Program HR & Employment Workshop, 15 Mai 2025, WU Wien - Festsaal 2

Start	End	Program
08:30	09:45	Arrivals and registration desk is open
09:45	10:00	Formal opening (Prof. Dr. Wolfgang Mayrhofer)
10:00	10:30	Introductory keynote (Dr. Verena Bader)

STREAM I - Festsaal 2 / STREAM II - Sitzungssaal 1

Start	End	Program (Stream I)	Authors	Program (Stream II)	Authors
		10:30 – 12:00: Paper Session 1 (Parallel Streams)		**10:30 – 12:00: Paper Session 2 (Parallel Streams)**	
		Session Chair: Axel Haunschild		Session Chair: Isabella Scheibmayr	
10:30	11:00	Fairness in AI-based screening of application documents	Verena Tobsch | Anna Kruspe	The impact of working remotely on employee engagement and turnover intentions: Results of a Romanian survey	Kinga Kerekes | Monica Aniela Zaharie | Patricia Ratiu
11:00	11:30	The use of HR analytics for gender-conscious job advertising: a sensemaking perspective	Sabine Boesl | Julia Brandl	The Institutional and Contextual factors that influence the adoption and use of HR Analytics: A Study of Emerging Economies	Diandra Nela
11:30	12:00	Automation Maturity and Employee well-being: For the good or the bad?	Arney Einarsdottir | Katrin Olafsdottir | Nazneen Rony | Stefan Tengblad	Diverging Paths in Data-Driven HR? The Role of Institutional Settings and Co-Determination in the Adoption of HR Analytics	Marco Rapp | Felix Diefenhardt |Verena Bader |Julius Lechner
12:00	13:00	LUNCH		LUNCH	
		13:00 – 14:30 Paper Session 3 (Parallel Streams)		**13:00 – 14:30: Paper Session 4 (Parallel Streams)**	
		Session Chair: Ruta Kazlauskaite		Session Chair: Marco Rapp	
13:00	13:30	Performance effects of employees participating in algorithm design for their own evaluation	Isabella Scheibmayr Astrid Reichel | Christina Fuchs	Trends and tendencies in the external professional providers of HRM services in Europe in the first two decades of the 21st century	József Poór | Zsolt Sándor Kőmüves |Csilla Judit Suhajda | Katalin Szabó
13:30	14:00	Disconnected from data? The multifaceted reality of data-drivenness in HRM	Yannic Krüsi | Peter Kels | Josua Wenger	Re-clustering the Cranet research countries, the importance of the transformation of the CEE region	Julia Bachmann-Matisa | Gabor Balogh
14:00	14:30	HR Professionalization in the era of digital intelligence and disruptive challenges	Nadima Hassan | Mireia Valverde	Strategic importance of human resource management in six Central and Eastern European countries based on three consecutive Cranet comparative empirical researches	József Poór | Michael Morley | Agnes Slavic | et al.
14:30	15:00	COFFEE BREAK		COFFEE BREAK	
		15:00 – 16:00: Paper Session 5 (Parallel Streams)		**15:00 – 16:00: Paper Session 6 (Parallel Streams)**	
		Session Chair: Julius Lechner		Session Chair: Verena Tobsch	
15:00	15:30	Evaluating the Efficacy of Onboarding Journeys with an Encouragement Design	Christian Richter | Jörn Frerking	A correspondence view of employment relations: Contractors' trajectories in the European automotive industry	Marilyn Poon
15:30	16:00	Write to me, and I will tell you who you are: Algorithmic governmentality in predictive hiring	Julia Waldegger | Richard Weiskopf	Organizing work in triangles?! Theorizing mediation of work in and across organizations	Marcus Helfen Anna Schneider
16:00	16:30	SHORT BREAK		SHORT BREAK	

Start	End	Program
16:30	17:00	Keynote: Helene Baumgartner (Digitalization Fund, Chamber of Labour, Vienna)
17:00	17:45	Panel Discussion: Mag. Helene Baumgartner (Chamber of Labour), Gabriel Tomic (Julius Meinl Coffee Group), Prof. Dr. Astrid Reichel (University of Salzburg), Dr. Marco L. Rapp (University of Amsterdam),
17:45	18:15	Q&A Session
18:15		Closing of the conference
19:30		Conference Dinner