



9th EIASM Rewards Management Conference

Vlerick Business School, Brussels

2-3 December 2024

Monday, December 2, 2024

08:45 – 09:00	Registration
09:00 – 09:30	Welcome, Introduction & presentation of the participants
09:30 – 10:00	<i>Theme 1: Sustainable rewards</i> Sustainable rewards management and employee satisfaction: a prospect theory perspective BHARGAVA, SUSHANT - INDIAN INSTITUTE OF MANAGEMENT POOJA PATNAIK – LUCKNOW

10:00 – 10:30	<p><i>Theme 1: Sustainable rewards</i></p> <p>The effects of changes in employee value capture on organizational sustainable performance SHIM, HANBO - THE UNIVERSITY OF TEXAS AT ARLINGTON</p>
10:30 – 11:00	Break
11:00 – 11:30	<p><i>Theme 2: Pay transparency</i></p> <p>The land of labor agreements – how ready is Finland for EU pay transparency directive? MAANIEMI, JOHANNA - HAAGA-HELIA UNIVERSITY OF APPLIED SCIENCES SINI JÄMSÉN</p>
11:30 - 12:00	<p><i>Theme 2: Pay transparency</i></p> <p>Navigating change: the EU pay transparency directive – insights and practitioners' notes from Sweden and Finland NYLANDER, MINNA - FAIRNESS & FRIENDS REWARDS CONSULTANCY COMPANY KARIKOSKI, SANNA , OLSSON LISA</p>
12:00 – 13:00	Lunch
13:00 – 14:00	Keynote address: Ingo Weller
14:00 – 14:30	<p><i>Theme 2: Pay transparency</i></p> <p>Should the neighbors know my salary? Societal consequences of pay transparency KRAL, PAVEL - PRAGUE UNIVERSITY OF ECONOMICS AND BUSINESS ADÉLA MALOVCOVÁ & VERA KRÁLOVÁ</p>
14:30 – 15:00	<p><i>Theme 2: Pay transparency</i></p> <p>In search of the pay information seeker BROWN, MICHELLE - THE UNIVERSITY OF MELBOURNE JOHN SHIELDS, PETER BAMBERGER</p>
15:00 – 15:30	Break

15:30 – 16:00	<p><i>Theme 2: Pay transparency</i></p> <p>The interaction effects of pay transparency and HR process transparency on employee job satisfaction BURKERT, STEFFEN - LUDWIG-MAXIMILIAN UNIVERSITY OF MUNICH TOBIAS BURKHARD, INGO WELLER</p>
16:00 – 16:30	<p><i>Theme 2: Pay transparency</i></p> <p>Communicating pay secrecy BROWN, MICHELLE - THE UNIVERSITY OF MELBOURNE LEANNE GRIFFIN</p>
16:30 – 17:00	<p><i>Theme 3: Gender pay gap</i></p> <p>Are HR departments important agents of change? The impact of the HR function on reducing the gender pay gap in organizations. MONIKA HAMORI, IE BUSINESS SCHOOL AINO TENHIÄLÄ, INGO WELLER, STEFFEN BURKERT</p>
17:00 – 17:30	<p><i>Theme 3: Gender pay gap</i></p> <p>Occupations, job levels, and the gender pay gap in the UK FRANKORT, HANS - BAYES BUSINESS SCHOOL, CITY, UNIVERSITY OF LONDON AMANDA SCOTT, NICK BACON</p>
17:30	Conclusion of the day
19:00	Conference Dinner

Tuesday, December 3, 2024

09:00 – 09:30	<p><i>Theme 4: Changes in labor market</i></p> <p>Strategic assessment of employee benefits trends post-pandemic: a conservation of resources perspective SHAW, JASON - NANYANG TECHNOLOGICAL UNIVERSITY ATUL MITRA</p>
09:30 – 10:00	<p><i>Theme 5: Changes in labor market</i></p> <p>Sustaining mutual engagement between platforms and workers in the gig economy TENHIÄLÄ, AINO - IE BUSINESS SCHOOL IVANA RADIVOJEVIC MILOJEVIC</p>
10:00 – 10:30	Break
10:30 – 11:00	<p><i>Theme 6: Employment contracts, employee retention and mobility</i></p> <p>Stepping stone or trap: employment contracts and contingent worker outcomes EAGLESHAM, REED - CORNELL UNIVERSITY</p>
11:00 - 11:30	<p><i>Theme 5: Employment contracts, employee retention and mobility</i></p> <p>Socially responsible entrepreneurship: examining the relationship between entrepreneurs' competency, race, and fair pay practices in small ventures PARK, HEE MAN - PENNSYLVANIA STATE UNIVERSITY DOROTHEA ROUMPI, YOON S. HUR, MEG SMALL, DANIEL M. CROWLEY</p>
11:30 – 12:00	<p><i>Theme 5: Employment contracts, employee retention and mobility</i></p> <p>Frog ponds vs. Open waters: the impact of pay dispersion and relative compensation on employee retention and mobility KAŠE, ROBERT - UNIVERSITY OF LJUBLJANA NINA PONIKVAR, KATJA ZAJC KEJŽAR</p>
12:00 – 13:00	Lunch

13:00 – 13:30	<p><i>Theme 6: Pay-for-performance</i></p> <p>Decoding pay equity: insights from a case study of China’s public hospitals WEI, QI - UNIVERSITY OF BEDFORDSHIRE WEI HUANG</p>
13:30 – 14:00	<p><i>Theme 6: Pay-for-performance</i></p> <p>Learning by doing share-based compensation: case Finland IKAHEIMO, SEPPÖ - AALTO UNIVERSITY SCHOOL OF BUSINESS YRJÖ KOPRA</p>
14:00 – 14:30	<p><i>Theme 6: Pay-for-performance</i></p> <p>To compete, or not to compete, that is the question: Incentive and Sorting Effects of Team PFP Designs on Team Creative Performance KIM, JI HYUN - NATIONAL UNIVERSITY OF SINGAPORE YEA HEE KO</p>
14:30 – 15:00	Coffee break
15:00 – 15:30	<p><i>Theme 6: Pay-for-performance</i></p> <p>Merit pay increases’ effect via organization-based self-esteem EAGLESHAM, REED - CORNELL UNIVERSITY PARK TAE YOUN, CHUNG, DAVID & TENHIALA, AINO</p>
15:30 – 16:00	<p><i>Theme 6: Pay-for-performance</i></p> <p>The use of performance appraisals and employees’ presenteeism behavior NIEßEN, ANNA - RWTH AACHEN UNIVERSITY CHRISTIAN GRUND</p>

16:00 – 16:30	<i>Theme 6: Pay-for-performance</i> Emotion-driven performance consequences of miscalibrated bonus expectations BÖLINGEN, FELIX - LUDWIG-MAXIMILIAN UNIVERSITY OF MUNICH SHUISHENG SHI, XIANG ZHOU, PETER BAMBERGER, JASON D. SHAW
16:30 –	Conclusion, lessons learned