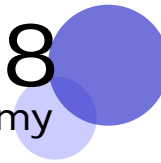


# HRM Global 2008

Sustainable HRM in the Global Economy



## CONFERENCE OVERVIEW

| Wednesday 27 August |  | Location                  |
|---------------------|--|---------------------------|
| 14.00               | <b>Registration &amp; Coffee</b> (14.00–15.30)   | Entrance hall & Mercatori |
| 15.30               | <p><b>Opening Address</b> (15.30–17.30)<br/>Vice Rector, Prof. Satu Lähteenmäki, Turku School of Economics</p> <p><b>Documentary Film</b><br/><i>A Decent Factory: A moral investigation into the profit motive</i></p> <p><b>Comments on the Film from Fijan Perspective</b><br/>Prof. Narendra Reddy, The University of the South Pacific</p> <p><b>Panel Discussion: Global HRM Challenges – MNC Perspective</b><br/>Senior Manager Elina Reini, Nokia, HR<br/>Prof. Narendra Reddy, The University of the South Pacific<br/>Prof. Stefan Zagelmeyer, Cologne Business School</p> <p>Chair: Prof. Satu Lähteenmäki, Turku School of Economics</p> | Lecture hall 17           |
| 17.30               | <b>Coffee Break</b> (17.30–18.00)  | Mercatori                 |
| 18.00               | <p><b>Plenary Session</b> (18.00–19.00)<br/>Prof. Pervez N. Ghauri, King's College London, United Kingdom<br/><i>Globalization, Multinational Enterprises and Corporate Social Responsibility</i></p>  | Lecture hall 17           |
| 19.00               | <b>Welcome Reception &amp; Buffet</b> (19.00–21.00)  | Mercatori                 |

| <b>Thursday 28 August</b> |   | <b>Location</b>          |
|---------------------------|---|--------------------------|
| 8.30                      | <b>Registration</b> (8.30–9.00)   | Entrance hall            |
| 9.00                      | <b>Plenary Session</b> (9.00–10.00)<br>Prof. Jaap Paauwe, Tilburg University/Erasmus University Rotterdam,<br>the Netherlands<br><i>HRM and Performance in an International Context</i>         | Lecture hall 17          |
| 10.00                     | <b>Coffee Break</b> (10.00–10.30)   | Mercatori                |
| 10.30                     | <b>Parallel Sessions</b> (10.30–12.00)  | Rooms 07–010             |
| 12.00                     | <b>HRM Study Group Meeting</b> (12.00–12.30)  | Room 09                  |
|                           | <b>Lunch &amp; Coffee</b> (12.00–13.30)   | Mercatori                |
| 13.30                     | <b>Parallel Sessions</b> (13.30–15.00)  | Rooms 07–010             |
| 15.00                     | <b>Coffee Break</b> (15.00–15.30)   | Mercatori                |
| 15.30                     | <b>Parallel Sessions</b> (15.30–17.00)  | Rooms 07–010             |
| 19.00                     | <b>Conference Dinner</b> (19.00–23.00)  | Aboa Vetus &<br>Ars Nova |
| <b>Friday 29 August</b>   |   | <b>Location</b>          |
| 8.30                      | <b>Registration</b> (8.30–9.00)   | Entrance hall            |
| 9.00                      | <b>Plenary Session</b> (9.00–10.00)<br>Prof. Ingmar Björkman, Swedish School of Economics, Finland<br><i>HRM across Cultures and Economies: Western Multinational<br/>Corporations in China</i> | Lecture hall 17          |
| 10.00                     | <b>Coffee Break</b> (10.00–10.30)   | Mercatori                |
| 10.30                     | <b>Parallel Sessions</b> (10.30–12.00)  | Rooms 07–010             |
| 12.00                     | <b>Lunch &amp; Coffee</b> (12.00–13.00)   | Mercatori                |
| 13.00                     | <b>Parallel Sessions</b> (13.00–14.30)  | Rooms 07–010             |
| 14.45                     | <b>Closing of the Conference with Coffee</b> (14.45–15.30)<br>Announcement of Best Paper Awards<br>Next HRM Global Conference   | Lecture hall 17          |

# PARALLEL SESSION SCHEDULE

| Thursday 28 August   | Location                      |
|--|-------------------------------|
| <b>Parallel Sessions (10.30–12.00)</b>   |                               |
| <p><b>Stream 1: Strategic HRM and Performance in Global Context: Identity and Competencies of HR Function and HR Professionals</b></p> <p><b>Chair: Elaine Farndale</b></p> <p><i>Järllström &amp; Kakkonen:</i> HR COMPETENCIES IN A FINNISH CONTEXT</p> <p><i>Ribeiro &amp; Cablar-Cardoso:</i> THE ONGOING QUEST FOR PROFESSIONAL IDENTITY BY PORTUGUESE HR MANAGERS</p> <p><i>Sivunen:</i> STRUGGLING WITH A SHARED IDENTITY IN A GLOBAL HR TEAM UNDER A CONSTANT CHANGE</p>                                       | <p>Session 1<br/>Room 09</p>  |
| <p><b>Stream 2: International Human Resource Management: Managing an International Workforce</b></p> <p><b>Chair: Rebecca Piekari</b></p> <p><i>Mäkelä, Björkman &amp; Ehrnrooth:</i> MNC SUBSIDIARY STAFFING ARCHITECTURE: BUILDING HUMAN AND SOCIAL CAPITAL WITHIN THE ORGANIZATION</p> <p><i>Collings, McDonnell, Gunnigle &amp; Lavelle:</i> SWIMMING AGAINST THE TIDE: OUTWARD STAFFING FLOWS FROM MULTINATIONAL SUBSIDIARIES</p> <p><i>Jokinen:</i> DEVELOPMENT AND TRANSFERABILITY OF GLOBAL CAREER CAPITAL</p> | <p>Session 2<br/>Room 07</p>  |
| <p><b>Stream 3: Globalization of Industries: Multicultural Recognition in HRM</b></p> <p><b>Chair: Adam Smale</b></p> <p><i>Nummela &amp; Raukko:</i> WHAT IS CULTURAL INTEGRATION IN CROSS-BORDER ACQUISITIONS?</p> <p><i>Savolainen &amp; Xue-Pykäläinen:</i> CONFLICT MANAGEMENT IN CHINESE CONTEXT: A CROSS-CULTURAL STUDY IN SINO-FINN WORKPLACES IN CHINA</p> <p><i>Reber &amp; Auer-Rizzi:</i> EFFECTIVE LEADERSHIP BEHAVIOUR BY MEANS OF ACCULTURATION: CULTURAL DIFFERENCES AND LEARNING STRATEGIES</p>       | <p>Session 3<br/>Room 010</p> |
| <p><b>Stream 4: Corporate Social Responsibility: HRM and Sustainability</b></p> <p><b>Chair: Essi Saru</b></p> <p><i>Makka &amp; Thomas:</i> CORPORATE SOCIAL RESPONSIBILITY CHALLENGES FOR MULTINATIONAL ENTERPRISES OPERATING IN EMERGING MARKETS</p> <p><i>Ketola:</i> FUTURE HRM: HUMANE RESPONSIBILITY MANAGEMENT?</p> <p><i>Looise &amp; Torika:</i> HUMAN RESOURCE MANAGEMENT, EMPLOYEE PARTICIPATION AND ORGANIZATIONAL PERFORMANCE. IN SEARCH OF AN INTEGRATED MODEL</p>                                      | <p>Session 4<br/>Room 08</p>  |

| <b>Parallel Sessions (13.30–15.00)</b>  |                               |
|---|-------------------------------|
| <p><b>Stream 1: Strategic HRM and Performance in Global Context: Sustainability and Role of HR Function in Global Corporations</b></p> <p><b>Chair: Jan Kees Looise</b></p> <p><i>Sumelius, Björkman &amp; Smale:</i> THE STRATEGIC ROLE OF THE HR DEPARTMENT IN MNC SUBSIDIARIES IN CHINA BETWEEN 1999 AND 2006</p> <p><i>Farndale &amp; Paauwe:</i> CONTEXT-BOUND CONFIGURATIONS OF CORPORATE HR FUNCTIONS IN MULTINATIONAL CORPORATIONS AROUND THE GLOBE</p> <p><i>Lähteenmäki &amp; Viljanen:</i> WINNERS AND LOSERS OF GLOBALIZATION – MNS'S SOCIAL RESPONSIBILITY VS. GLOBAL HRM EFFICIENCY</p> | <p>Session 5<br/>Room 09</p>  |
| <p><b>Stream 2: International Human Resource Management: Managing an International Workforce</b></p> <p><b>Chair: Marja Tahvanainen</b></p> <p><i>Bonache, Oltra &amp; Brewster:</i> EXPATRIATES VS. HOST-COUNTRY NATIONALS: ANALYSIS OF WORKING CONDITIONS FROM A RAWLS'S JUSTICE PERSPECTIVE</p> <p><i>Tornikoski &amp; Guedri:</i> EXPATRIATES' PSYCHOLOGICAL CONTRACT: A FUNCTION OF THEIR COMPENSATION PACKAGE?</p> <p><i>Niemi-Ylänen:</i> EXPATRIATE RELATIONS AND EXPATRIATION SUCCESS – EXTENDING PSYCHOLOGICAL CONTRACTS TO EXPATRIATE PARTNERS</p>   | <p>Session 6<br/>Room 07</p>  |
| <p><b>Stream 6: International Industrial Relations</b></p> <p><b>Chair: Stefan Zagelmeyer</b></p> <p><i>Loisch &amp; Schmidt:</i> THE FORCE THAT BINDS: CONCEPTUALIZING ORGANIZATIONAL COMMITMENT UNDER TERMS OF SHIFTING EMPLOYMENT RELATIONS</p> <p><i>van Velzen:</i> PARADOX BY THE DASHBOARD LIGHT: RECONCILING FLEXIBILITY AND SECURITY IN THE LOGISTICS INDUSTRY</p> <p><i>Gunnigle, Lavelle &amp; McDonnell:</i> TRADE UNION AVOIDANCE VIA 'DOUBLE BREASTING' IN MULTINATIONAL COMPANIES</p>  | <p>Session 7<br/>Room 010</p> |
| <b>Parallel Sessions (15.30–17.00)</b>  |                               |
| <p><b>Stream 1: Strategic HRM and Performance in Global Context: Sustainability and Effectiveness of IHRM Policies and Practices</b></p> <p><b>Chair: Satu Lähteenmäki</b></p> <p><i>Paauwe &amp; Farndale:</i> HUMAN RESOURCE MANAGEMENT AND HIGH PERFORMANCE THEORY IN MULTINATIONAL CORPORATIONS</p> <p><i>Vanhala:</i> NORDIC MODEL OF HRM? HR PRACTICES IN THE NORDIC AND OTHER EUROPEAN COUNTRIES</p> <p><i>Gotcheva:</i> IMPROVING HRM SUSTAINABILITY THROUGH CONNECTIVE LEADERSHIP CAPABILITY</p>   | <p>Session 8<br/>Room 09</p>  |

|   |                                |
|---|--------------------------------|
| <p><b>Stream 2: International Human Resource Management: Managing an International Workforce</b></p> <p><b>Chair: Patrick Gunnigle</b></p> <p><i>Vartiainen</i>: FULL VIRTUALITY AS THE CHALLENGE OF GLOBAL HRM</p> <p><i>Heikkilä &amp; Smale</i>: THE IMPACT OF A COMMON LANGUAGE ON THE IT-BASED INTEGRATION OF HRM ON MNC SUBSIDIARIES: A COMPARATIVE CASE STUDY</p> <p><i>Piekkari &amp; Muukari</i>: LANGUAGE COMPETENCE AND CAREER PATHS IN MULTINATIONAL CORPORATIONS</p>   | <p>Session 9<br/>Room 07</p>   |
| <p><b>Stream 2, 3 &amp; 4: International HRM, Globalization and Corporate Social Responsibility: Human and Social Capital</b></p> <p><b>Chair: Maarit Viljanen</b></p> <p><i>Savolainen &amp; Singh</i>: KNOWLEDGE MANAGEMENT AS A CHALLENGE FOR HRM: FINDINGS FROM INDIAN IT COMPANIES</p> <p><i>Turpin &amp; Thomas</i>: A FRAMEWORK FOR BUILDING SOCIAL CAPITAL IN SOUTH AFRICAN ORGANISATIONS</p> <p><i>Raukko</i>: COMMITTING KEY EMPLOYEES DURING THE POST-ACQUISITION INTEGRATION PHASE – CASE STUDY EVIDENCE FROM A EUROPEAN-INDIAN ACQUISITION</p> | <p>Session 10<br/>Room 08</p>  |
| <p><b>Stream 2 &amp; 5: International HRM, Corporate Social responsibility and Decent Work: Employability and Well-being</b></p> <p><b>Chair: Anna-Maija Lämsä</b></p> <p><i>Nurmi</i>: COPING STRESS IN GLOBAL AND FINNISH VIRTUAL TEAMS</p> <p><i>Mäkelä &amp; Suutari</i>: THE COPING STRATEGIES OF GLOBAL CAREERISTS IN ACHIEVING WORK-LIFE BALANCE</p>   | <p>Session 11<br/>Room 010</p> |
| <p><b>Friday 29 August</b></p>  | <p><b>Location</b></p>         |
| <p><b>Parallel Sessions (10.30–12.00)</b></p>   |                                |
| <p><b>Stream 1: Strategic HRM and Performance in Global Context: Measuring HRM Performance</b></p> <p><b>Chair: Sinikka Vanhala</b></p> <p><i>Saru &amp; Viljanen</i>: CLIMATE AS A MEDIATING CONSTRUCT IN THE HRM–PERFORMANCE EQUATION</p> <p><i>Hulkko-Nyman, Hakonen &amp; Sweins</i>: TOTAL REWARDS SYSTEM MANAGEMENT, EMPLOYEE WELL-BEING, AND ORGANIZATIONAL PERFORMANCE IN ELDERLY CARE ORGANIZATIONS</p> <p><i>López-Fernández, Martín-Alkázar &amp; Romero-Fernández</i>: SOCIAL CAPITAL AS A MODERATING VARIABLE</p>                              | <p>Session 12<br/>Room 09</p>  |

|   |                                |
|---|--------------------------------|
| <p><b>Stream 2: International Human Resource Management: Transferability of HR Practices Across Borders</b></p> <p><b>Chair: Werner Auer-Rizzi</b></p> <p><i>Kynighou:</i> ANALYZING THE INTERPLAY OF FACTORS ON THE IMPLEMENTATION OF HUMAN RESOURCE MANAGEMENT IN THE CYPRIOT SERVICE SECTOR: AN UPWARD, INTEGRATED PERSPECTIVE</p> <p><i>Barton &amp; Barton:</i> EXTENDING HUMAN RESOURCE MANAGEMENT PRACTICES IN RUSSIA: THE ROLE OF TRUST</p> <p><i>Rupidara &amp; McGraw:</i> HR PRACTICES AND INSTITUTIONAL ISOMORPHISM AMONG MULTINATIONAL AND LOCAL COMPANIES IN INDONESIA</p>  | <p>Session 13<br/>Room 07</p>  |
| <p><b>Stream 3 &amp; 4: Globalization and Corporate Social Responsibility: Information Technology and International Business Ethics</b></p> <p><b>Chair: Eeli Saarinen</b></p> <p><i>Hakonen:</i> TRUST AND JUSTICE IN VIRTUAL AND MOBILE WORK – DISTINCTIVENESS AND DIMENSIONS</p> <p><i>Pedigo &amp; Marshall:</i> SOFTWARE PIRACY AND CORRUPTION IN INTERNATIONAL BUSINESS</p> <p><i>Tapanainen:</i> THE AGILE IT MANAGER</p>  | <p>Session 14<br/>Room 010</p> |
| <p><b>Parallel Sessions (13.00–14.30)</b></p>   |                                |
| <p><b>Stream 2: International Human Resource Management: Managing an International Workforce</b></p> <p><b>Chair: Anni Paalumäki</b></p> <p><i>Fischlmayr, Lähteenmäki &amp; Saarinen:</i> VIRTUAL EXPATRIATION – THREE WAYS OF SUSTAINABILITY, THREE KINDS OF DIFFICULTIES</p> <p><i>Susaeta:</i> THE DETERMINANTS FACTORS OF THE TRANSFER OF WORKFORCE DIVERSITY POLICY: A LARGE SCALE SURVEY FOR SUBSIDIARIES OF MULTINATIONAL COMPANIES OPERATING IN SPAIN</p> <p><i>Leponiemi &amp; Smale:</i> A DISCOURSE ANALYTICAL APPROACH TO EVALUATING THE EFFECTIVENESS OF GLOBAL DIVERSITY MANAGEMENT PRACTICES – FOREIGN SUBSIDIARY DISCOURSES ON GLOBAL DIVERSITY MANAGEMENT PRACTICES</p> | <p>Session 15<br/>Room 07</p>  |
| <p><b>Stream 5 &amp; 6: Decent Work and International IR: Decent Work Opportunities and Migration for Work</b></p> <p><b>Chair: Maija Vähämäki</b></p> <p><i>Lämsä &amp; Hiillos:</i> ADVANCING GENDER DIVERSITY IN MANAGEMENT THROUGH HRM PRACTICES</p> <p><i>Turner &amp; D'Art:</i> POLISH WORKERS IN IRELAND: A CONTENTED PROLETARIAT?</p> <p><i>Nylander, Hakonen, Hulkko-Nyman &amp; Sweins:</i> AGE RELATED DIFFERENCES IN PAY SYSTEM PERCEPTIONS -A CASE STUDY IN THE PUBLIC SECTOR HEALTH CARE ORGANIZATION</p>  | <p>Session 16<br/>Room 09</p>  |