

WEDNESDAY 6 NOVEMBER

8:30 a.m. - 12:30 p.m.
Doctoral consortium for PhD Candidates

11:00 a.m.
Conference registration and coffee

1:45 p.m.
Conference opening

2:00 p.m. - 3:00 p.m.
Keynote David Guest

3:30 p.m. - 5:30 p.m.
Parallel sessions

7:00 p.m. - 10:00 p.m.
Evening program by pHResh

THURSDAY 7 NOVEMBER

8:15 a.m. - 8:45 a.m.
Coffee and continued registration

8:45 a.m. - 10:30 a.m.
Parallel sessions

11:00 a.m. - 12:45 p.m.
Parallel sessions

12:45 p.m. - 2:00 p.m.
Lunch

2:00 p.m. - 3:00 p.m.
Keynote Claartje ter Hoeven

3:30 p.m. - 5:30 p.m.
Parallel sessions

6:30 p.m. - 11:30 p.m.
Conference dinner

FRIDAY 8 NOVEMBER

9:00 a.m. - 11:00 a.m.
Parallel sessions

11:15 a.m. - 1.00 p.m.
Parallel sessions

1:00 p.m. - 2:00 p.m.
Lunch

2:00 p.m. - 3:30 p.m.
**Celebrating the 25th Anniversary
of the Dutch HRM Network**

3:30 p.m. - 4:15 p.m.
Informal closing

PRELIMINARY PROGRAM

Note that this is a preliminary program and hence it is subject to change. The final program will be communicated via the Networkapp. We strongly recommend you to use the Networkapp during the conference. An invitation to join the Networkapp will follow after the summer.

WEDNESDAY 6 NOVEMBER

8:30 a.m. - 12:30 p.m. Doctoral Consortium for PhD candidates

11:00 a.m. Conference registration and coffee

1.45 p.m. Conference opening
Van der Goot Building, Forumzaal

2:00 p.m. - 3:00 p.m. Keynote by David Guest
Van der Goot Building, Forumzaal

3:30 p.m. - 5:30 p.m. PARALLEL SESSIONS 1

7:00 p.m. - 10:00 p.m. Evening program by pHResh (invitation only)

Parallel Session 1A

Wednesday | 3:30 p.m. - 5:30 p.m. | Van der Goot Building Forumzaal

Track 1 - Future-Proof Careers? Humanization of Work and Organizations in light of Sustainable Careers

Track organizers: Jos Akkermans, Beatrice van der Heijden and Ans de Vos

Theoretical Perspectives on Sustainable Careers
Wouter Vleugels, Jana Deprez, Jeroen de Jong and Beatrice van der Heijden PE Fit and Career Sustainability: The Interplay between Supplementary and Complementary Fit in Predicting Happiness, Health, and Productivity at Work
Delia Meyer Career sustainability: a relationship perspective
Thomas Pirsoul, Michaël Parmentier and Wouter Vleugels Affect and person-environment fit: A systematic review and meta-analysis
Francesco Candia, Gabriele Boccoli, Benedetta Colaiacovo, Luca Gastaldi and Mariano Corso Decoding Fairness: Unveiling Cognitive Processes in Compensation and Career Growth Decisions. Adopting attribution theory perspective through latent transition analysis
Yoy Bergs, Pascale Peters, Xander Lub and Rob Blomme (Re)building Identities Brick by Brick: Exploring Identity Threats Through LEGO® Serious Play®

Parallel Session 1B

Wednesday | 3:30 p.m. - 5:30 p.m. | Langeveld Building LAN 05-06

Track 12 – Opening Up Thinking to Close the Gender Leadership Gap

Track organizers: Kathleen Stephenson, Caroline Essers, Christine Teelken, Vedika Lal

Gender, Leadership and HRM Concerns
Carlos Morales, Claudia Holtschlag, Aline Masuda and Sebastian Reiche Beyond Numbers: The Unintended Consequences of Gender Diversity on Pay Equity
Jasmien Khattab and Madleen Meier-Barthold Exploring Gendered Social Network Dynamics: Implications for Work Performance and Career Advancement
Ewoud Abspoel, Babette Pouwels, Chantal Remery and Joop Schippers Representation of women in boards of (large) Dutch companies: compliance with and impact of Dutch legislation, 2012-2020
Tongtong Zhao, Floor Rink, Jacoba Oedzes, Marco Kleine and Yidong Tu Unraveling Gender Dynamics: Exploring Advice Asking and Giving Networks at the Meso-Level
M.D.P. Pieris and S.M.R.K. Illangarathne Fostering Gender Equality as an HR Best Practice in Sri Lanka: Bridging the Research Gap

Parallel Session 1C

Wednesday | 3:30 p.m. - 5:15 p.m. | Langeveld Building LAN 05-18

Track 13 - The Conceptualization and Measurement of HRM in the New World Of Work

Track organizers: Susanne Beijer, Riccardo Peccei, Corine Boon, Steven Kilroy and Karina van Voorde

The Conceptualization and Measurement of HRM in the New World Of Work
Alex Dolman and Roel Schouteten Dutch translation and validation of the English Socially Responsible HRM (SR-HRM) measuring instrument
Leonie Pethö-Schramm, Dave Stynen, Thomas Van Waeyenberg and Judith Semeijn Where does it come from, where does it go? - A systematic exploration of Sustainable Human Resource Management
Sofie Schuller, Claartje ter Hoeven and Yuri Scharp Working in the Shadows of the Gig Economy: Development and Validation of the Micro-Working Conditions Scale
Ali Ahmad and B.H. Hoorani Effect of Human Resource Management (HRM) Climate on Employees' Performance

Parallel Session 1D

Wednesday | 3:30 p.m. - 5:15 p.m. | Langeveld Building LAN 05-22

Track 4 – Humanising HRM

Track organizers: Bex Hewett, Jeske van Beurden, Jessica de Bloom, David Guest, Madleen Meier-Barthold and Karina van Voorde

Well-being
Linnéa Järvinen, Karina Van De Voorde, Steven Kilroy and Jaap Paauwe A Systematic Literature Review on the HRM-Related Antecedents and Consequences of Work-Related Vitality: Toward a Framework
Herman Yosef Paryono, Jessica de Bloom, Hendrik van de Brake and Thomas de Vries Acknowledging the employee as a whole person: How intrapersonal role diversity affects well-being
Maria Muñoz-Doyague, Ana Fanjul and Ramón Rueda Unlocking performance: the impact of well-being and commitment

Parallel Session 1E

Wednesday | 3:30 p.m. - 5:15 p.m. | Langeveld Building LAN 05-02

Track 18 - Digitalization and Organizational Change in Healthcare: Implications for HRM

Track organizers: Maarten Renkema, Frederike Scholz, Tina Sahakian, Steven Kilroy and Jacqueline Drost

Artificial Intelligence and Healthcare Work(ers)
Maarten Renkema, Jacqueline Drost and Tanya Bondarouk Working with AI in healthcare: Healthcare professionals' AI experiences matter
Frederike Scholz, Tina Sahakian, Neris Güven, Maarten Renkema, Colette Cuijpers, Gerard Schouten, Elena Shulzhenko, Eveline Wouters and Esther De Vries A Scoping Review of Artificial Intelligence in Healthcare: Redefining Roles and Work Structures for Healthcare Professionals
Frederike Scholz Artificial Intelligence Technology Implementation into the Daily Workflow in Care Organizations: The Role of Human Resource Management
Evgenia Pavlakou The Use of AI to Assist in Routine Care of the Elderly: A Clinical Study of The Contribution of Empathetic AI Agents To Reducing Loneliness in the Elderly

Parallel Session 1F

Wednesday | 3:30 p.m. - 5:30 p.m. | Langeveld Building LAN 05-12

Track 5 - Talent Acquisition and Employer Branding during Changing Times

Track organizers: Eveline Schollaert, Greet Van Hoyer, Gosia Kozusnik and Dirk Buyens

Talent Acquisition and Employer Branding
Julie Haspeslagh, Greet Van Hoyer and Gosia Kozusnik Navigating the Employer Branding Landscape: Strategies for Standing Out in a Competitive and Rapidly Evolving Market
Hira Kanwal and Greet Van Hoyer Employer Brand Distinctiveness, Consistency, and Consensus: Understanding Potential Applicants' Attraction and Job Search Behavior
Laurens Biesmans, Diane Arijs, Rein De Cooman and Yves Van Vaerenbergh Development and Validation of the Candidate Experience Scale
Laura De Boom, Eva Kenis and Kim De Meulenaere Walking the talk: A two-phase study on the effect of diversity (mixed) messages with the moderating role of race
Alexandra-Paraskevi Chytiri Rethinking Recruitment and Selection process in the new digital-AI era: The impact on attracting talented candidates

Parallel Session 1G

Friday | 3:30 p.m. – 5:15 p.m. | Langeveld Building LAN 05-04

Track 7 - Learning, Development and Talent Management in the Age of Digitization

Track organizers: Sasa Batistič, Rob Poell and Marianne van Woerkom

Learning, Development and Talent Management in the Age of Digitization

Alvaro Lopez-Cabrales, Mirta Diaz-Fernandez and Juan Carlos Rivera-Prieto

Digital transformation as a driver for more responsible and sustainable organizations: the leveraging role of employees' digital competencies

Jolanda Botke, Rob Poell, Marianne van Woerkom, Sasa Batistič, Yuri Scharp, Tom Junker, Keri Pekaar and Robin Bauwens

Learning & Development providers in the Netherlands: How stakeholders differ in their focus on the L&D process and the (perceived) outcomes for employees and clients

Tariku Gedefa

The effect of strategic human resource development on organizational performance through the mediation of innovation: the case of Ethiopian Aviation Industry

THURSDAY 7 NOVEMBER

8:15 a.m. - 8:45 a.m. Coffee and continued registration

8:45 a.m. - 10:45 a.m. PARALLEL SESSIONS 2

10:30 - 11:00 a.m. Coffeebreak

11:00 a.m. - 12:45 p.m. PARALLEL SESSIONS 3

12:45 p.m. - 2:00 p.m. Lunch

2:00 p.m. - 3:00 p.m. Keynote by Claartje ter Hoeven
Van der Goot Building, Forumzaal

3:00 p.m. - 3:30 p.m. Coffeebreak

3:30 p.m. - 5:30 p.m. PARALLEL SESSIONS 4

6:30 p.m. - 11:30 p.m. Conference Dinner

Parallel Session 2A

Thursday | 8:45 a.m. - 10:45 a.m. | Van der Goot Building Forumzaal

Track 1 - Future-Proof Careers? Humanization of Work and Organizations in light of Sustainable Careers

Track organizers: Jos Akkermans, Beatrice van der Heijden and Ans de Vos

Sustainable Careers among Specific Groups
Mareikje Pfenning, Hubert Korzilius, Klaske Veth and Beatrice van der Heijden When the honeymoon is over – a systemic and whole life perspective on young professionals' well-being during the university-to-work transition
Daphne van Helden and Laura den Dulk Researchers taking the lead: towards a broader understanding of academic management via the lens of career sustainability and gender
Christina Butler and Sarah Spence Towards the Sustainability of Healthcare Professionals' Careers Post-Pandemic: A Turning Points Approach
Monica Santana, Rocio Aguilar and Beatrice van der Heijden An inductive qualitative case study aimed at new theorising on cancer survivors returning to work
Anh Nguyen, Dirk Buyens and David Patient Sustainable from the start: The role of job search quality process, meaningful work, decent work in young graduates perceived fit

Parallel Session 2B

Thursday | 8:45 a.m. - 10:45 a.m. | Langeveld Building LAN 05-06

Track 12 – Opening Up Thinking to Close the Gender Leadership Gap

Track organizers: Kathleen Stephenson, Caroline Essers, Christine Teelken and Vedika Lal

Leadership and Gender
Theodore Masters-Waage, Nicolas Bastardoz, Olga Epitropaki, and Jay Naranayan Leader See, Leader Should Be: Can prominent leadership transitions change the public's leadership prototype?
Luisa Solms, Machteld van den Heuvel, Barbara Nevicka, and Astrid Homan The (mis)fit between PhD students' support seeking and supervisors' support giving: how dependency- and autonomy-oriented supervisor support predict PhD students' career outcomes
Rafael Wilms, Janneke Oostrom, and Emma van Garderen The effects of the charisma signal and voice pitch in female leader selection
Xixi Ai, Svetlana Khapova, Janneke Oostrom, and Jost Sieweke Getting on top of the glass cliff: How Women Directors Deal with Post-appointment Challenges on the Board
Lien Desmet and Katleen De Stobbeleir Is Leader Identity Enough? The Role of Leader Identity in Navigating Leadership Risks for Women

Parallel Session 2C

Thursday | 8:45 a.m. - 10:30 a.m. | Langeveld Building LAN 05-10

Track 3 - Inequalities and Decent Work in the Era of Digitalization

Track organizers: *Brigitte Kroon, Sanne Nijs, Hanneke van Heijster, Frederike Scholz, Marloes van Engen and Thomas Bredgaard*

Inclusive Culture
Mehmet Orhan, Yvonne van Rossenberg and Matthijs Bal Inequalities in Scientific Research: Evidence on authorship inequality and elite dominance in management, organization and HRM research
Sanne Fijneman-Ghielen, Hira Kanwal, Frederike Scholz and Greet Van Hoyer Incorporating a diversity and inclusion perspective in employer branding: bridging research and practice
Martina Kohlberger, Sarah Richard, Julia Brandl and Sabine Bösl Collaborative Research as a Space for Identity Work and Play
Peggy De Prins Unraveling Workplace Taboos and Silence: An Examination of Antecedents, Nature, and Impact

Parallel Session 2D

Thursday | 8:45 a.m. - 10:30 a.m. | Langeveld Building LAN 05-18

Track 17 - Future Proof HRM in the Public Sector?

Track organizers: *Eva Knies, Bram Steijn and Adrian Ritz*

HRM in Various Public Sectors
Marian Thunnissen and Paul Boselie A critical review of Talent management in Higher Education
Lisa Maertens and Annie Hondeghem Evidence-based HRM in the Flemish government, are we there yet? An empirical study.
Rita Lamsal and Denis Hyamms-Ssekasi An Exploration of the Impact of Affirmative Action Policies on Employment in Nepalese Civil Service
Jolanta Jaskiene and Elise Marescaux The role of HRM in academia: challenges and opportunities in supporting the well-being of academics

Parallel Session 2E

Thursday | 8:45 a.m. - 10:30 a.m. | Langeveld Building LAN 05-22

Track 4 – Humanising HRM

Track organizers: *Bex Hewett, Jeske van Beurden, Jessica de Bloom, David Guest, Madleen Meier-Barthold and Karina van Voorde*

Leader
Qing Ye, Tina Sahakian, Christine Yin Man Fong and Brigitte Kroon Employees' Perceptions of and Reactions to Managerial Decision-making: A Systematic Review
Wilfred van den Brand and Jana Janssen A daily diary study on leader consideration and employee work engagement: the mediating role of positive affect and the moderating role of person-supervisor fit
Chloé Tuteleers, Sophie De Winne and Bart Baesens Six blind men and the elephant: Adopting a configurational approach to HR practices, leadership, and job design to create new insights into strategic HRM

Parallel Session 2F

Thursday | 8:45 a.m. - 10:45 a.m. | Langeveld Building LAN 05-02

Track 18 - Digitalization and Organizational Change in Healthcare: Implications for HRM

Track organizers: Maarten Renkema, Frederike Scholz, Tina Sahakian, Steven Kilroy and Jacqueline Drost

Healthcare Technology and Implementation
Michal Biron, Dana Yagil and Jennifer Slawotsky Toward an understanding of healthcare professionals' burnout in telehealth: Two literature reviews and an organizing framework
Karen Pak, Maarten Renkema and Daphne van der Kruijssen Technology and successful aging in the healthcare industry: a qualitative study
Judith Engels, Annet de Lange, Rogier van de Wetering, Jol Stoffers, Joris van Ruyseveldt and Maitta Spronken Identifying Factors related to Individual Electronic Health Record Adaptation and Innovation among End-Users in Hospitals: A Multidisciplinary Theoretical Model based on a Systematic Review
Louis Neven From Promise to Implementation: the importance of focusing on hybrid roles for care workers instead of technology when implementing innovative care technologies
Relinde de Koeijer and Jaap Paauwe Embracing 'non-fits for future proof strategic HRM in healthcare

Parallel Session 2G | 8:45 a.m. - 10:30 a.m. | Langeveld Building LAN 05-12

Track 5 - Talent Acquisition and Employer Branding during Changing Times

Track organizers: Eveline Schollaert, Greet Van Hoye, Gosia Kozusnik and Dirk Buyens

Talent Management and Employer Branding
Shana Mertens and Eveline Schollaert Get off your high horse! How humble leaders build commitment via safety, trust, and participative communication
Lucas Dierickx, Greet Van Hoye and Gosia Kozusnik A systematic review on employer branding and employee well-being
Marthe Rys, Edwin van Hooft, Eveline Schollaert and Greet Van Hoye Exploring the Role of Leadership in Fostering Authentically Employee Ambassadorship
Mudit Shukla and Divya Tyagi During and Beyond the Crises: Examining the Impact of Employee's Satisfaction with their Organization's COVID-19 Response on their Intent to Stay

Parallel Session 2H | 8:45 a.m. - 10:45 a.m. | Langeveld Building LAN 05-16

Track 10 - Positive Psychology Interventions to Foster Organizational Change I

Track organizers: Marianne van Woerkom, Dorien Kooij, Marc van Veldhoven, Keri Pekaar, Robin Bauwens and Arianna Constantini

Positive Psychology Interventions to Foster Organizational Change I
Helen Zhao, Deanne den Hartog, Corine Boon, Armin Pircher Verdorfer and Joanna Ritz Tracking the Process of Resilience on Work Engagement: The Role of Emotional Inertia
Yuri Scharp, Mireia Las Heras and Yasin Rofcanin When is Leading With Playful Work Design Wise? How Subordinates Shape and Attribute Playful Work Design
Yuri Scharp Juggling Platform Work, Employment, and Personal Life: The Role of Motivation and Playful Work Design
Abbie Bailey, Nina Kupper, Dorien Kooij and Renee de Reuver Barriers and Facilitators to Employee Health Interventions: A Delphi Study of the University Context

Parallel Session 2I | 8:45 a.m. - 10:30 a.m. | Langeveld Building LAN 05-04

Track 11 - Future-Proofing People Management: HRM and Leadership in Times of Digitization and Change

Track organizers: Aneeqa Suhail, Robin Bauwens, Steven Kilroy, Jeske van Beurden, Kimberly Breevaart and Sven Hauff

Understanding HRM and Leadership through Temporal Dynamics
Luuk Collou and Guido Bruinsma Increasing the Employee Behavior Needed for the Digital Transformation Trough HR
Mireia Valverde A broad perspective of HRM and leadership roles unfolding over time
Aneeqa Suhail and Robin Bauwens Unlocking the Synergy of High-Involvement Work Practices and Leader-Member Exchange on Employee Self-Efficacy and Innovative Work Behavior: A Weekly Study
Eda Aksoy and Mahmut Bayazit Understanding the Interplay between HRM and Leadership in Shaping Service Climate

Parallel Session 2J | 8:45 a.m. - 10:45 a.m. | Langeveld Building LAN 05-08

Track 15 - The Interplay between Control and Commitment in Strategic HRM: Impact on Individual and Organizational Outcomes

Track organizers: Corine Boon, Sophie de Winne, Sven Hauff, Chloe Tuteleers, Karina van Voorde

The Interplay between Control and Commitment in Strategic HRM
Rosa Mindeguia, Brigitte Kroon, Christine Fong and Aitor Aritzeta Investigating the Impact of High Involvement Work Systems on Employee Emotional Well-being: An Experimental Research
Elia Rigamonti, Gabriele Boccoli, Luca Gastaldi and Mariano Corso The effect of HR Analytics on employees' wellbeing: A research in the Italian context
Julian Gould-Williams Future-proof HRM? Digitization, Humanization and Change in Work and Organisations
Giamene Odom and Denis Hyams-Ssekasi The Role of Human Resource Analytics as a Change Agent in Human Resource Management
Danyi Zhou, Manhal Ali and Jonathan Winterton Human Resource Analytics and Organisational Performance: Moderating Role of Demand Predictability

11:00 a.m. - 12:45 p.m. PARALLEL SESSIONS 3

Parallel Session 3A

Thursday | 11:00 a.m. - 12:45 p.m. | Van der Goot Building Forumzaal

Track 1 - Future-Proof Careers? Humanization of Work and Organizations in light of Sustainable Careers

Track organizers: Jos Akkermans, Beatrice van der Heijden and Ans de Vos

Sustainable Careers in Non-Standard Work
Nasim Afshar-Kaveh and Alireza koushkie Jahromi Moonlighting Dynamics: Unraveling Antecedents and Consequences in the Contemporary Labor Landscape
Maria Tamontseva, Jos Akkermans, Wouter Stam and Scott Seibert Entrepreneurial Career Success: A Multidisciplinary Review and Future Research Agenda
Judith Langerak, Jessie Koen and Edwin van Hooft What goes around, comes around? Testing a cyclic model of proactive coping with job insecurity among non-standard workers
Sofie Jacobs and Kirsten Vanderplanken Independent, yet interconnected: The role of networks in freelancers' career sustainability

Parallel Session 3B

Thursday | 11:00 a.m. - 12:45 p.m. | Langeveld Building LAN 05-10

Track 3 - Inequalities and Decent Work in the Era of Digitalization

Track organizers: Brigitte Kroon, Sanne Nijs, Hanneke van Heijster, Frederike Scholz, Marloes van Engen and Thomas Bredgaard

Inclusive technology
Frederike Scholz Towards more neuro-inclusivity of the digital learning environment: a perspective of neurodivergent teachers
Laura Lamers, Giedo Jansen, Jeroen Meijerink and Mieke Boon Developing Human Dignity in the use of Game-Based Assessments for vulnerable workers
Wouter Smit and Amie van Woudenberg-Swicegood Working towards an inclusive hybrid work policy
Sjoerd de Vries Just Digitization - Inclusion of vulnerable workers supported by technology

Parallel Session 3C

Thursday | 11:00 a.m. - 12:45 p.m. | Langeveld Building LAN 05-22

Track 17 - Future Proof HRM in the Public Sector?

Track organizers: Eva Knies, Bram Steijn and Adrian Ritz

HRM and Leadership in the Public Sector
Ann-Kristina Løkke and Marie Freia Wunderlich Daily leadership's influence on employee well-being and attendance: A study in the Danish Public Eldercare
Roos Mulder, Jasmijn van Harten, Eva Knies and Maria Peeters The dark side of good intentions: exploring whether people management can be the 'too much of a good thing'
Sandra de Kruijf, Eva Knies, Julia Penning de Vries and Toon Taris When good intentions get negative results. A study of the curvilinear effects of people management in secondary schools
Willemijn Gils, Mieke Audenaert, Eva Knies and Adeliën Decramer Retaining Teachers Through HRM and Leadership: The role of People Management in Turnover Intention

Parallel Session 3D

Thursday | 11:00 a.m. - 12:45 p.m. | Langeveld Building LAN 05-18

Track 10 - Positive Psychology Interventions to Foster Organizational Change II

Track organizers: Marianne van Woerkom, Dorien Kooij, Marc van Veldhoven, Keri Pekaar, Robin Bauwens, Arianna Constantini

Positive Psychology Interventions to Foster Organizational Change II
Keri Pekaar, Evangelia Demerouti and Pascale Le Blanc Empowering Proactivity: A Leadership Intervention to Stimulate Employee Job Crafting
Evgenia Pavlaku and Leda Panayotopoulou Health Workers' Psychological Capital and Impact on Patients: A Clinical Study of Interventions to Increase Hope Among Medical Personnel
Ana Stojanović, Lara Solms, Edwin van Hooft, Matthijs de Hoog and Anne de Pagter Facilitating Self-Regulation Processes Through Professional Coaching: A Randomized Controlled Trial with Dutch Nurses

Parallel Session 3E

Thursday | 11:00 a.m. - 12:45 p.m. | Langeveld Building LAN 05-02

Track 21 - Towards a Future-Proof Hybrid Work Model: How can HRM Help?

Track organizers: Maral Darouei, Roy Sijbom, Evgenia Lysoya and Maria Tims

The Dark Side of Hybrid Work
Catarina Santos and Rachel Delsart Knowledge sharing and team innovation in hybrid work settings: The role of team perceived virtuality and team cohesion
Muhammad Khan The dark side of remote work arrangement: Examining its effects on work-family, family-work conflicts and performance efficiency
Nienke Rust, Robin Bauwens, Sasa Batistič and Rob Poell Ctrl+Alt+Deceive: A Systematic Review on Knowledge Hiding in the Era of Virtual Collaboration
Laura Innocenti Flexible Work Arrangements at the intersection of age, gender and chronic illness

Parallel Session 3F

Thursday | 11:00 a.m. - 12:45 p.m. | Langeveld Building LAN 05-12

Track 14 - HR Differentiation in a Digital Era: Antecedents, Consequences and Boundary Conditions in its Relationship with Employee, Team and Organizational Outcomes

Track organizers: David Collings, Sophie de Winne, Elise Marescaux and Przemyslaw Piasecki

HR Differentiation in a Digital Era
Sophie De Winne, Elise Marescaux and Przemyslaw Piasecki Informal HR differentiation and employee inclusion
Jordi Trullen, Eva Gallardo-Gallardo and Mireia Valverde The Role of Line Managers in HRM Differentiation
Tom Junker Working in Agile Multi-Team Systems - Engaging or Exhausting?
Anna Bos-Nehles and Sophie Kamphuis Managing Multidisciplinary Teams: Line Managers as HRM Differentiators

Parallel Session 3G

Thursday | 11:00 a.m. - 12:45 p.m. | Langeveld Building LAN 05-16

Track 6 - Navigating the Confluence of Talent Management: Change Dynamics, Digitalization, and Humanization

Track organizers: Dirk Buyens, Koen Dewettinck, David Patient and Philip Rogiers

Navigating the Confluence of Talent Management
Monica Zahari, Ahmed Mostafa and Graham Barrington Talent management, job satisfaction, and turnover intentions: the role of reputation and organizational identification
Natalia Volkova Perceived Worth of Human Capital across IT Jobseekers in the Digital Era
Jos Sanders, Marco Snoek, Stephan Corporaal, Helma Oolbekkink and Marian Thunnissen Professional's Doctorates (PD); a Phd for HR professionals who make a change

Parallel Session 3H

Thursday | 11:00 a.m. - 12:45 p.m. | Langeveld Building LAN 05-04

Track 11 - Future-Proofing People Management: HRM and Leadership in Times of Digitization and Change

Track organizers: Aneeqa Suhail, Robin Bauwens, Steven Kilroy, Jeske van Beurden, Kimberly Breevaart and Sven Hauff

Understanding the Dynamics of Leadership
Anne Jansen, Christina Schaltegger, Timna Rother and Martina Zölch How to deal with a flexible workforce: Identifying effective managerial behaviours
Perna Panda and Promila Agarwal The Barriers Model of Abusive Supervision: Looking Inward to Look Forward
David Stuer, Ans De Vos and Bart Cambré 'I love all my children equally': under what circumstances does LMX really matter?

Parallel Session 3I

Thursday | 11:00 a.m. - 12:45 p.m. | Langeveld Building LAN 05-08

Track 8 - SYMPOSIUM on Redefining HR(D) for a Sustainable, Human-Centric Smart Industry

Track organizers: Marcella Hoogeboom, Maaïke Endedijk, Jeroen de Jong, Beatrice van der Heijden, Jessie Koen, Paul Preenen, Tim van der Voord, Stephan Corporaal and Luuk Collou

Symposium
Lisa Winkelman, Akvilė Bouwens, Maaïke Endedijk, Marcella Hoogeboom, Suzanne Jansen and Jessie Koen Creating resourceful workplaces for production workers' learning and upskilling in the Smart Industry
Carolin Schneider, Jessie Koen, Esther Oprins and Matthijs Baas Optimizing Technology Implementation – The Role of Work Design in Proactive Adoption
Koen Nijland, Paul Preenen, Luuk Collou and Stephan Corporaal Designing inter-organisational skills learning communities for a human-centric Smart Industry: a practitioner's approach
Jeroen de Jong, Beatrice van der Heijden and Stijn Visschedijk Technology and the craft. An integrative review on how technology shapes craftsmanship of production workers

3:30 p.m. - 5:30 p.m. PARALLEL SESSIONS 4

Parallel Session 4A

Thursday | 3:30 p.m. - 5:15 p.m. | Van der Goot Building Forumzaal

Track 1 - Future-Proof Careers? Humanization of Work and Organizations in light of Sustainable Careers

Track organizers: Jos Akkermans, Beatrice van der Heijden and Ans de Vos

Sustainable Careers and Employability
Sarah Courchesne, Dave Stynen, Judith Semeijn and Marjolein Caniëls Using inter-organisational networks to foster workers' sustainable employability: An examination of participation in shared network activities and the role of relational factors
Yvonne van Rosenberg, Sofija Pajic and Beatrice van der Heijden Unpacking the Employability Paradox: Commitment Systems, Employability and Sustainable Work
Sabine Hartman, Ellen Peeters, Irmgard Borghouts and Charissa Freese Toward a Model of Antecedents of Perceived Employability: A Systematic Literature Review using a Grounded Theory Approach

Parallel Session 4B

Thursday | 3:30 p.m. - 5:30 p.m. | Langeveld Building LAN 05-06

Track 17 - Future Proof HRM in the Public Sector?

Track organizers: Eva Knies, Bram Steijn and Adrian Ritz

HRM and Employees in the Public Sector
Kirsteen Grant and Diane Vincent Meeting the Job Expectations of a New Generation of Police Officers: The Changing Psychological Contract and Turnover Intention
Jolien Muylaert, Adeliën Decramer and Mieke Audenaert The Hidden Costs of Red Tape: Exploring the Emotional and Physical Toll of Red Tape on Teachers
Willemijn van Haeften, Pascale Peters, Xander Lub and Pascal Ravesteijn Exploring the Nexus of Civil Servant Characteristics and Psychological Contracts during Digital Transformation: A Systematic Literature Review
Miriam Panning In the Midst of Uncertainty: Exploring the Dyadic Process of Role Clarification in Public Organizations
Ester Bolt, Manhal Ali and Jonathan Winterton Why do nurses quit? Job demands, leadership and voluntary turnover among nurses in the Netherlands

Parallel Session 4C

Thursday | 3:30 p.m. - 5:15 p.m. | Langeveld Building LAN 05-10

Track 3 - Inequalities and Decent Work in the Era of Digitalization

Track organizers: Brigitte Kroon, Sanne Nijs, Hanneke van Heijster, Frederike Scholz, Marloes van Engen and Thomas Bredgaard

Job (In)security in Foreign Labor Markets
Roxana Alhnaity and Matthijs Bal Adverse Impact of Internal Employment Agreements on Working Conditions of Native Workers: How Illegal Practices Increase Job Insecurity
Axelle Meouchy, Brigitte Kroon and Lina Daouk-Oyry Bridging the gap: exploring institutionalization of equality in the MENA region
Muna Khoury, Sofie Jacobs and Ans De Vos Morality Under Pressure: Examining Job Insecurity and Counterproductive Work Behaviours in Palestine's Industrial Sector

Parallel Session 4D

Thursday | 3:30 p.m. - 5:30 p.m. | Langeveld Building LAN 05-18

Track 20 - HRM, Algorithms and Intelligent Technology: Implications for Work, Organizations and People

Track organizers: Jeroen Meijerink, Ferry Koster, Na Liu, Tanya Bondarouk, Paul Boselie, Anna Bos-Nehles, Rein de Cooman, Nicky Dries, Anne Keegan, Jan de Leede, Sophie de Winne, Jacqueline Drost, Maarten Renkema and Simon Schafheitle

Algorithmic HRM and Implications for Workers
Na Liu Exploring the Relationship between Algorithmic Management and Job Autonomy: Identifying Boundary Conditions
Amina Bi Can, Sandra Costa and Maria João Velez Shaping individual performance with HR Bots
Anna B. Holm and Ana Alina Tudoran The effect of justice in performance appraisal of gig workers on their job satisfaction, work engagement and commitment to the platform
Isabella Scheibmayr, Christina Fuchs and Astrid Reichel Incentive effects of algorithmic HRM - a matter of task and transparency?
Sukhmeet Kaur Understanding the Impact of Gen AI on Employee Sentiments at Workplace

Parallel Session 4E

Thursday | 3:30 p.m. - 5:15 p.m. | Langeveld Building LAN 05-22

Track 4 - Humanising HRM

Track organizers: Bex Hewett, Jeske van Beurden, Jessica de Bloom, David Guest, Madleen Meier-Barthold and Karina van Voorde

Climate and Sustainability
Ksenia Usanova and Melanie Luxembourger Toward Sustainable HRM: Insights from ESG Reports
Feriha Özdemir Integrating Sustainability into HRM: A Study of Practices and Perspectives in Swiss Companies
Luís Miguel Simões and Ana Patrícia Duarte The relationship between corporate social responsibility and work engagement: the mediating role of affective commitment and the moderating role of responsible leadership
Andrija Djokic, Kabalina Veronika and Cheglakova Lyudmila Can organizational climate protect employees from burnout?

Parallel Session 4F

Thursday | 3:30 p.m. - 5:15 p.m. | Langeveld Building LAN 05-02

Track 21 - Towards a Future-Proof Hybrid Work Model: How can HRM Help?

Track organizers: Maral Darouei, Roy Sijbom, Evgenia Lysoya and Maria Tims

Job Crafting in a Hybrid Workplace
Michal Biron Job crafting, trust, and creativity in teleworking teams: Feedback loops for recrafting
Rawan Ghazzawi, Michael Bender and Sofija Pajic How practical and results-grounded are the practical implications of job crafting in healthcare studies?
Sevgi Emirza, Maral Darouei and Maria Tims Crafting the Hybrid Work Experience: Need Discrepancy as the Motivator of Job Crafting
M. Gaudiino, A. Van den Broeck and M. Verbruggen My office is our office: A multilevel study on psychological ownership and social interactions at the workplace

Parallel Session 4G

Thursday | 3:30 p.m. - 5:30 p.m. | Langeveld Building LAN 05-12

Track 2 - The Role of HRM in Supporting Employees during Major Life Events

Track organizers: Karen Pak, Sascha Ruhle, Konrad Turek, Marc van Veldhoven, Dorien Kooij

The Role of HRM in Supporting Employees during Major Life Events
Rodrigo Mello, Chris Brewster and Beatrice van der Heijden AI and sustainable careers outcomes: A literature review and future research agenda
Ketaki Diwan, Dorien Kooij, Anne Reitz, Christina Meyers, Evelyne Meens and Anouke Bakx Changes in Person-Job Fit and Self-Esteem During the Student-to-Teacher Transition
Karen Pak Between Work and Private Life: Exploring the Role of HRM in Supporting Employees during Major Private Life Events
Elena Maniatopoulou-Hadjipanayi, Eleni Stavrou and Marios Theodosiou The multiple identities of employed informal elderly filial carers, their impact on life satisfaction and the mediating power of caregiver-friendly workplace policies
B. Lopez Pena, L.S. Frie, S. Dobbinga and D. E. Altorf Sustainable employment: A dynamic model of how people deal with career shocks and its impact for career sustainability

Parallel Session 4H

Thursday | 3:30 p.m. - 5:15 p.m. | Langeveld Building LAN 05-16

Track 9 - Change in Work and Organizations: The Role of Leadership and HRM

Track organizers: Nele Cannaearts, Laura den Dulk, Joëlle van der Meer, Brenda Vermeeren and Samantha Metselaar

Innovation, Ambidexterity and Change
Line Reda, Brigitte Kroon and Lina Daouk-Oyry Evidence-Based Management Processes: from theory to practice
Rouven Kanitz, Stefan Berger, Hendrik Huettermann, Max Reinwald, Heike Bruch and Martin Högl Unfocused Sprawl or Focused Transformation? The Interplay of Broad and Deep Organizational Change and its Consequences for Trust Climate and Employee Outcomes
Georgios Michelakis, Zoltán Lippényi and Rafael Wittek Diversity in Time: The Effects of Boardroom Diversity on Firm Financial Performance

Parallel Session 4I

Thursday | 3:30 p.m. - 5:15 p.m. | Langeveld Building LAN 05-04

Track 11 - Future-Proofing People Management: HRM and Leadership in Times of Digitization and Change

Track organizers: Hannah Berkers, Milan Wolffgramm and Pascale Le Blanc

Shaping a Future-Proof HRM Function Around the Robotization of Work

Rondeaux Giseline and Pichault François

Competing rationalities on the use of digital technologies in the selection and recruitment process: a sociomaterial reading

Milan Wolffgramm, Stephan Corporaal and Aard Groen

Collaborative Robots and (Un)sustainable Production in Small- and Medium-Sized Manufacturing Enterprises: A Multi-Wave Interview Study Guided by Modern Sociotechnical Systems Design Theory

Parallel Session 4J

Thursday | 3:30 p.m. - 5:30 p.m. | Langeveld Building LAN 05-08

Track 8 - SYMPOSIUM on Redefining HR(D) for a Sustainable, Human-Centric Smart Industry

Track organizers: Marcella Hoogeboom, Maaïke Endedijk, Jeroen de Jong, Beatrice van der Heijden, Jessie Koen, Paul Preenen, Tim van der Voord, Stephan Corporaal and Luuk Collou

FRIDAY 8 NOVEMBER

9:15 a.m. - 11:00 a.m. PARALLEL SESSIONS 5

11:00 a.m. - 11:15 a.m. Coffeebreak

11:15 a.m. - 1:00 p.m. PARALLEL SESSIONS 6

1:00 p.m. - 2:00 p.m. Lunch

2:00 p.m. - 3:30 p.m. Celebrating the 25th Anniversary of the Dutch HRM Network

3:30 p.m. - 4:15 p.m. Informal closing

Parallel Session 5A

Friday | 9:00 a.m. - 11:00 a.m. | Langeveld Building LAN 05-06

Track 1 - Future-Proof Careers? Humanization of Work and Organizations in light of Sustainable Careers

Track organizers: Jos Akkermans, Beatrice van der Heijden and Ans de Vos

Sustainable Careers and Career Transitions
Ankur Jain, Upasna Agarwal, Sjanne Marie van den Groenendaal and Poonam Singh Crafting the shift: Exploring facilitators for sustainable transition of individuals from Corporate to Gig careers
L.S. Frie, S. Dobbinga, D. E. Altorf and M. Gombault Navigating complex transitions and changing expertise needs through leadership: A system dynamics approach to the development of flexexpertise among higher education professionals
Jan Laurijssen, Ans De Vos, David Stuer and Tom Jonkers Between change and stagnation. A case study on internal mobility using people analytics
Roosmarij Clercx, Wolfgang Mayrhofer, Ans De Vos and Sofie Jacobs Enacted sensemaking during the process of navigating a career transition
Kim-Nicole Scheller and Yuval Kalish Coupling up for a sustainable career: managerial job-sharing for the win thanks to HRM?

Parallel Session 5B

Friday | 9:15 a.m. - 11:00 a.m. | Langeveld Building LAN 05-10

Track 3 – Inequalities and Decent Work in the Era of Digitalization

Track organizers: Brigitte Kroon, Sanne Nijs, Hanneke van Heijster, Frederike Scholz, Marloes van Engen and Thomas Bredgaard

Well-being, Health and Meaningful Work
Rutger Blom Providing Family-Friendly Support: A Q Study on Supervisors' Perceptions of What Helps and Hinders
Joshua Haist, Annica Lau and Philipp Kurth Family and greater good: A framework of meaningful work of Low-status expatriates
Joshua Haist Decent work on the Frontlines: The role of human resource management for employee health and well-being
Maeve O'Sullivan and Áine Ní Léime Work in the home-care sector – low-paid, dead-end job or decent work?

Parallel Session 5C

Friday | 9:00 a.m. - 11:00 a.m. | Langeveld Building LAN 05-06

Track 20 - HRM, Algorithms and Intelligent Technology: Implications for Work, Organizations and People

Track organizers: Jeroen Meijerink, Ferry Koster, Na Liu, Tanya Bondarouk, Paul Boselie, Anna Bos-Nehles, Rein de Cooman, Nicky Dries, Anne Keegan, Jan de Leede, Sophie de Winne, Jacqueline Drost, Maarten Renkema and Simon Schafheitle

The Adoption of AI and People Analytics
Triona Bartholin, Felicity Kelliher and Brian Harney The logics of PA enactment: Making room for context and agency.
Olga Mondrus and Ilanit Simantov Nachlieli When AI Recommendations Diverge from those of Employees: Employees' AI Cognitive Appraisals and Consequent Behaviors
Felix Diefenhardt, Julius Lechner, Marco Rapp, Verena Bader, Wolfgang Mayrhofer and Michael Schiffinger Wither People Knowledge? Domain Expertise in the Age of Data Analytics
Carlotta Bunzel, Corine Boon, Deanne den Hartog and Robert Verburg Transforming the decision-making process through the introduction of AI: A multi-stakeholder longitudinal case study
Jaejin Lee, Andy Charlwood and Xanthe Whittaker Examining the micro-foundations of management fads and fashions: an ethnographic field study of a HR analytics team

Parallel Session 5D

Friday | 9:15 a.m. - 11:00 a.m. | Langeveld Building LAN 05-22

Track 4 - Humanising HRM

Track organizers: Bex Hewett, Jeske van Beurden, Jessica de Bloom, David Guest, Madleen Meier-Barthold and Karina van Voorde

Work Design
Matthijs Bal and Roxana Alhnaity A Psychology of the Absurd at Work: Implications for HRM of Absurd Workplaces
Laverne Iminza Chore, Anna Schneider and Julia Brandl Making reskilling work: How HRM stakeholders engender a better future for workers
Joni Delanoeije and Marijke Verbruggen More than human: Findings from two intervention studies including dogs in the corporate workplace

Parallel Session 5E

Friday | 9:15 a.m. - 11:00 a.m. | Langeveld Building LAN 05-02

Track 21 - Towards a Future-Proof Hybrid Work Model: How can HRM Help?

Track organizers: Maral Darouei, Roy Sijbom, Evgenia Lysoya and Maria Tims

Managing Hybrid Teams: What Can Your Leader Do?
Hanneke Grutterink and Roy Sijbom Harmonizing Hybridity: The Impact of Informing and Participative Team Leaders
Jasmijn van Harten, Eva Knies, Lode De Waele and Floris Smit Does leadership in a hybrid context stimulate public sector workers' well-being and performance? Evidence from a field experiment
Roy Sijbom and Hanneke Grutterink From vision to action: The role of leader behaviors in fostering team satisfaction and compliance with hybrid work arrangements
F. Fastje, H.J. Van de Brake and G.S. van der Vegt Subgroup Formation in Hybrid Teams and its Implications for Team Identification and Performance

Parallel Session 5F

Friday | 9:15 a.m. - 11:00 a.m. | Langeveld Building LAN 05-12

Track 9 - Change in Work and Organizations: The Role of Leadership and HRM

Track organizers: Nele Cannaerts, Laura den Dulk, Joëlle van der Meer, Brenda Vermeeren and Samantha Metselaar

Individual and Organizational Outcomes
Thomas Hetteema, Nele Cannaerts and Brenda Vermeeren Driving between the lines of exploitation and exploration: The role of leadership in seeking ambidexterity
Annemiek van der Schaft, Omar Solinger, Woody van Olffen, Xander Lub and Beatrice van der Heijden I Saw That Coming: Employees' Prospective Antennarratives of Organizational Change
Desiree Meurs, Marise Born, Yolanda Grift, Maaïke Lycklama Nijeholt and Joop Schippers Are happy SME-workers good for innovation? The impact of need satisfaction on innovation performance
Laura den Dulk, Erik Hans Klijn and Samantha Metselaar Leading and hybrid working in changing times

Parallel Session 5G

Friday | 9:00 a.m. - 11:00 a.m. | Langeveld Building LAN 05-16

Track 22 - (Re)Imagining the Future of Work

Track organizers: Sophie de Winne, Nicky Dries, Rein De Cooman, Isabella Scheibmayr, Max Bogaert and Na Liu

(Re)Imagining the Future of Work
Matthijs Bal, Mehmet Orhan and Yvonne van Rossenberg On Reproduction of Form in Human Resource Management: How Predefined Forms Stifle Academic Knowledge Production
Jochem Kroezen The Turn to Craft: Toward an Alternative Theory of Work in Advanced Societies
Na Liu, Sophie De Winne, Nicky Dries and Marjan De Coster Decoding Organizational Control in Standard Work Environments: Sensemaking Amid Algorithmic Management
Vedika Lal, Kathleen Stephenson, Janneke Oostrom and Svetlana Khapova The Advocate in Me: Men, Women, and Self-Advocacy in Organizations
Giorgio Rettagliata, Tanya Bondarouk, Guido Hertel and Jan-Willem van 't Klooster Welcome on Board! Envisioning an employment negotiation within a social robot from the HR manager's perspective

Parallel Session 5H

Friday | 9:15 a.m. - 11:00 a.m. | Langeveld Building LAN 05-16

Track 19 - Amplifying the Voice of Blue-Collar Workers in HRM Research and Beyond

Track organizers: Wouter van Zwol, Beatrice van der Heijden, Jeroen de Jong and Peter Kruijen

Empowering Blue-Collar Workers in the Modern Work Environment

J.K. Verschoor, A. Van Scheppingen, and J. Van der Weide

Encouraging self-management among blue-collar workers in the cleaning industry in the Netherlands

Dennis Trotta and Tom Kuypers

Reframing Production Work in the Digital Age: An Investigation into Worker Perceptions Amidst Industry 5.0 and the Skills Crisis

11:15 a.m. - 1:00 p.m. PARALLEL SESSIONS 6

Parallel Session 6A

Friday | 11:15 a.m. - 1:00 p.m. | Langeveld Building LAN 05-06

Track 16 - Feedback and Performance Management in the Digital Age

Track organizers: Adeliën Decramer, Mieke Audenaert and Dirk Buyens

Feedback and Performance Management in the Digital Age

Akvilè Bouwens, Sabine El Baroudi, Sergey Gorbato, Svetlana Khapova and Wenjing Cai

Organizational Feedback Norms: Scale Development and Analysis of Their Influence on Employees' Feedback Seeking Behaviour

Vincent Goossens, Adeliën Decramer and Mieke Audenaert

Unveiling the impact of team monitoring and backup on innovation and performance within teams: the moderating role of conflict management

Isabeau Van Strydonck, Adeliën Decramer and Mieke Audenaert

Challenge and hindrance appraisal of learning-oriented goals: the role of employees' learning goal orientation

Marte Jacobs and Marijke Verbruggen

When leaders hinder the internal mobility of their talents: A study on talent hoarding and employee outcomes

Parallel Session 6B

Friday | 11:15 a.m. - 1:00 p.m. | Langeveld Building LAN 05-10

Track 3 - Inequalities and Decent Work in the Era of Digitalization

Track organizers: Brigitte Kroon, Sanne Nijs, Hanneke van Heijster, Frederike Scholz, Marloes van Engen and Thomas Bredgaard

Participation in Work of Vulnerable Groups

Annelies Scheers, Anneleen Forrier and Nele De Cuyper

I am not a toddler... am I? Othering of unemployed migrant women in employment interventions

Renate Bosman, Hanneke van Heijster, Charissa Freese and Irmgard Borghouts

The conceptualization of employer engagement with ALMP's: A systematic literature review

Hanneke van Heijster, Renate Bosman, Charissa Freese and Irmgard Borghouts

The role of intermediaries in the sustainable employment of vulnerable groups on the labor market in the Netherlands and its added value for HRM: a multiple case study

Lars Veerhoff, Maral Darouei, Karen Pak, Jos Akkermans and Beatrice van der Heijden

Navigating Career Shocks: The School-to-Work Transition for Higher Education Students with Autism Spectrum Disorder

Parallel Session 6C

Friday | 11:15 a.m. - 1:00 p.m. | Langeveld Building LAN 05-18

Track 20 - HRM, Algorithms and Intelligent Technology: Implications for Work, Organizations and People

Track organizers: Jeroen Meijerink, Ferry Koster, Na Liu, Tanya Bondarouk, Paul Boselie, Anna Bos-Nehles, Rein de Cooman, Nicky Dries, Anne Keegan, Jan de Leede, Sophie de Winne, Jacqueline Drost, Maarten Renkema and Simon Schafheitle

HR in a New Digital and Economic Era
Sonja Köhne Unraveling data analytics in human resource management: A paradox perspective
Anna Tillmann, Bas Koene and Steffen Giessner How do organizational actors involved in people management perceive the introduction of platform-based Gig work and what are the most salient challenges and consequences for them?
Machiel Bouwmans, Marissa Orlowski, Ran Zhang and Xander Lub Monitoring and Evaluating Workforce Digital Transformation Skills Mastery : The Development and Validation of a Comprehensive Skills Assessment Instrument
Volker Stein and Carolin Uebach Integrated Human-Machine Training and Development: A Conceptual Roadmap for HRM

Parallel Session 6D

Friday | 11:15 a.m. - 1:00 p.m. | Langeveld Building LAN 05-22

Track 4 - Humanising HRM

Track organizers: Bex Hewett, Jeske van Beurden, Jessica de Bloom, David Guest, Madleen Meier-Barthold and Karina van Voorde

Voice and the Collective
Margarita Nyfoudi, Hoa Do and Helen Shipton Employee Communication as an HR practice and its relationship to Organisational Voice, and Silence
Minnie She, Richard Ronay and Deanne den Hartog Does Team Identification Boost Voice Uniformly across Different Personality Profiles?
Miheer Prafulla Agnihotri and Rebecca Hewett Self-management and Worker Voice for the Common Good: A Moral Legitimacy Perspective
Purna Panda Linking organizational virtuousness and employee's subjective well-being: the mediating role of employee resilience, agility, and moderating role of collectivism

Parallel Session 6E

Friday | 11:15 a.m. - 1:00 p.m. | Langeveld Building LAN 05-02

Track 21 - Towards a Future-Proof Hybrid Work Model: How can HRM Help?

Track organizers: Maral Darouei, Roy Sijbom, Evgenia Lysoya and Maria Tims

The Impact of Hybrid Work on Employee Well-being
Pascale Peters, Martine Coun and Madelon van Hooff Bored at home: the relationship between leadership and boreout, psychological safety and professional isolation in hybrid work contexts
Natalia Bagnoli, Gabriele Boccoli, Elia Rigamonti, Luca Gastaldi and Mariano Corso Exploring the impact of digital communication on employee performance and well-being through email analysis: a social network perspective
Svein Bergum Managers and changes in their proximity preferences during and after the COVID-19 pandemic
Benedetta Colaiacovo, Marco Guerri and Silvia Gilardi Interpreting Managerial Motives for Remote Work: Impact on Employee Well-being and the Role of Social Class

Parallel Session 6F

Friday | 11:15 a.m. - 1:00 p.m. | Langeveld Building LAN 05-12

Track 9 - Change in Work and Organizations: The Role of Leadership and HRM

Track organizers: Nele Cannaearts, Laura den Dulk, Joëlle van der Meer, Brenda Vermeeren and Samantha Metselaar

Shocks and Organizational Outcomes
Brigitte Kroon, Robin Bauwens and Sanne Nijs Fruit for the future? The HRM function and dynamic workforce capabilities in SME's
Engelina Chaillet and Kirsten Vanderplanken Climate change, adaptation, and its impact on human capital
Ferry Koster Digitalization and work practices of organizations. Intensification versus redundancy
Jenny Rodriguez, Gregorio Perez Arrau and Stephen Procter The COVID 19 pandemic and post-pandemic HRM: The views of HR professionals in Chile

Parallel Session 6G

Friday | 11:15 a.m. - 1:00 p.m. | Langeveld Building LAN 05-16

Track 19 - Amplifying the Voice of Blue-Collar Workers in HRM Research and Beyond

Track organizers: Wouter van Zwol, Beatrice van der Heijden, Jeroen de Jong and Peter Kruyen

Leadership and organizational factors impacting blue-collar workers' career sustainability
Marc Damen, Sarah Detaille, Josephine Engels and Annet de Lange Perceived factors influencing blue-collar workers' participation in Worksite Health Promotion Programs in freight transport: A qualitative investigation using the TDF and COM-B
Rutger Blom Organizational Barriers for Improving Labor Participation of Blue-Collar Mothers: A Qualitative Study in the Dutch Cleaning Sector
Ilse Cretskens, Katrien Ramaekers, Koen Van Laer and An Caris How order picker's well-being at work is influenced by their leaders
W.G.A. van Zwol, J.P de Jong, E.M. Rusman and B.I.J.M. van der Heijden Leadership as a driving factor for career sustainability of blue-collar workers? A comparative case study in road transportation