



Programme (Online format: 13.-14. March 2024)

2. Common-Good HRM Spring Workshop 2024

“A Common-Good Perspective on Sustainable HRM: Contributions to navigating ecological and social sustainability challenges”.





Wednesday March 13th

Please note, all times are Central European Time (CET)


09:15 - 09:30	Conference Welcome. <i>Ina Aust, Olga Andrianova, Michael Müller-Camen and Brian Matthews</i>
09:30 - 10:15	<div style="display: flex; justify-content: space-between; align-items: center;"> <div data-bbox="577 810 954 1056" style="text-align: center;"> </div> <div data-bbox="1240 778 2065 1123" style="text-align: right;"> <p>Opening Plenary.</p> <p>Prof. Fang Lee Cooke (Monash University, Australia) Prof. Fiona Edgar (Otago University, New Zealand) Dr. Maria Järilström (University of Vaasa, Finland) Dr. Natasha Podgorodnichenko (Otago University, New Zealand) Dr. Nhat Tan Pham (Vietnam National University HCMC) Prof. Judith Semeijn (Open Universiteit, Netherlands) Prof. Geoffrey Wood (Western University, Canada)</p> </div> </div>
10:15 - 10:30	Coffee Break

10:30 - 11:15	<p style="text-align: right;">Session#1: Sustainable HRM: Ethical, spiritual and values-based perspectives.</p> <p>Paper#1: 'Aligning HRM practices with Employee values for sustainable behaviour at work: The role of sustainable performance management in enhancing the impact of personal values and attitudes on sustainable behaviour at work'. <i>Fiona Edgar, Jing A. Zhang, Natalyia Podgorodnichenko, Adeel Akmal.</i></p> <p>Paper#2: 'Spiritual Leadership in the climate crisis: lessons from the Bhagavad Gita'. <i>Emily Nass.</i></p> <p>Paper#3: 'Cultivating Cocoa Consciousness: The Crucial Role of Sustainable HRM in the Chocolate Industry – An Ethical Paradigm'. <i>Maija Viitasaari, Maria Järnlström, Essi Saru, Kleio Akrivou.</i> <i>Chair: Fang Lee Cooke.</i></p>
11:15 - 11:45	Q&A: Discussion / Breakouts
11:45 - 12:45	Meal Break
12:45 - 13:45	<p style="text-align: right;">Session#2: The state of the field: Developing a unified research agenda.</p> <p>Paper#4: 'Integrating sustainability in the business ecosystem: The institutionalizing role of strategic human resource management'. <i>Rosalía Díaz-Carrión, Noelia Franco-Leal, Macarena López-Fernández, Pedro M. Romero-Fernández.</i></p> <p>Paper#5: 'Our Common Interest. Exploring interactions between Sustainable HRM and the Common Good. An advanced bibliometric analysis'. <i>Peter Holland, Brian Matthews, Andrew Bratton, Julia Engelmann, Michael Muller-Camen.</i></p> <p>Paper#6: 'Common Good Human Resource Management: A Comprehensive Literature Review and Conceptual Framework for Future Research'. <i>Chau Nguyen, Tran Hoang Tuan and Nhat Tan Pham.</i></p> <p>Paper#7: 'Towards an integrative approach for Sustainable HRM: A systemic literature review'. <i>Leonie Pethö-Schramm, Dave Stynen, Thomas Van Waeyenberg, Judith H. Semeijn.</i> <i>Chair: Judith Semeijn.</i></p>
13:45 - 14:15	Q&A: Discussion / Breakouts
14:15 - 14.30	Coffee Break

14:30 - 15:15	<p style="text-align: right;">Session#3: HRMJ and Management Learning meet the editors.</p>   <p style="text-align: right;"><i>Chairs: Geoffrey Wood and Alex Bristrow.</i></p>
15:15 - 15:30	Coffee Break
15:30 - 16:15	<p style="text-align: right;">Session#4: Digitalization, AI and Sustainable HRM.</p> <p style="text-align: right;">Paper#8: ‘Digitalization in HRM during the Sustainability era: a conceptual clarification through a bibliometric analysis and systemic literature review.’ <i>Silvia Barghini, Mariacristina Bonti.</i></p> <p style="text-align: right;">Paper#9: ‘Career sustainability at the time of working with artificial intelligence: A resource-based framework focused on sustainable career resources’. <i>Hongxia Peng.</i></p> <p style="text-align: right;">Paper#10: ‘Challenges and promises for common-good human resource management in shaping AI governance: The Axial role of Love. A reflection through the actual critical questions for Common-Good Human Resource Management’. <i>Alberto Ruozi López.</i></p> <p style="text-align: right;"><i>Chair: Michal Lemanski</i></p>
16:15 - 16:45	Q&A: Discussion / Breakouts
16:45 - 17:00	Coffee Break
17:00 - 17:45	<p>PhD Early Scholar Workshop <i>Chair: Ina Aust</i></p>

Thursday March 14th *Please note, all times are CET.*

09:15 - 09:30	<p style="text-align: right;">Welcome Day 2. <i>Ina Aust, Olga Andrianova, Michael Müller-Camen and Brian Matthews.</i></p>
09:30 - 10:15	<p style="text-align: center;">Session#5: HRM for the greater good: Mapping the field and envisioning the future. Introducing a HRMR Special Issue.</p> <div style="position: absolute; top: 10%; left: 10%; background-color: #00AEEF; color: white; padding: 5px; transform: rotate(-10deg);"> <p>Human Resource Management Review</p> </div> <p style="text-align: right;">Chairs: Helen Shipton and Michal Biron.</p>
10:15 - 10:30	<p style="text-align: right;">Coffee Break</p>
10:30 - 11:30	<p style="text-align: center;">Session#6: Sustainable HRM: Implications for equality, skill development and education.</p> <p>Paper#11: ‘How do Asian business students navigate ecological and social sustainability challenges?’ <i>Trang Cao.</i></p> <p>Paper#12: ‘Resilience in the Post-Pandemic World: The role of C-Skill Set Development in Global Mobility’. <i>Judit Végh, Joyce Jenkins, Marie-Therese Claes.</i></p> <p>Paper #13: ‘Is education for sustainability important to business students?’. <i>Rajan L. Gaikwad, Michal K. Lemanski, Casey Watters.</i></p> <p>Paper#14: ‘Is achieving gender pay equality at work an illusion? How can the Common-Good HRM (CGHRM) perspective help? A proposal for an inquiry’. <i>Burcin Hatipoglu.</i></p> <p style="text-align: right;"><i>Chair: Maria Järleström.</i></p>
11:30 - 12:00	<p style="text-align: right;">Q&A: Discussion / Breakouts</p>
12:00 - 13:00	<p style="text-align: right;">Meal Break</p>

13:00 - 13:45	<p style="text-align: center;">Session#7: Expanding the Sustainable HRM – Common Good International Research Network.</p> <p style="text-align: right;">Round table discussion.</p> <div style="text-align: center;">  </div> <p style="text-align: right;"><i>Chairs: Olga Andrianova and Brian Matthews.</i></p>
13:45 - 14:00	Coffee Break
14:00 - 14:45	<p style="text-align: right; color: #0070c0;">Session#8: Sustainable HRM in different cultural contexts.</p> <p style="text-align: center;">Paper#15: ‘Human Rights at Work and an International Company’s “Labour Rights Committee” as an Example’. <i>Çiğdem Vatansever.</i></p> <p style="text-align: center;">Paper#16: ‘A paradox perspective on HRM practices fostering corporate sustainability: A comparative case analysis in Malaysia’s service sector’. <i>Bin Khairuddin Ashman, Marina Michalski, Ian Roper.</i></p> <p style="text-align: center;">Paper#17: ‘Common Good HRM in a non-Western Context: A study of Belarussian Chemical Plants’ <i>Olga Andrianova, Anja Schaefer, Owain Smolović Jones</i></p> <p style="text-align: right; color: #0070c0;"><i>Chair. Olga Andrianova.</i></p>
14:45 - 15:15	Q&A: Discussion / Breakouts
15:15 - 15:30	Coffee Break

15:30 - 16:15	<p style="text-align: right;">Session#9: Sustainable HRM: Challenges of operationalization and measurement.</p> <p style="text-align: right;">Paper#18: 'Difficulties of the operationalization and measurement of CGHRM'. <i>Philip Yang.</i></p> <p style="text-align: right;">Paper#19: 'Business survival, business sustainability and shifting to a Common-good human resource management paradigm: a brief reflection considering some characteristics of market-based economies.' <i>Adolfo Carballo-Penela.</i></p> <p style="text-align: right;">Paper#20: 'Internal CSR Framework as a foundation for measuring sustainable Human Resource Management'. <i>Susanne Rank, Jacqueline Zwiener, Jason Palframan.</i></p> <p style="text-align: right;"><i>Chairs: Michael Müller-Camen and Brian Matthews.</i></p>
16:15 - 16:45	Q&A: Discussion / Breakouts
16:45 - 17:15	Final Round / Concluding Discussion / Farewell