

# CIHRS

Center for International  
Human Resource Studies

## 4<sup>th</sup> Global Conference on International Human Resource Management

Center for International Human Resource Studies,  
Pennsylvania State University

May 9-11, 2019

Chambers Building, University Park PA 16802

<http://ler.la.psu.edu/cihrs/IHRMconference>



**Conference Program**  
**(Draft: 14 April 2019)**

***All sessions will be held in Chambers Building unless otherwise noted.***

**Thursday, 9 May 2019**

- 11:30-5:00     *Registration* (Lobby)
- 11:30-12:00   *Light lunch* (Lobby) - *Sponsored by Penn State College of Liberal Arts*
- 12:00-2:30     *Publishing workshop* (Room 108): **Paula Caligiuri, Riki Takeuchi, Jaap Paauwe, Miguel Olivas-Lujan, Elaine Farndale**
- 2:30-3:30     *Coffee* (Lobby) - *Sponsored by Penn State College of Liberal Arts*
- 3:30-6:00     *Practitioner/Academia Seminar* (Room 108)

**Friday, 10 May 2019**

- 8:30-5:00     *Registration* (Lobby)
- 8:30-9:30     *Breakfast* (Lobby)
- 9:30-9:40     *Conference welcome* (Room 101): **Dean Susan Welch, Penn State University**
- 9:40-11:00    *Keynote plenary and discussion* (Room 101): **Professor Riki Takeuchi: "Expatriation Experiences: Where do we go from here (Past, Present, and Future)"**
- 11:00-11:30   *Break* (Lobby)
- 11:30-12:45   *Paper sessions: Tracks 1, 2, 3*
- 12:45-2:00    *Lunch* (Café Laura, Mateer Building)
- 2:00-3:15     *Paper sessions: Tracks 4, 5, 6*
- 3:15-3:45     *Break* (Lobby)
- 3:45-5:00     *Paper sessions: Tracks 7, 8*
- 6:00-9:00     *Conference dinner with presentation of Best Paper Award: Wyndham Garden State College, Boalsburg - buses will leave from outside the Nittany Lion Inn starting at 6:00pm*

**Saturday, 11 May 2019**

- 8:30-10:15    *Registration* (Lobby)
- 8:30-8:45     *Breakfast* (Lobby)
- 8:45-10:00    *Paper sessions: Tracks 9, 10*
- 10:00-10:15   *Break* (Lobby)
- 10:15-11:30   *Paper sessions: Tracks 11, 12*
- 11:30-12:45   *Keynote plenary and discussion* (Room 101): **Professor Jaime Bonache: "Deviating from 'normal science' in qualitative research on global mobility: Challenges, objections, and counterarguments"**
- 12:45-2:00    *Conference Closing and Lunch* (Café Laura, Mateer Building)

### **Paper Session 1**

#### **Track 1: HRM in Asia**

**Time: Friday 10<sup>th</sup> May, 11:30-12:45, room 104**

**Chair: Hilla Peretz, ORT Braude College**

Moez Ben Yedder, Ivo Sobral	Cross-cultural competence in diplomacy: A comparative study
Shuang Ren, Guiyao Tang	Toward a paradoxical integration framework of human resource management within business group
Nivethitha Santhanam, Vaijayanthee Kumar	An empirical investigation of the impact of human resource management practices on corporate entrepreneurship: An Evidence from Indian IT industry

#### **Track 2: Regional HRM**

**Time: Friday 10<sup>th</sup> May, 11:30-12:45, room 105**

**Chair: Chris Brewster, Henley Business School**

Beata Buchelt	Physicians' attributes as antecedents of performance management practices execution in Polish hospitals
Miguel R. Olivas- Lujan	Two decades of HRM research in South America
Torben Andersen	Five half-truths about IHRM: Data from Scandinavian MNEs

#### **Track 3: Comparative HRM**

**Time: Friday 10<sup>th</sup> May, 11:30-12:45, room 106**

**Chair: Michelle Mielly, Grenoble Ecole de Management**

Samer F. Nakhle, Dorra Yahiaoui, Jiang Cuiling	The effect of nepotism on HRM in Lebanese, Tunisian, and Chinese companies: A hybrid form
J. Bruce Prince, Nicholas R. Prince	Shared capitalism: Is it always good?
Mick Brookes, Geoff Wood, Chris Brewster, Cigdem Gedikli	What does longitudinal research in IHRM mean? Is a pseudo-panel approach the best approach?

## **Paper Session 2**

### **Track 4: Leadership and coaching across cultures**

**Time: Friday 10<sup>th</sup> May, 2:00-3:25, room 104**

**Chair: Miguel R. Olivas-Lujan, Clarion University**

Sven Horak, Inju Yang, Shu-Cheng Chi	The role of leader humor in early-phase relationship building in East Asia and the West
Anu Vanska	Leader-member exchange and value congruence: A necessary condition analysis
Margarita Nyfoudi, Mark NK Saunders, David Gray, Barry Curnow	Joy, love and self-esteem in relation to coaching: An international study of coaches' professional Identity

### **Track 5: Tight and loose cultures**

**Time: Friday 10<sup>th</sup> May, 2:00-3:25, room 105**

**Chair: Moez Ben Yedder, Abu Dhabi University**

Hilla Peretz, Lena Knappert, Zeynep Aycan, Pawan Budhwar	National institutions, staffing effectiveness, and the role of tightness-looseness
Nicholas Prince, Shawn Enriques	Cultural looseness/tightness of the GLOBE national culture dimensions
Nicolas Prince	Cultural looseness/tightness: Impact on individual incentive pay
Stefan Karajovic, Ahsan Mohammad	Differences in job crafting propensity between tight and loose cultures

### **Track 6: HRM in MNEs**

**Time: Friday 10<sup>th</sup> May, 2:00-3:25, room 106**

**Chair: Marzena Stor, Wroclaw University of Economics**

Xi Wen (Carys) Chan, Dawn Yi Lin Chow, Evelyn Micelotta	Cross-border M&As: A role theory perspective on how the mismatch between organizational political ideology and host country institutions impacts employee outcomes
Marzena Stor	The configurations of HRM bundles in MNCs by their contributions to subsidiaries' performance and cultural dimensions
Chul Chung, Paul Sparrow	Selective hybridization of multiple logics for GI and LR: Emerging IHRM strategies to deal with the duality problem in MNEs

### **Paper Session 3**

#### **Track 7: Gender diversity across nations**

**Time: Friday 10<sup>th</sup> May, 3:45-5:00, room 104**

**Chair: Sven Horak, St John's University**

Fiona Edgar, Nancy Blaker, Professor Alan Geare	The role of gender in HPWS, AOM and job performance relationship
Hussein Ismail, Sevag K. Kertechian	Women's employment in the Middle East: A review of the literature across human resource policies
Mandy Bako, Shelly Harrington	Gender diversity and organizational citizenship behavior in Nigerian universities: The moderating effect of power distance
Lena Kurban Rouhana, Michelle Mielly	Probing the relationship between Flexible work arrangements and female organizational leadership: A critical review

#### **Track 8: Talent management in MNEs**

**Time: Friday 10<sup>th</sup> May, 3:45-5:00, room 105**

**Chair: Maria Beamond, RMIT University**

Lukasz Haromszeki	Coexistence of talent management and leadership programs as important competitive factor in MNCs
Elaine Farndale, Maria Beamond, Isabelle Corbett-Etchevers, Shiyong Xu	Local talent challenges in emerging economies: Learning from internal and external perspectives
Chris Brewster, Dennis Philip, Panayiotis Andreou, Geoff Wood	Yes, but does talent management really work?

#### **Paper Session 4**

##### **Track 9: Global talent management**

**Time: Saturday 11<sup>th</sup> May, 8:45-10:00, room 104**

**Chair: Nick Prince, University of Wyoming**

Sylwia Przytuła, Łukasz Sułkowski, Anna Maria Migdał	Transferring knowledge through skilled migrants: implications for IHRM practice in host countries
Julia Eisenberg, Ibraiz Tarique	The double-edge sword: Examining the multidimensional influence of stars in global virtual teams

##### **Track 10: Global corporate social responsibility and employee voice**

**Time: Saturday 11<sup>th</sup> May, 8:45-10:00, room 105**

**Chair: Adrienne Isakovic, Rasmussen College and Northeastern University**

Aviad Bar-Haim, Orr Karassin	HRM practices of CSR in small medium-sized enterprises (SMEs) versus multinational corporations (MNCs)
Margarita Nyfoudi, Rea Prouska, Alexandros Psychogios, Adria Wilkinson, Leslie Szamosi	Solidarity in the workplace during crisis: The role of employee voice in the relationship between employee communications and horizontal solidarity behavior
Maria Beamond, Timothy Bartram	Shared-value through the eyes of IHRM and employment relations: Emerging economies

## Paper Session 5

### **Track 11: Expatriation and diversity**

**Time: Saturday 11<sup>th</sup> May, 10:15-11:30, room 104**

**Chair: Paula Caligiuri, Northeastern University**

Adrienne Isakovic, Mary Forseth Whitman	Factors contributing to the success of female self-initiated expatriate service workers in the United Arab Emirates
Waheeda Lillevik	Diversity, Inclusion and the Expatriate Assignment: Implications for International Human Resources Management
Parth Patel, Santoshi Sengupta, Verma Priksat, Syed Mohyuddin	A research agenda examining the adjustment of Western expatriates in India to determine their success and failure <i>(Presentation by video conference)</i>

### **Track 12: Global diversity management and age**

**Time: Saturday 11<sup>th</sup> May, 10:15-11:30, room 105**

**Chair: Margarita Nyfoudi, University of Birmingham**

Antigoni Papadimitriou, Lisa T. Stickney	Social exclusion in US and Europe
Oluwatomi Adedeji, Eleanor Davies	The relationship between age inclusive HR practice and perceived age discrimination: An investigation into the buffering effects of diversity management policies in Nigerian Banks
Chaturong Naphorn	HR practices for managing aging employees in organizations: the case of Thailand
Beverly Shrand, Sharon Joy Thomas	Affirmative action graduate internship program "failures": A psychological contract perspective