

WEDNESDAY 6 NOVEMBER

8:30 a.m. - 1:30 p.m.
Doctoral consortium for PhD Candidates

11:30 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. - 09:00 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. - 1:45 p.m.
Lunch

1:45 p.m. - 3:00 p.m.
Keynote Claartje ter Hoeven and HRM award ceremony

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. - 10:45 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



“Future-proof HRM? Digitization, Humanization and Change in Work and Organizations”

PROGRAM

This is the final program for the Dutch HRM Network Conference 2024. Note that small changes may still occur. The final program will also be communicated via the Networkapp. We strongly recommend you to use the Networkapp during the conference.

An invitation to join the Networkapp has been sent out on 23 October. Look for an e-mail from Dutch HRM Network (no-reply@networkapp.eur), please make sure to also check your spam folder.

WEDNESDAY 6 NOVEMBER

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

11:30 a.m. Conference registration and coffee

1.45 p.m. – 2:00 p.m. Conference opening by Inga Hoever, Dean of Research RSM

Van der Goot Building, Forumzaal

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

Van der Goot Building, Forumzaal

David Guest is Emeritus Professor of Organizational Psychology and Human Resource Management at King's Business School, King's College, London. Prior to joining King's College, he worked at the London School of Economics and Birkbeck College, University of London where he had a spell as Pro-Vice Master. His writing and research addresses HRM, performance and well-being and the challenges of implementation; the psychological contract; the employment relationship; and the evolution of careers. David has worked extensively on major research projects and advisory roles with both the public and private sectors. He is or has been on the editorial boards of several leading journals and has over 200 publications. His most recent work addresses HRM theory, HR attributions and the role of previous experience on the psychological contract. David has been a keynote speaker at numerous academic and business conferences and has received several honours including lifetime achievement awards from the Human Resources Division of the American Academy of Management and from the Dutch HRM Network.



“Future-proof HRM? Digitization, Humanization and Change in Work and Organizations”

3:00 p.m. - 3:30 p.m. Coffee break

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

7:00 p.m. - 09:00 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



“Future-proof HRM? Digitization, Humanization and Change in Work and Organizations”

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 de 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

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 de 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 05-10

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, Tina Sahakian, Esther de Vries, Colette Cuijpers, Chris van de Lee, Marjolijn Antheunis, Steven Jellinghaus, Eveline Wouters, Ton Wilthagen, Kim Docters van Leeuwen

Artificial Intelligence Technology Implementation into the Daily Workflow in Care Organizations: The Role of Human Resource Management

Evgenia Pavlakov

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



“Future-proof HRM? Digitization, Humanization and Change in Work and Organizations”

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 Hoye, Gosia Kozusnik and Dirk Buyens

Talent Acquisition and Employer Branding
Julie Haspeslagh, Greet Van Hoye and Gosia Kozusnik Navigating the Employer Branding Landscape: Strategies for Standing Out in a Competitive and Rapidly Evolving Market
Hira Kanwal and Greet Van Hoye 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

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 2

10:30 a.m. - 11:00 a.m. Coffee break

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

12:45 p.m. – 1:45 p.m. Lunch at Restaurant Forumzaal, Van der Goot Building

1:45 p.m. - 3:00 p.m. Keynote by Claartje ter Hoeven and HRM award ceremony
Van der Goot Building, Forumzaal

Artificial intelligence (AI) products, like ChatGPT, depend on human labor. Millions of AI data workers perform tasks like data entry and categorizing text, and they test what AI systems generate. Estimated to be 80% of the work behind these systems, this labor is often outsourced to digital labor platforms, such as Amazon Mechanical Turk. This has severe implications for work standards, how systems are trained, and what they eventually produce. In this talk, ter Hoeven will talk about the data-work working conditions and their implications for worker's well-being.



“Future-proof HRM? Digitization, Humanization and Change in Work and Organizations”

Claartje ter Hoeven is Professor of Organizational Dynamics in the Digital Society at the Erasmus School of Social and Behavioral Sciences, Erasmus University Rotterdam. Her scholarly interests are driven by two questions: how do new digital technologies affect the organization of work and workers’ well-being, and what pragmatic steps can protect and support workers? In 2020, she received an ERC consolidator grant for the project ‘The Ghostworker’s Well-Being: An Integrated Framework’ on the working conditions and well-being of AI data workers in Europe. Currently, she is academic lead of the Erasmus Initiative ‘Societal Impact of AI’ where she is involved in the research and teaching projects related to the theme AI in work and labor. In this capacity, she worked on a cinematic research project together with filmmaker Lisette Olsthoorn on the film Ghost Workers. Furthermore, she is involved in the Feminist Generative AI Lab as part of a collaboration with TU Delft and the Horizon Europe project SEISMEC, to study and develop human-centric AI.

3:00 p.m. - 3:30 p.m. Coffee break

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

6:30 p.m. - 11:30 p.m. Conference Dinner at HAL4 aan de Maas

Award ceremony Best Paper sponsored by The International Journal of HRM on behalf of Taylor & Francis

Award ceremony Best Dissertation sponsored by Tijdschrift voor HRM

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



“Future-proof HRM? Digitization, Humanization and Change in Work and Organizations”

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 Bastardo, Olga Epitropaki, and Jay Naranayan Leader See, Leader Should Be: Can prominent leadership transitions change the public’s leadership prototype?
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
Sanne Fijneman-Ghielen, Hira Kanwal, Frederike Scholz and Greet Van Hoyer Incorporating a diversity and inclusion perspective in employer branding: bridging research and practice
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



“Future-proof HRM? Digitization, Humanization and Change in Work and Organizations”

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 de 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 05-16

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
Relinde de Koeijer and Jaap Paauwe Embracing ‘non-fits for future proof strategic HRM in healthcare

Parallel Session 2G

Thursday | 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, Kenn Meyfroodt and Eveline Schollaert Rise by lifting others! An observational study on how humble leaders build affective 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

Parallel Session 2H

Thursday | 8:45 a.m. - 10:45 a.m. | Langeveld Building LAN 05-04

Track 10 - Positive Psychology Interventions to Foster Organizational Change I



“Future-proof HRM? Digitization, Humanization and Change in Work and Organizations”

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

Thursday | 8:45 a.m. - 10:30 a.m. | Langeveld Building LAN 05-02

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
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



“Future-proof HRM? Digitization, Humanization and Change in Work and Organizations”

Parallel Session 2J

Thursday | 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 de 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
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



“Future-proof HRM? Digitization, Humanization and Change in Work and Organizations”

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

Sjoerd de Vries

Just Digitization - Inclusion of vulnerable workers supported by technology

Rutger Blom

Providing Family-Friendly Support: A Q Study on Supervisors' Perceptions of What Helps and Hinders

Maeve O'Sullivan and Áine Ní Léime

Work in the home-care sector – low-paid, dead-end job or decent work?

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

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 Pavlakou and Leda Panayotopoulou

Health Workers' Psychological Capital and Impact on Patients: A 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



“Future-proof HRM? Digitization, Humanization and Change in Work and Organizations”

Parallel Session 3E

Thursday | 11:00 a.m. - 12:45 p.m. | Langeveld Building LAN 05-06

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

Track organizers: Maral Darouei, Roy Sijbom, Evgenia Lysova 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
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, Silvia Profili and Alessia Sammarra Flexible Work Arrangements at the Intersections of Ability, Disclosure, and Chronic Illness: A Latent Profile Analysis

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
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

Combined session of Track 6 - Navigating the Confluence of Talent Management: Change Dynamics, Digitalization, and Humanization and Track 7 - Learning, Development and Talent Management in the Age of Digitization

Track organizers: Dirk Buyens, Koen Dewettinck, David Patient, Philip Rogiers, Sasa Batistič, Rob Poell and Marianne van Woerkom

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
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



“Future-proof HRM? Digitization, Humanization and Change in Work and Organizations”

Parallel Session 3H

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

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
Purna 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

Smart Industry has the potential to be a key driver for digital and green transitions. However, becoming a key driver for such transitions requires a proactive approach to HR(D) so that organizations and workers can keep up with the breakthrough technologies and optimize their (further) utilization and development. Hence, the key question for reaching the full potential of Smart Industry is: How can (production) workers keep up with the knowledge and skills that are needed to sustainably contribute to organizational goals using Smart Industry opportunities? In Part 1 of this symposium, four papers are presented to discuss four cohesive pillars of a multi-level scalable HR(D) approach that continuously and integrally supports the operational workforce and organizations in adopting and adapting technology. In Part 2, an interactive discussion to reflect on redesigning HR(D) for the specific human capital challenges of Smart is organized.

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



“Future-proof HRM? Digitization, Humanization and Change in Work and Organizations”

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

Parallel Session 4A

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

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

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

Frederike Scholz, Machil Deinum, Annoëlle van Hooff, Sara Steenkamp, Xander Lub and Anita Cremers

Towards more neuro-inclusivity of the digital learning environment: a perspective of neurodivergent teachers



“Future-proof HRM? Digitization, Humanization and Change in Work and Organizations”

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, Tanya Bondarouk, Paul Boselie, Anna Bos-Nehles, Anne Keegan, Jan de Leede, Sophie de Winne, Jaqueline Drost, Maarten Renkema and Simon Schafheitle

Algorithmic HRM and Implications for Workers

Sophie de Winne

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

Isabella Scheibmayr, Christina Fuchs and Astrid Reichel

Incentive effects of algorithmic HRM - a matter of task and transparency?

Sukhmeet Kaur and Manu Shukla

From Isolation to Connection: Investigating Employee Loneliness and in Digitalized 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 de Voorde

Climate and Sustainability

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 05-06

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

Track organizers: Maral Darouei, Roy Sijbom, Evgenia Lysova 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



“Future-proof HRM? Digitization, Humanization and Change in Work and Organizations”

Parallel Session 4G

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

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
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 05-12

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

Individual and Organizational Outcomes
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 23 - SYMPOSIUM on Shaping a Future-Proof HRM Function Around the Robotization of Work

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

Robots have entered the work floor. While more information becomes available about their implementation, application, and impact, little attention is being paid to the role of HRM in the robotization of work. Why is HRM overlooked in this process and what are ways to organize a stronger focus on the link between HRM and robotization? In this hands-on community session, we get into the role of HRM in the robotization of work. In the first part, researchers will share the state-of-the-art on the high-tech future of HRM. After that, a panel of HR experts from practice and academia will discuss the barriers and opportunities for HRM in the robotization of work. Together, we develop an impact agenda with shared initiatives. Join us!



“Future-proof HRM? Digitization, Humanization and Change in Work and Organizations”

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

Giseline Rondeaux 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

Interactive panel discussion with HR experts from practice and academia

FRIDAY 8 NOVEMBER

8:30 a.m. – 9:00 a.m. Coffee and continued registration

9:00 a.m. - 10:45 a.m. PARALLEL SESSIONS 5

10:45 p.m. - 11:15 p.m. Coffee break

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

1:00 p.m. - 2:00 p.m. Lunch at Erasmus Pavilion

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

*25th Anniversary of the Dutch HRM Network conference: An opportunity to look back and forward on
25 years of HRM research*

In this session, we look back on 25 years of HRM research in the Netherlands and Flanders and take stock of the current situation. Next, we reflect with a panel of HRM researchers on several remarkable trends in HRM research, both nationally and internationally, and look ahead to the future.

3:30 p.m. - 4:15 p.m. Informal closing at Erasmus Pavilion



“Future-proof HRM? Digitization, Humanization and Change in Work and Organizations”

Parallel Session 5A

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

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

Roosmarij Clercx, Wolfgang Mayrhofer, Ans De Vos and Sofie Jacobs

Enacted sensemaking during the process of navigating a career transition

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 5B

Friday | 9:00 a.m. - 11:00 a.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, Tanya Bondarouk, Paul Boselie, Anna Bos-Nehles, Anne Keegan, Jan de Leede, Sophie de Winne, Jaqueline 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.

Felix Diefenhardt, Julius Lechner, Marco Rapp, Verena Bader, Wolfgang Mayrhofer and Michael Schiffinger

Wither People Knowledge? Domain Expertise in the Age of Data Analytics

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 5C

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 de Voorde

Work Design

Laverne Iminza Chore, Anna Schneider and Julia Brandl

Making reskilling work: How HRM stakeholders engender a better future for workers

Joni Delanoeye and Marijke Verbruggen

More than human: Findings from two intervention studies including dogs in the corporate workplace



“Future-proof HRM? Digitization, Humanization and Change in Work and Organizations”

Parallel Session 5D

Friday | 9:15 a.m. - 11:00 a.m. | Langeveld Building LAN 05-06

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

Track organizers: Maral Darouei, Roy Sijbom, Evgenia Lysova 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

Paths Towards Effective Hybrid WFH in Teams: Consistent and Aligned Work Location Patterns

Parallel Session 5E

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

Innovation, Ambidexterity and Change

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 Antenarratives of Organizational Change

Desiree Meurs, Marise Born, Yolanda Grift, Maaïke Lycklama Nijeholt and Joop Schippers

Informal Human Resource Management and Innovation: Insights from European SMEs

Parallel Session 5F

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

Track 22 - (Re)Imagining the Future of Work

Track organizers: Sophie de Winne, Isabella Scheibmayr and Max Bogaert

(Re)Imagining the Future of Work

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



“Future-proof HRM? Digitization, Humanization and Change in Work and Organizations”

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 05-02

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
Akvilé 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



“Future-proof HRM? Digitization, Humanization and Change in Work and Organizations”

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, Tanya Bondarouk, Paul Boselie, Anna Bos-Nehles, Anne Keegan, Jan de Leede, Sophie de Winne, Jaqueline 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 de Voorde

Voice and the Collective
Miheer Prafulla Agnihotri and Bex Hewett Self-management and Worker Voice for the Common Good: A Moral Legitimacy Perspective
Prerna Panda and Pankaj Singh Linking organizational virtuousness and employee’s subjective well-being: the mediating role of employee resilience, agility, and moderating role of collectivism
Ayfer Veli Korkmaz, Lena Knappert, Marloes van Engen, Anouk Decuyper and René Schalk Paradoxes of Inclusive Leadership: A Poetic View on Leaders’ Challenges and Potential Responses

Parallel Session 6E

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

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

Track organizers: Maral Darouei, Roy Sijbom, Evgenia Lysova 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



“Future-proof HRM? Digitization, Humanization and Change in Work and Organizations”

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
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 Kruijen

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
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
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