Prinz, Sven Spieß, Marcus Wagner</i></p> <p>Team perceptions of green HRM and team performance: the mediating role of in- and extra-role green team behaviors. <i>Sabrine El Baroudi</i></p>
17.30 - 18.00	Q&A: Discussion / Breakouts
18.00 - 19.00	Meal Break
19.00 - 20.00	<p>Closing Plenary on “Towards a Unified Research Agenda for Sustainable Behaviour”</p> <p><i>Susan Jackson, Pascale Paille, Maurizio Zollo</i></p>
20.00 - 20.45	World-Café Round-Tables
20.45 - 21.00	Open Mic & Farewell

*All times CET.

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