

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

Thursday March 17<sup>th</sup>

13.30 - 14.00*	<p><b>Conference Welcome</b> <i>Michael Müller-Camen and Marcus Wagner</i></p>
14.00 - 15.00	<p><b>Opening Plenary on “Comparative Green HRM”</b> <i>Yuan Jiang, Doug Renwick, Andrew Spicer</i></p>
15.00 - 15.15	<b>Coffee Break</b>
	<b>Session I: Sustainable Behaviour across Levels</b>
15.15 - 16.00	<p>Organizational Change towards the Circular Economy: A review and research agenda. <i>Sophie Graessler, Hannes Guenter, Simon B. de Jong, Klaus Henning</i></p> <p>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></p> <p>A Sizable Advantage: Environmental and Social Sustainability Implications of Gender Diversity. <i>Philip Yang, Sarah Diederich, Jan Riepe</i></p>
16.00 - 16.30	<b>Q&amp;A: Discussion / Breakouts</b>
16.30 - 16.45	<b>Coffee Break</b>

\*All times CET.

Thursday March 17<sup>th</sup>

	<p><b>Session II: Tensions in Organisational Citizenship Behaviour</b></p>
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	<b>Q&amp;A: Discussion / Breakouts</b>
18.00 - 19.00	<b>Meal Break</b>
	<p><b>Session III: Qualitative Research on Sustainable Behaviour</b></p>
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	<b>Q&amp;A: Discussion / Breakouts</b>
20.15 - 20.30	<b>Short break</b>
20.30 - 21.00	<b>Social Programme (wonder.me)</b>

Friday March 18<sup>th</sup>

	<b>Session IV: Green HRM and Sustainable Performance</b>
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	<b>Q&amp;A: Discussion / Breakouts</b>
15.00 - 15.15	<b>Coffee Break</b>
	<b>Session V: Green HRM: Challenges and Perspectives</b>
15.15 - 16.00	<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> <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	<b>Q&amp;A: Discussion / Breakouts</b>
16.30 - 16.45	<b>Coffee Break</b>
	<b>Session VI: Teams in Green HRM and Sustainable Behaviour</b>
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 Schiffinger, 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>

17.30 - 18.00	<b>Q&amp;A: Discussion / Breakouts</b>
18.00 - 19.00	<b>Meal Break</b>
19.00 - 20.00	<p><b>Closing Plenary on “Towards a Unified Research Agenda for Sustainable Behaviour”</b></p> <p><i>Susan Jackson, Pascale Paille, Maurizio Zollo</i></p>
20.00 - 20.45	<b>World-Café Round-Tables</b>
20.45 - 21.00	<b>Open Mic &amp; Farewell</b>

\*All times CET.

*Funded by:*

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