



Common Good Human Resource Management

5th International Conference of the Academy of
Management's Human Resources Division

Save the date

10-12 January 2024

The University of Otago, Dunedin, New Zealand

FINAL Programme

(8th January 2024)

Wednesday 10th January

9:00-3:30pm: **Doctoral Colloquium** [Otago Business School, Room 1.19– see separate programme]

5:30-7:00pm: **Welcome Reception & Registration** [University Union]

Thursday 11th January [Otago Business School/Archway 2]

Registration from 8am

9:00-10:30	Parallel Session 1	OBS 1.17 Session Chair: Prof Karin Sanders	OBS G.17 Session Chair: Dr Azka Ghafoor	OBS G.02 Session Chair: Prof Fiona Edgar	OBS 1.19
		General HRM Practice 1	Technology in HRM	International Common Good HRM	Editors Panel 1
		HR Challenges Facing New Zealand Firms: A Mixed Methods Study. Dr David Brougham; Prof Jarrod Haar; Dr Connor O’Kane; Prof Urs Daellenbach	Mapping the Evolution of Technology and Work: A Comprehensive Systematic Literature Review. Dr Bui Petersen; Judah Adeniyi; Prof <u>Travor Brown</u> ; Dr Ray Gosine	Effectiveness of Human Capital Training on International Labour Standards: A Bottom-up Approach for Implementation of Labour Standards Promoting the Sustainability Agenda in the Philippines. <u>Dr Dynah A Basuil</u> ; Dr Ankita Agarwal; Dr Jennifer Manegold; Dr Wendy J Casper	<u>Theory Focused Editors Panel</u> Facilitator: Prof Christopher Rosen (Journal of Business and Psychology) Editors: Prof Howard Klein (Human Resource Management) Dr Rebecca Hewett (Human Resource Management Review) A/P Jessica Methot (Academy of Management Review and Personnel Psychology)
		Investigating The Effect of Psychological Capital and Intrinsic Motivation On Work Engagement within the Financial Service Sector <u>Saajida Abdulla</u> ; Dr Martha Harunavanwe; Dr Tatenda Marange	Digital Commons Organizing: A new operational framework to increase the sustainable value of AI in HRM for vulnerable workers. Brian Matthews; Dr Michael Muller-Camen; <u>Dr Michal Lemanski</u> ; Dr Verena Bader; Dr Katharina Chudzikowsk	Is national Sustainable Development Goal achievement linked to employee perceptions of sustainable HRM? Evidence from fifty-four countries. Dr Agnieszka Wojtczuk-turek; Dr Dariusz Turek; Prof Howard J. Klein; <u>Prof Fiona Edgar</u> ; <u>Dr Nataliya Podgorodnichenko</u> ; Dr Belgin Okay-Somerville	
		A contextualized approach to HRM and firm performance in SMEs: the role of financial constraints. <u>Key Lales Akgul</u> ; Sophie De Winne	A Systematic Literature Review on Frontier Technologies in Human Resource Management. <u>Ann-Sophie Hahn</u>	Sustainable Farming Practices in India: Examining the role of training. <u>A/P Satyendra Chandra Pandey</u> ; Prof Pratik Modi	
		From "mass processing" to "tailor-made" – applicants' attitudes towards algorithmic recruitment. <u>Marco Rapp</u> ; Prof Dr Markus Latzke; Prof Wolfgang Mayrhofer	Metaverse in Learning & Development: A Technology in Practice Lens. <u>Prof Debolina Dutta</u>	Common good HRM in a non-Western context: A study of Belarussian chemical plants. <u>Dr Olga Andrianova</u> ; Dr. Owain Smolović Jones; Dr.Anja Schaefer	

10:30-11:00am: **Morning Tea** [Otago Business School Atrium]

11:00-12:00: **Keynote 1: Fang Lee Cook** [Archway 2]

12:00-1:00: **Lunch** [Otago Business School Atrium]

1:00-2:30	Parallel Session 2	OBS 1.17 Session Chair: Dr Dana L. Ott	OBS G.17 Session Chair: Dr Joe Cooper	OBS G.02 Session Chair: Prof Keith Townsend	OBS 1.19
		Diversity and Inclusion 1	Employment Relations	Remuneration and Performance	Workshop: Uniting Academia and Practice [Practitioner]
		Human resource managers’ responses to intimate partner violence disclosures: an	Active Trust Development in Manager-Employee Relationships: A Roadmap to Success.	Are We Promoting the Right People? The Effects of Promotion for Leadership Potential on First-Line Managers’ HR Role	Fostering collaboration and accessing high quality data to develop meaningful evidence-based research and practice.

		<p>organizational approach towards the common good for justice. <u>Dr Senia Kalfa</u>; Prof Alison Pullen; Susan Barnes; Dr Bona Anna; Dr Layla Branicki; Prof Stephen Brammer</p>	<p><u>Sian Kelly</u>; Prof Yseult Freaney; Dr Lisa van der Werff</p>	<p>Identity, HR Implementation, and Group Performance. <u>Dr Jongwook Pak</u>; Dr Hossein; Heidarian Ghaleh; Dr Goo Hyeok Chung; Prof Eunseong Cho; Huikun Chang; Prof Keith Townsend</p>	<p><u>Dr Annica Lau</u>, <u>Dr Nataliya Podgorodnichenko</u>, Elena Calvert, <u>Dr Hugh Bainbridge</u>, <u>Dr Joshua Haist</u>, <u>Andrew Ng</u>; <u>Prof Karin Sanders</u>; <u>Prof Peter Holland</u>; <u>Prof Justine Ferrer</u></p>
		<p>Does Supporting Ethnic Diversity Benefit only the Minority? A Study of Māori and Pākehā Employees. <u>Prof Jarrod Haar</u>; <u>Prof Chellie Spiller A/P Jason Mika</u>; Dr Matthew Rout; Dr John Reid</p>	<p>The Development of Industrial Relations in Samoa: The role of customary law and formal law. <u>Oloa Lipine</u></p>	<p>Disentangling the Incentive Effect of Pay-for-Performance on Future Performance: The Reinforcement Effect of Instant Reward and the Expectation Effect of Performance Feedback. <u>Xiaoyue Wu</u></p>	<p>This workshop aims to provide a platform that brings together academics, pracademics, and practitioners to explore and develop strategies for successful partnerships, exchange best practices, and promote the seamless integration of research and practice in HRM. Our interactive workshop provides a platform for the development of ideas and exchange of insights and approaches that can help to increase the value and success of closer collaboration.</p>
		<p>Gay male leaders in the corporate sector of China: A phenomenological study. <u>Chen Zuo</u>; A/P Russell Wordsworth; Dr Sarah Wright</p>	<p>Are unions friends or foes of high-performance work systems? <u>David Chung</u>; Tae-Youn Park</p>	<p>Beyond Pay Dispersion: A Method for Measuring Total Reward Dispersion. <u>Reed Eaglesham</u></p>	
		<p>From policy to practice: Exploring the influence of HR policy on female leadership aspirations. <u>Nazatulaziah Zainal</u>; Dr Dana L. Ott; Dr Paula O’Kane</p>	<p>The perceptions of South African employee experiences of disciplinary processes. <u>Chene Ward</u></p>	<p>Does wage dispersion affects productivity? A meta-analysis. <u>Prof Patrice Laroche</u></p>	
2:30-3:00: Afternoon Tea [Otago Business School Atrium]					
3:00-4:30	Parallel Session 3	<p>OBS 1.17 Session Chair: Prof Trevor Brown</p>	<p>OBS G.17 Session Chair: Prof Helen De Cieri</p>	<p>OBS G.02 Chair: Prof Christopher Rosen</p>	<p>OBS 1.19</p>
		<p>Scholar-Practitioner Gap</p>	<p>Diversity and Inclusion 2</p>	<p>Hybrid Work 1</p>	<p>Symposium: HR Attributions</p>
		<p>Where are all the practitioners in HR research? Evidence of researcher-practitioner collaborations in studies published in a “crossover” academic-practitioner journal. <u>A/P Hugh Bainbridge</u>; Andrew Ng</p>	<p>How do we Measure Inclusion in Organizations? Systematic Literature Review and Research Agenda. <u>Prof Marion Festing</u>; Prof Helen De Cieri</p>	<p>Hanging Up or Hanging On: A Qualitative Exploration of Public Safety Telecommunicator Intentions to Leave or Stay. Dr Mark Davis; <u>Dr Julie Hancock</u></p>	<p>HRM Implementation and Attribution Theory: Issues, Challenges and Future Directions</p> <p>Whether the approach to HRM emphasises common good HRM, well-being HRM or high performance HRM, its impact is likely to depend on the processes associated with implementation. A central feature of implementation is the reaction of employees to HR practices and the attributions they make about why the</p>
<p>The HR profession in Australia: the current state and the future challenges. <u>Dr Justine Ferrer</u>; Prof Peter Holland; Dr Gerrit Treuren; Prof Timothy Bartram</p>	<p>Women in MSME Firms: Examining the Impact of Satisfaction with HRM Practices, Telecommuting, and Managerial Support on Wellbeing. <u>Prof Debolina Dutta</u>; Prof. Nazia Hasan; Chaitali Vedak</p>	<p>Exploring the antecedents of employee engagement among remote workers: a systematic literature review. Dr Shilpa Jain; <u>Dr Neeru Choudhary</u></p>			

	<p>From theory to action: How HRM needs to empower the role of academics to build a sustainable future world of work. <u>Dr Annica Lau</u></p>	<p>Gendered Employer Branding – The influence of Gendered Sports Sponsorship and Gender Diversity Practices on Job Pursuit Intentions. <u>Dr Martin Edwards</u>; Dr Cassandra France; Prof Sarah Kelly</p>	<p>Promoting Employee Health and Wellbeing in the Hybrid Working Model: Towards a Strategic Framework, Pilot Study. <u>Roya Gorjifard</u></p>	<p>practices are being applied. In recent years attribution theory has been widely applied to analyse employee reactions and to determine the characteristics of a strong HRM system. Research has got to a point where a review is timely to assess the value of the contribution to date and directions for future research. The aim of this symposium is to address these concerns as well as presenting new research.</p> <p><u>Dr Rebecca Hewett</u>; <u>Dr Ricardo Rodrigues</u>; <u>Prof Karin Sanders</u>; Dr Tim Bednall; Dr Huadong Yang; <u>Prof David Guest</u></p>
	<p>Sustainable careers and sustainable Human Resource Management: an empirical exploration in the United Arab Emirates. <u>Dr Reimara Valk</u>; Mr Mohammad Abedellatif</p>	<p>Fostering Positive Workplaces to promote the Greater Good through Joyful Leadership. <u>Katie McIntyre</u></p>	<p>Socioeconomic status and well-being: An intersectional and resource-based view of health inequalities. <u>Maira Ezerins</u>; Kelly Gabriel; Christopher Rosen; Allison Gabriel; Charmi Patel; Grace Jia Hui Lim; Thomas Calvard</p>	
5:15pm onwards: Buses Depart for Conference Dinner [Larnach Castle]				

Friday [Designated Practitioner Day]					
9:00-10:30	Parallel Session 4	OBS 1.17 Session Chair: Prof Hugh Bainbridge	OBS G.17 Session Chair: Dr Azka Ghafoor	OBS G.02 Session Chair: Dr Rebecca Hewett	OBS 1.19
		Learning and Development	Wellness	Sustainable HRM Practice [Practitioner]	Workshop: Doing Neurodiversity Research
		The Fear of Losing Informal Learning: A Time Versus a Relationship Argument. <u>Prof Karin Sanders</u> ; Dr Andrew Dhaenens; A/P Xiaobei Li	The influence of 'idealism' on burnout: An empirical study of Australia and New Zealand workers. <u>Dr Joseph Cooper</u> ; Dr Lynnaire Sheridan	Sustainable HRM: towards changing approaches and logics. <u>Dr Natasha Podgorodnichenko</u> ; Prof Fiona Edgar; Dr Adeel Akmal	Navigating the neurodiversity publishing landscape: Unveiling challenges and sharing strategies. <u>Prof Lauren Simon</u> ; <u>Dr Dana L. Ott</u> ; A/P Charles Calderwood; <u>Maira E. Ezerins</u> ; Dr Jolanta Maj; A/P Larry R. Martinez; A/P Jennifer Spoor; Dr Michal T. Tomczak; Prof Timothy J. Vogus; A/P <u>Yiwen Zhang</u>
		Motivation to Transfer: A Systematic Literature Review. Shadi Mahdavi; <u>Prof. Trevor Brown</u>	Trapped with nowhere to go: Understanding the lived experience of reluctant stayers. <u>Dr Russell Wordsworth</u> ; Dr Monica Kirsten; Dr Melissa Du Plessis	Is CSR achieved at the expense of employee engagement? Insights into the development of Employee Volunteering programmes in the UK. <u>Dr Bethania Antunes</u> ; Dr Cecile Guillaume	Neurodiversity- natural variations in neurological traits and functioning- is a nascent but quickly growing topic in HRM research and among practitioners. While scholars and practitioners have recognized the need to better understand the strengths, challenges, and mechanisms associated with neurodiversity and employment, conducting neurodiversity research comes with unique challenges. As such, the aims of this workshop are to: 1) identify the challenges when conducting and publishing neurodiversity research; 2) develop strategies to address these
		Talent management as a means of achieving sustainability in HRM in a global context. <u>Chitalu Adam</u>	Feeling Self-Conscious at Work: Employee Wellbeing, Meaningfulness at Work and Job-related Performance Effectiveness. <u>Dr Azka Ghafoor</u> ; Prof Jarrod Haar	Good work? Public service commissioning for social benefit A semi-systematic review of active labour market and social procurement policies in the UK, the US and Australia. <u>Prof Jo Ingold</u> ; Dr Qian Yi Lee	
		Examining career paths of general managers: A talent pool lens. <u>Dr Stefan Jooss</u> ; Dr Ronan Carbery	Challenges and opportunities of performance reviews during Covid-19: The case of New Zealand companies. <u>Dr Anna Earl</u>		

					challenges; and 3) build a foundation for the development of academic-industry partnerships and identify best practices.
10:30-11:00: Morning Tea [Otago Business School Atrium]					
11:00-12:00: Keynote 2: Professor Jarrod Haar [Archway 2]					
12:00-1:00: Lunch [Otago Business School Atrium]					
1:00-2:00	Parallel Session 5	OBS 1.17 Session Chair: Dr Stefan Jooss	OBS G.17 Session Chair: Dr Wallapa Suengkamolpisut	OBS G.02 Session Chair: Prof Kaye Thorne	OBS 1.19
		Remuneration [Practitioner]	Diversity and Inclusion 3	Hybrid Work 2	Editors' Panel 2
		Social Comparison and Wage Setting Among Low-Wage Workers. <u>Reed Eaglesham</u> ; Ian Greer; Sean O'Brady; Matt Vidal	Generation Z and the Workplace: The Effects of Mindfulness on Growth Mindset and Realistic Expectations. <u>Dr Saifon Singhatong</u> ; Dr Wallapa Suengkamolpisut	Embracing Hybrid Work in Thailand: An Employee-Centric on the Impact of Hybrid Work on Employee Well-being and Workplace Dynamics. <u>Dr Wallapa Suengkamolpisut</u> ; Dr Saifon Singhatong	<u>Empirical Focused Editors Panel</u> Facilitator: Prof Christopher Rosen (Journal of Business and Psychology) Editors: A/P Jessica Methot (Academy of Management Review and Personnel Psychology) Prof Lauren Simon (Personnel Psychology) Prof Martin Edwards (Human Resource Management Journal)
		Merit pay increases' effect via organization-based self-esteem. Tae-Youn Park; <u>David Chung</u> ; Aino Tenhiälä; Reed Eaglesham	What form of service do people with severe disabilities need from their personal assistants? <u>A/P John Magnus Roos</u>	The impact of technostress creators on work life boundaries in digitised hybrid work setting. <u>Chene Ward</u>	
		Communicating pay secrecy: an organizational perspective. <u>Dr Leanne Griffin</u> ; <u>Prof Michelle Brown</u>	Career-boarding: Navigating future pathways for young professionals' psychological contracts. <u>Dr Annica Lau</u> ; Prof Robin Bell; Dr Joshua Haist	Negotiating the boundaries: Dual career couples and hybrid work. <u>Dr Joanne Mutter</u> ; Prof Kaye Thorn	
Movement Break: 2:00-2:15; 2:15-3:15: Keynote 3: Wayne Cascio [Archway 2]					
3:15-3:45: Afternoon Tea [Otago Business School Atrium]					
3:45-5:15	Parallel Session 6	OBS 1.17 Session Chair: Dr Annica Lau	OBS G.17 Session Chair: Prof Jo Ingold	OBS G.02 Session Chair: Prof Lauren Simon	OBS 1.19
		International HRM	General HRM Practice 2	Work-Life Balance [Practitioner]	
		Liaising with host country nationals: Expatriate experiences with the liaison role in Malaysia, Mexico, and the US. <u>Marian Van Bakel</u> ; Torben Andersen; Vlad Vaiman; Charles Vance	Democratizing the Workplace: Unpacking Configurations of HR Practices to support High Employee Participation. <u>Dr Rebecca Hewett</u> ; Dr Madleen Meier-Barthold; Larisa Fedeles	Multiplex Relationships in the Borderland: Applying a Social Network Analytic Perspective to the Work-Nonwork Interface. <u>Dr Jessica Methot</u> ; Dr Andrew Parker; Alondrea Hubbard	

	<p>Family and greater good: A framework of meaningful work of Low-status expatriates. <u>Dr Joshua Haist</u>; Dr Annica Lau; Philipp Kurth; Dr Monique Ritter</p>	<p>Does a complex economy lead to complex HRM structures? A longitudinal perspective on the impact of economic complexity on HRM provision. <u>Marco Rapp</u>; Nadima Hassan; Mireia Valverde; Jordi Trullen</p>	<p>The role of job autonomy while combining employment with unpaid family caregiving: The mediating effect of caregiving to work conflict. <u>A/P Hugh Bainbridge</u></p>	
	<p>Cultural values, tightness-looseness and perceived human resource strength: results of a meta-analysis. <u>Prof Karin Sanders</u>; A/P Tim Bednall; Dr Huadong Yang</p>	<p>The relationship between dark triad traits and affective organizational commitment: does employee-motivation matter? – evidence from a quasi-experimental study. <u>Dr Lode De Waele</u>; Dr Sasa Batistic; Dr Eleonore Smalle; Dr Tobias Polzer; Prof. Rob Poell; Dr Gabriel Olaru</p>	<p>Consulting the Oracle: A Delphi Study Exploring Employers’ Inattention to Work-Caregiving Balance. <u>Prof Linda Duxbury</u>; Dr Regina Ding</p>	
	<p>"There’s only so many loaves and dog walks you can do”: Challenges for accompanying partners engaged in international relocation. <u>Dr Mohini Vidwans</u>; Rosemary DuPlessis</p>	<p>How incivility poisons teams: a ‘bottom-up’ approach across levels and time. <u>Ollie Zhou</u></p>	<p>The corporate rebel's plan. <u>Mr Damien Braeckman</u></p>	