

VI INTERNATIONAL WORKSHOP ON HRM - Programme

May, 17th

8.30-9.00	Registration	
9.00-9.30	Opening (*)	
9.30-10.15	Conference of Prof. Angelo DeNisi, <i>Tulane University</i> "The 'Fiction' of Objective Measures in Human Resource Management" Conference Room (*)	
10.15-10.45	Discussion (*)	
10.45-11.00	Coffee break - poster exhibition	
11.00	Paper presentatios	
12.20	Session 1: Diversity Management Graduation Hall	Session 2: Research in HRM, theoretical and methodological Conference Room (*)
	Antonia M. García Cabrera María del Pino Medina Brit <i>Universidad de Las Palmas de Gran Canarias</i> Cultural Diversity in multicultural teams: distance and perception of diversity	María P. Pérez Santana M.J. Garrido Samaniego <i>U. de Valladolid</i> A review of ten years of research in Human Resources in the Journal of Human resource Management (1996-2006)
	Pilar de Luis Carnicer Angel Martínez Sánchez Manuela Pérez Pérez M ^a José Vela Jiménez <i>Universidad de Zaragoza</i> Racial Diversity in Spanish firms: implications of immigration on HRM	Astrid Reichel Wolfgang Mayrhofer <i>WU Viena</i> Is collecting objective performance data worthwhile - a methodological contribution to the debate about objective/subjective performance measures
	Sara Campi <i>Sant'Anna University</i> Teresina Torre <i>University of Genoa</i> Managing diversity in Italian enterprises: a research on organizations employing disabled persons	Dorien Kooij Paul Jansen Josje Dijkers <i>VU University</i> Annet de Lange <i>University of Groningen</i> The impact of HRM practices on the work behavior of older workers: A literature review
	Jean-Luc Cerdin <i>ESSEC Business School</i> Saba Colakoglu <i>Rutgers University</i> Towards a model of mentoring relationships: The impact of national culture differences	Rocío González Sánchez Antonio Montero Navarro Rocío González Sánchez <i>U. Rey Juan Carlos</i> Revisión de la diversidad en los procesos de toma de decisiones y el papel moderador del conflicto durante los años 2001-2005 en las principales revistas internacionales

12.25 - 13.45	Paper presentations	
	Session 3: Diversity Management Graduation Hall	Session 4: Satisfaction and commitment Conference Room (*)
	Sudhir K. Saha <i>Memorial University of Newfoundland</i> Managerial Reactions to EE/AA Legislations: How Effective Are These Legislations Promoting the Cause of Hiring Minority Job Candidates?	Margarita Chiang Vega Mauricio Salazar Botello Carolina Huerta Rivera <i>Universidad del Bio-Bio</i> Antonio Nuñez Partido <i>Universidad Pontificia de Comillas</i> Clima organizacional y satisfacción laboral en organizaciones del sector estatal (Instituciones públicas): desarrollo, adaptación y validación de instrumentos
	Diane-Gabrielle Tremblay <i>UQAM</i> The ages of life, work-family balance and aspirations in working time	José V. Pascual Ivars <i>Universidad de Valencia</i> La importancia del dinero en la elección laboral
	A. Rafart N. Mancebo A. Bikfalvi D. Muñoz Gender and leadership: Skills and capabilities of women managers. The case of public administration in Gerona	Rosalía Cascón Pereira Mireia Valverde Tatiana Gorjup <i>Universitat Rovira i Virgili</i> Doctors in management: Doctors or managers? The dilemmas of middle managers' professional identity
Isabel de Sivatte Font Fátima Guadamillas Gómez Diego Pedregal Tercero <i>Universidad de Castilla-La Mancha</i> The importance of a corporate culture which supports work-life benefits and its impact on firm performance	Cesar Camisón <i>Universitat Jaume I</i> M ^a Eugenia Fabra <i>Universitat Valencia</i> Determinantes de la satisfacción laboral basados en el ajuste entre calificación y formación individuales y el puesto de trabajo: un modelo simultáneo no recursivo a nivel europeo	

13.45-15.00	Lunch
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15.00-15.45	Conference of Prof. David Lepak, <i>Rutgers University</i> “Strategic HRM: Issues and Prospects” Conference Room (*)
15.45-16.15	Discussion (*)

16.15 - 18.00	Paper presentations	
	Session 5: Strategic HRM Graduation Hall	Session 6: Strategic HRM Conference Room (*)
	Stephanie Kaudela Baum <i>Lucerne University</i> Practicing HR strategy: Uncovering the relational dynamics in strategic HR work	Roberto Luna Arocas Joaquín Camps Torres <i>Universidad de Valencia</i> Configuraciones de prácticas de recursos humanos
	Inmaculada Beltrán Martín Juan Carlos Bou Llusar Vicente Roca Puig Ana B. Escrig Tena Dpto. Administración Empresas y Marketing <i>Universitat Jaume I</i> Does employee functional flexibility explain the influence of high commitment management on performance?	Isidro Peña García Pardo Felipe Hernández Perlínes <i>Universidad de Castilla-La Mancha</i> Dirección de recursos humanos. Un enfoque contingente aplicado en el sector bancario español
	Unai Elorza Aitor Aritzeta Sabino Ayestaran <i>Mondragon Unibertsitatea</i> <i>Universidad del País Vasco</i> Exploring the black box: The effects of the HR System on mediating variables	Domingo Verano Tacoronte Santiago Melián González Silvia Sosa Cabrera Departamento de Economía y Dirección de Empresas Universidad de Las Palmas de Gran Canaria El poder de los empleados como variable moderadora en la aplicación de prácticas de RRHH
Thomas Turner Sarah McCurtain Juliette McMahon <i>University of Limerick</i> Human Resource Systems, Employee Voice and Organisational Performance	Nuria Mancebo Andrea Bikfalvi Josep Llach Recursos Humanos, capacidad de externalización para la seguridad y salud laboral: el caso de la Administración Pública	

18.00-18.15	Coffee break - poster exhibition
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18.15	Paper presentations	
20.00	Session 7: Strategic HRM (knowledge, creativity and innovation) Graduation Hall	Session 8: Strategic HRM Conference Room (*)
	<p>Brigitte Kroon Karina van de Voorde Luc Dorenbosch <i>Tilburg University</i> A Multilevel Examination of the Impact of Workplace Empowerment and Individual-level Personality and Self-Efficacy on Innovative Work Behaviour</p>	<p>Pilar Jerez Gómez José Céspedes Lorente <i>Universidad de Almeria</i> Prácticas de alto rendimiento, aprendizaje organizativo y rentabilidad. El papel de las prácticas de recursos humanos en el desarrollo de capacidades estratégicas</p>
	<p>Irene Martín <i>Universidad Politécnica de Madrid</i> Erik Doving <i>Oslo University College</i> Learning and knowledge application in commercial banking. The role of team leadership and team working</p>	<p>Matilde Villarroya Martínez <i>Universitat Rovira i Virgili</i> Análisis de la devolución de la función de recursos humanos a la línea de mando en los call centers españoles</p>
	<p>Anne Sweeney <i>UCD Dublin</i> Managing the knowledge worker: a study of the effectiveness of HR practices in knowledge intensive firms in the South East of Ireland</p>	<p>Cristinta Simón <i>Instituto Empresa</i> A quantitative case study approach to the analysis of the linkages between HR and different levels of organizational performance</p>
	<p>Robert M. Verburg <i>Delft University of Technology</i> Deanne N. Den Hartog <i>University of Amsterdam</i> HRM, Knowledge Management and innovation</p>	<p>Ana Belén Escrig Tena Inmaculada Beltrán Martín Vicente Roca Puig Juan Carlos Bou Llusar <i>Universitat Jaume I</i> ¿La gestión de la calidad repercute en la flexibilidad laboral?</p>
	<p>Ester Martínez Ros <i>Universidad Carlos III de Madrid</i> Francina Orfila-Sintes <i>Universitat de les Illes Balears</i> The innovation impact on employment' skills: evidence from Spain lodging industry</p>	<p>Petra De Saa Pérez Nieves L. Díaz Díaz <i>Universidad de Las Palmas de Gran Canaria</i> Inversión en capital humano y estructura de propiedad: una cuestión de apropiabilidad de rentas</p>

May, 18th

9.00-9.45	Conference of Prof. Chris Brewster, <i>Henley Management College & Reading University</i> “International and Comparative HRM: exploring the globalization thesis” - Conference Room(*)
9.45-10.15	Discusión (*)

10.15 - 11.30	Paper presentations	
	Session 9: Comparative studies Graduation Hall	Session 10: Social issues in HRM Conference Room (*)
	Amalia Magán Díaz José Céspedes Lorente <i>University of Almería</i> Royston Greenwood <i>University of Alberta</i> Stan Li <i>York University</i> The Transnational Diffusion of Human Resource Management Ideas: the adoption of downsizing in Spain	Evandro Bocatto <i>Universitat Rovira i Virgili</i> GRACO Research Group <i>ESADE</i> Can Human Resources Management promote democratic actions?
	Biljana Bogičević Milikić Nebojša Janičijević Mirjana Petković <i>University of Belgrade</i> Human resource management in Serbian companies: current policy and practice	Jesús Ángel del Brío Beatriz Junquera <i>Universidad de Oviedo</i> Factor Humano para la Ventaja Competitiva de Naturaleza Medioambiental: Un Estudio Empírico
	Dr. Agarwal <i>Indian Institute of Management, Bangalore</i> Pramila Rao <i>Marymount University, Arlington</i> Current Staffing Practices and Challenges of the Indian Software Industry	Pablo Zoghbi Manrique de Lara <i>Universidad de Las Palmas de Gran Canaria</i> Does a lack of normative guidance hinder the employees' perception of fair procedure from reciprocating Cybercivism? A study seeking service satisfaction
Casely Coleman Gender, talent management and Human Resources Development in Africa, Issues, challenges and prospects	Fátima Guadamillas Gómez Mario Javier Donate Manzanares <i>University of Castilla-La Mancha</i> La importancia de la gestión de recursos humanos para la integración de la responsabilidad social y la innovación en la estrategia empresarial. Análisis de casos	

11.30-11.45	Coffee break - poster exhibition
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11.45 -	Paper presentations	
13.45	Session 11: Human and Social Capital Graduation Hall	Session 12: HRM in SMEs and family businesses Conference Room (*)
	Robert Kaše Nada Zupan <i>University of Ljubljana</i> HR practices, social networks and intrafirm knowledge transfer: an empirical examination of a relational model	Anna Comacchio Fabrizio Gerli Sara Bonesso <i>Ca' Foscari University</i> Annachiara Scapolan <i>Modena e Reggio Emilia University</i> Human resource outsourcing in SMES: determinants and governance modes. The Italian case
	Paosi James Pang <i>Takming College</i> <i>Taiwan</i> The Mediating Effect of Social Capital Between HR Cross-Boundary Service (HRCBS) and Serviced Departments	Eduardo Davel Diane-Gabrielle Tremblay <i>University of Quebec in Montreal</i> Understanding autonomy and control pitfalls form the experience of family-owned companies
	Claire Gubbins <i>University College Cork</i> Thomas N. Garavan <i>University of Limerick</i> The Influence of Social Capital on Career & Work Outcomes of HRD Professionals	María Isabel Delgado Piña Luis Gómez Martínez Ana María Romero Martínez Elena Vázquez Inchausti <i>Universidad Complutense de Madrid</i> Managing Human Resources in entrepreneurial organizations: the case of REDUR
	Irene Martín Rubio <i>U. Politécnica de Madrid</i> Carmen De la Calle Durán <i>U. Rey Juan Carlos</i> Team identification and emotional intelligence for increasing trust: action research in an agile enterprise	M ^a Katuska Cabrera Suárez Josefa D. Martín Santana <i>Universidad de Las Palmas de Gran Canaria</i> El compromiso del sucesor: sus dimensiones e influencia sobre el éxito sucesorio en la pequeña empresa familiar
	María Pilar Pérez Santana Natalia Martín Cruz Víctor Martín Pérez Juan Hernangómez Barahona Celia Martín Sierra Organization <i>University of Valladolid</i> Team-work training: Self-management team KSA and interpersonal team KSA. The role of strategic management simulations	Deanne N. Den Hartog <i>University of Amsterdam</i> Jan P.J. De Kok <i>EIM Business & Policy Research</i> High Performance Work Systems, Leadership, Firm Performance And Innovativeness In Small Businesses

13.45-15.00	Lunch
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15.00-15.45	Conference of Prof. Patrick Gunnigle, <i>Limerick University</i> “Employment Relations in Multinational Corporations in Organisational Context” Conference Room (*)
15.45-16.15	Discussion (*)

16.15 -	Paper presentations	
17.45	Session 13: Internacional HRM Graduation Hall	Session 14: Expatriation and Repatriation Management Conference Room (*)
	<p>Jan Selmer <i>Aarhus School of Business</i> Charles R. Fenner, Jr. <i>State University of New York at Canton</i> Work situation of public sector expatriates</p>	<p>Amaia Arizkuren Eleta Cristina Molina Mora Josune Baniandrés Abendaño <i>Universidad de Deusto</i> La gestión de la expatriación. Análisis de la empresa vasca a través de los directores de RR.HH.</p>
	<p>Arno Haslberger <i>Webster University Vienna & Ashridge Business School</i> Chris Brewster <i>Henley Management College & University of Reading</i> Domains of expatriate adjustment with special emphasis on work</p>	
	<p>Jonathan Lavelle Patrick Gunnigle Anthony McDonnell <i>University of Limerick</i> Profiling employment relations in foreign-owned MNCs: survey evidence from the Republic of Ireland</p>	<p>Sandalio Gómez López-Egea Carlos Martí Sanchis Ignacio Contreras Álvarez <i>IESE</i> Políticas de expatriación y repatriación en multinacionales: visión de las empresas y de las personas</p>
	<p>Anthony Mc Donnell Patrick Gunnigle Jonathan Lavelle <i>University of Limerick</i> Management Development in indigenous multinationals: Evidence from a small, late developing country</p>	<p>M^a. Eugenia Sánchez Vidal M^a Isabel Barba Aragón <i>Polytechnic University of Cartagena</i> Raquel Sanz Valle <i>University of Murcia</i> Testing the Black, Gregersen, Mendenhall and Stroh model of repatriation adjustment in the Spanish context</p>

17.45-18.00	Coffee break - poster exhibition
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18.00 - 19.20	Paper presentations	
	Session 15: Organizational Behavior Graduation Hall	Session 16: Training policies Conference Room(*)
	Maria Tatiana Gorjup Mireia Valverde Gerard Ryan Rosalía Cascón Pereira <i>Universitat Rovira i Virgili</i> Exploring the determinants of job quality in call centers	Nuria Nevers Esteban Lloret Antonio Aragón Sánchez <i>Universidad de Murcia</i> La formación en la empresa: una explicación institucional
	Hsiao-Feng Lee <i>Ching Yun University, Taiwan</i> The Effects on Employee Voice: The case in Taiwan Labor-Management Committees	Ignacio Danvila del Valle Miguel Ángel Sastre Castillo Antonio Rodríguez Duarte <i>Universidad Complutense de Madrid</i> <i>Instituto Tecnológico Autónomo de México</i> <i>ITAM</i> El efecto de la formación sobre los resultados empresariales en empresas de servicios: un estudio con datos de panel
Paosi James Pang Wen-Jeng Lin <i>National Central University, Taiwan</i> The Impact of Human Resource Practices on the Turnover of Employees with Different Job Functions and High and Low Job Performance	García Moreno, Susana M ^a Guerras Martín, Luis Ángel Rico García, M ^a Guadalupe <i>Universidad Rey Juan Carlos</i> Análisis de la incidencia y de la intensidad de la formación en la empresa industrial española	
19.30-20.00	Workshop closure (*)	
22.00-	Official dinner and Best Paper award	

(*) Sessions with translation service