



**UNIVERSITY OF LEEDS**

**Leeds University Business School**

**2<sup>nd</sup> EIASM Workshop of People Analytics and Algorithmic Management – PAAM**

Leeds, UK – June 21-22, 2023

**Wednesday 21st June (all hours mentioned are local times)**

8.30am Registration & Coffee (Foyer of Maurice Keyworth Building)

9.00am Introduction to workshop – **Andy Charlwood**, University of Leeds (G.02)

Keynote speech – **Nigel Guenole**, Goldsmiths University of London. AI for talent management: opportunities, challenges and the path forward

10.00 Coffee Break (Foyer of Maurice Keyworth Building)

10.30am **Session 1** (3 papers) How algorithms and platforms are reshaping work (G.02)

THE TWO FACES OF ALGORITHMIC MANAGEMENT IN THE GIG ECONOMY, ANTOINE BUJOLD & XAVIER PARENT-ROCHELEAU

UNCERTAIN YET PREDICTABLE? HOW ALGORITHMIC MANAGEMENT IMPACTS TRUST AND PERFORMANCE PRESSURE IN ONLINE PLATFORM WORK, SIMON SCHAFHEITL, WARD VAN ZONEN & JEROEN MEIJERINK

DOES A TECHNOLOGY PLATFORM REPRESENT AN ALTERNATIVE FORM OF GOVERNANCE? A TRANSACTION COST ECONOMICS PERSPECTIVE ON PLATFORM WORK, JAN LAURIJSSEN & ANS DE VOS

**Chair: Andy Charlwood**

12.00pm Lunch (1.33)

1.00 pm **Session 2A** (4 papers): Impacts of algorithmic management (G.02)

ALGORITHMIC MANAGEMENT IN HR AND THE MANAGEMENT OF PEOPLE'S CAREER PATHS, RAYANE ELIDRISSI

THE RECONSTITUTION OF CARE WORK: HOW ALGORITHMIC MANAGEMENT PRACTICES AFFECT HOME-BASED CARE, RICK SULLIVAN

EXPLORING THE RELATIONSHIP BETWEEN ALGORITHMIC HR MANAGEMENT AND JOB AUTONOMY: IDENTIFYING BOUNDARY CONDITIONS, NA LIU, SOPHIE DE WINNE, REIN DE COOMAN & NICOLA LATTANZI

MANAGING ALGORITHMIC MANAGEMENT: HOW AI INFLUENCES THE FUTURE OF THE HR PROFESSIONAL'S WORK, MAARTEN RENKEMA & MARIJKE OUDE MEIJERS

**Chair: Jeroen Meijerink**

**Session 2B** (4 papers): Evidence on people analytics adoption and practice (1.32)

USING TEXTUAL PERFORMANCE APPRAISAL DATA TO BETTER UNDERSTAND THE WORKFORCE THROUGH HR ANALYTICS, MARGRIET BENTVELZEN, CORINE BOON, CLAUDIA ORELLANA RODRIGUEZ & DEANNE DEN HARTOG

EXPLORING PEOPLE ANALYTICS AS A PARADOXICAL PHENOMENON, SONJA KOEHNE

THE PERFORMATIVITY OF QUANTIFICATION ACTS IN HRM: INSIGHTS FROM SIX CASES IN FRANCE, ISABELLA SCHEIBMAYR & CLOTILDE CORON

CREATING AN INFRASTRUCTURE FOR HR ANALYTICS: MATERIAL WORK AND HRM GOVERNANCE, GEORG LOSCHER

**Chair: Maria Belizon**

3.00pm Coffee Break (Maurice Keyworth foyer)

3.30pm **Track 3** (3 papers): Strategic HRM, algorithms and analytics (G.02)

IS STRATEGIC ALGORITHMIC HUMAN RESOURCE MANAGEMENT INHERENTLY ANTAGONISTIC? AN INTEGRATION OF STRATEGIC AND ALGORITHMIC HRM BASED ON ONTOLOGICAL STATUS IDENTIFICATION, ISABELLA SCHEIBMAYR & ASTRID REICHEL

TOWARDS A STRATEGIC PERSPECTIVE OF HR ANALYTICS: A QUALITATIVE STUDY ON THE ROLE OF HR PHILOSOPHY AND STRATEGY, MARGRIET BENTVELZEN, CORINE BOON & DEANNE DEN HARTOG

"IN GOD WE TRUST. ALL OTHERS MUST BRING DATA": HR ANALYTICS AS A LEVER IN THE TACTICAL ACCUMULATION OF STRATEGIC CAPABILITIES, MARCO LEANDER RAPP, FELIX DIEFENHARDT, VERENA BADER & WOLFGANG MAYRHOFER

**Chair: Jeroen Meijerink**

5.00pm End of Day 1

7.00pm Dinner at The Lost and Found Club, 3 Albion Place, Leeds, LS1 6JL (suggested place to meet for optional pre-dinner drinks: The Head of Steam, 6 Park Row, Leeds LS1 5QL)

**Thursday 23<sup>rd</sup> June**

8.30am coffee & pastries, Maurice Keyworth Foyer

9.00am **Session 4** (3 papers): Algorithms and decision-making (G.02)

MITIGATING UNDER- AND OVERUSE OF ALGORITHMIC HRM IN EARLY ADOPTION STAGES: EVIDENCE FROM PUBLIC SECTOR, SVENJA HUELTER, ANSGAR HEIDEMANN & CHRISTIAN ERTEL

FRIEND OR FOE? - A QUALITATIVE STUDY ON THE SOCIALIZATION PROCESS OF AI-AUGMENTED DECISION-MAKING AT A PUBLIC ORGANIZATION, CARLOTTA BUNZEL, CORINE BOON, DEANNE N. DEN HARTOG & ROBERT VERBURG

BEYOND AVERSION – PRINCIPLES OF APPROPRIATE ALGORITHMIC DECISION-MAKING IN HUMAN RESOURCE MANAGEMENT MATHIAS BECKER, STEFAN STROHMEIER & CHANTAL ELLEN WELLER

**Chair: Andy Charlwood**

10.30am Coffee break, Maurice Keyworth Foyer

10.50am **Session 5a** (3 papers) Different approaches to conceptualising and understanding algorithmic management and HR analytics (G.02)

JINGLE JANGLE MANAGEMENT - DEFINITIONAL UNCLARITY IN RESEARCH ON PEOPLE ANALYTICS AND ALGORITHMIC MANAGEMENT, LAURA LAMERS, CARLOTTA BUNZEL & MARGRIET BENTVELZEN

HELLO FROM THE OTHER SIDE! HR ANALYTICS RESEARCH BEYOND THE BUSINESS FIELD, JIARUI YIN, EVA GALLARDO-GALLARDO & VICENC FERNANDEZ

UNPACKING THE BLACK BOX OR MERELY WRAPPING SOME OSTENTATIOUS WORDS AROUND IT? A SYSTEMATIC REVIEW OF ACADEMIC RESEARCH ON ALGORITHMIC MANAGEMENT, ALEX VEEN & RICK SULLIVAN

Chair: tbc

**Session 5b** (3 papers): People Analytics (1.32)

HOW AND WHY IS HR/PEOPLE ANALYTICS ESTABLISHED IN CONTEMPORARY ORGANISATIONS? JAEJIN LEE ANDY CHARLWOOD XANTHE WHITTAKER

INSTITUTIONAL AND ORGANIZATIONAL DETERMINANTS OF THE USE OF HR ANALYTICS TO IMPROVE EMPLOYEE PERFORMANCE: A STUDY OF THE EU28 AREA, MARIA BELIZON, DAVID AGUADO & WILLIAMS F DURAN

THE INFLUENCE OF CONTEXT ON THE USE OF HR ANALYTICS: A MIXED-METHODS APPROACH, MARCO LEANDER RAPP

**Chair: Andy Charlwood**

12:20pm Lunch (1.33)

1.10pm **Session 6:** Impacts of algorithmic management (G.02)

UNCOVERING THE MECHANISM BETWEEN ALGORITHMIC MANAGEMENT AND JOB ENGAGEMENT: A SOCIAL EXCHANGE PERSPECTIVE, LIU NA, SOPHIE DE WINNE, REIN DE COOMAN, NICOLA LATTANZI

HOW DO EMPLOYEES REACT TO AI-BASED PERFORMANCE MANAGEMENT: AN ORGANIZATIONAL JUSTICE PERSPECTIVE, XUE SHANZI

UNPACKING THE FUTURE OF WORK: LEVERAGING ONLINE LABOR PLATFORMS TO SHAPE TRUST AND CONTROL RELATIONSHIPS IN THE WORKPLACE, SIMON SCHAFHEITLE & JEROEN MEIJERINK

**Chair: Maria Belizon**

2.40pm Coffee break (Maurice Keyworth Foyer)

3.00pm Developing the People Analytics and Algorithmic Management Workshop

Facilitators: Andy Charlwood & Maria Belizon

4pm - Close