



38th EIASM WORKSHOP
ON
STRATEGIC HUMAN RESOURCE MANAGEMENT
“CHALLENGES FOR HRM IN THE NEXT GENERATION”

April 27 - 28, 2023

INTERNATIONAL CHAIRPERSONS

Professor Emeritus Michael SEGALLA - HEC Paris, France

Professor Bruno STAFFELBACH - University of Lucerne, Switzerland

LOCAL CHAIRPERSON

Professor Daniela PAUKNEROVA - Faculty of Business Administration - Prague University of Economics and Business

PROGRAMME

Thursday, April 27, 2023

08 :30 – 09 :00	Registration
09 :00 – 09:15	Welcome – HANA MACHKOVÁ, Vice-Rector for International Relations, Prague University of Economics and Business (VŠE)
09:15 – 10:00	Panel Discussion on Current HRM Challenges – ZARUHI HARUTYUNYAN, Head of People at Unibail-Rodamco-Westfield, Czech Republic and SOŇA MEZOFI, HR Business Partner, HRM CZ and Slovakia, Philips
10:00 – 10:30	A CROSS-ANALYSIS OF DIGITALIZATION AND SUSTAINABILITY IN THE HRM FIELD. NEW THEORETICAL PERSPECTIVES AND QUESTIONS. SILVIA BARGHINI
10:30 – 11:00	Coffee Break
11:00 – 11:30	WHEN THE STARS ALIGN: THE EFFECT OF INSTITUTIONAL PRESSURES AND ORGANIZATIONAL ENGAGEMENT ON SOCIAL SUSTAINABILITY JOAQUIN GARCIA-CRUZ, SUSANA PASAMAR REYES, FRANCISCO RINCÓN ROLDÁN
11:30 – 12:00	WORK PERFORMANCE = A(SKILLS) + B(WORK MOTIVATION) + C(PERSONAL CHARACTERISTICS). A THREE-SIDE MODEL FOR HUMAN RESOURCES MANAGEMENT FILIPPO FERRARI
12:00 – 12:30	EXPLORING THE MEDIATING ROLE OF SOCIAL CAPITAL: THE IMPACT OF LEADER-MEMBER EXCHANGE ON CAREER SUSTAINABILITY DELIA MEYER

12:30 – 14:00	Lunch
14:00 – 14:30	IT IS NOT EASY TO BE GREEN: TOWARDS UNDERSTANDING THE FACTORS THAT INFLUENCE THE GREEN ORIENTATION JIANING SONG
14:30 – 15:00	MOVING TOWARDS WELLBEING OF A MANAGER: IS THE DANCE MOVEMENT THERAPY A FUTURE OF STRESS MANAGEMENT PROGRAMS? OLGA VÁLKOVÁ TARASOVA
15:00 – 15:30	STRATEGIC ALGORITHMIC HRM - AN INHERENT ANTAGONISM? ISABELLA SCHEIBMAYR, ASTRID REICHEL
15:30 – 16:00	Coffee Break
16:00 – 16:30	MATCHING WITH GENERATION Z EXPECTATIONS. LESSONS FROM THE ITALIAN BRANCH OF A MULTINATIONAL COMPANY AND IMPLICATIONS FOR FUTURE RESEARCH FABIO RIZZI, JÉRÔME CHABANNE – RIVE, MARC VALAX
16:30 – 17:00	ATYPICAL RESPONSES OF JOB CANDIDATES IN CHATBOT MEDIATED JOB INTERVIEW AND POSSIBLE TRIGGERS HELENA REPOVA, JAN ZOUHAR, PAVEL KRAL
17:00 – 17:45	Proposals from the Chairs of the SHRMW: MICHAEL SEGALLA & DANIELA PAUKNEROVÁ 1. The Future of SHRM Workshops: Development of a strong partnership between EIASM, the SHRM Workshop, and HRM industry professionals and service firms in every country of Europe 2. Tacit Knowledge: An evaluation tool to measure the success of students in business schools 3. New Research: Measuring effectiveness of faculty academic performance
19:00	Dinner

Friday, April 28, 2023

8:40 – 9:10	CHANGES IN HRM FOLLOWING THE COVID-19 PANDEMIC – RESEARCH IN SIX CENTRAL AND EASTERN EUROPEAN (CEE) COUNTRIES JÓZSEF POÓR, ALMINA BESIC, CHRISTIAN HIRT, BOTOND GÉZA KÁLMÁN, ARNOLD TÓTH, ZSUZSANNA SZEINER, KATALIN SZABÓ, KINGA KEREKES AND MONICA ZAHARIE, ZIJADA RAHIMIC, AND SNEZHANA ILIEVA
09:10 – 09:40	LEADERSHIP STYLES AND JOB-RELATED LEARNING IN THE SWISS ARMED FORCES: PSYCHOLOGICAL SAFETY AS A MEDIATOR MARTINA MORARD
09:40 – 10:10	EXPLORING POSSIBILITIES: NATURE AS ENVIRONMENT, FRIEND, AND BOOSTER OF EMPLOYEE’S WELL-BEING ADAM TABORSKY
10:10 – 10:40	Coffee break
10:40 – 11:10	SPECIFICS OF GENERATION Z ENTRY INTO THE CZECH LABOR MARKET EVA HOVOŘÁKOVÁ
11:10 - 11:40	WORKPLACE INTERVENTIONS FOR LEADERS IN TIMES OF UNCERTAINTY – A REALIST EVALUATION JUDITH SCHMITT
11:40 – 12:10	HOW TECHNOLOGY PROVIDERS LEGITIMIZE AI FOR TALENT ACQUISITION IN THE FACE OF LEGAL OPAQUENESS AND AUDIENCE’S TRUST CONCERNS CHRISTINA FUCHS, REICHEL ASTRID
12:10 – 13:30	Lunch

13:30 – 14:00	THE THEME OF WELL-BEING FROM DIFFERENT LENSES ÜLGEN BELİZ, GAZI ISLAM, CIHAN BILGEHAN BAYRAM
14:00 – 14:30	REGIONAL CULTURAL DIVERSITY AND FOREIGN SUBSIDIARY STAFFING NAOKI ANDO
14:30 – 15:00	WHEN HUMOR WORKS: IMPACT OF HUMOR STYLE SIMILARITY ON SUPERVISOR-SUBORDINATE RELATIONSHIP MARINA PLETSCHER
15:00 – 15:30	Coffee break
15:30 – 16:00	CHALLENGES OF CONTINUING AND DISTANCE VOCATIONAL TRAINING IN A PROFESSION FACING STRUCTURAL TRANSFORMATIONS IN ITS ENVIRONMENT. ANALYSIS OF TRAINING FOR NEW EXOTIC PETS AMONG THE POPULATION OF VETERINARIANS IN FRANCE. JEROME CHABANNE-RIVE, MATHILDE BERNASCONI
16:00 – 16:30	HOW DOES TECH TALENT MANAGEMENT DIFFER FROM “GENERAL” TALENT MANAGEMENT, AND WHAT CAN MANAGERS LEARN FROM COMPARING THE TWO? TORBEN ANDERSEN
16:30 – 17:00	Lessons Learned, Planning for Date and Location of 2024 workshop, and Closing remarks by participants