

PAPER SESSION 1 (WEDNESDAY, SEPTEMBER 23: 10:45 A.M. – 12:15 P.M.)

1. HRM in Multinationals and Subsidiaries

Location: Room 1 **Chair: Eric Davoine**

Răzvan-Valentin Mustăță (Babeș-Bolyai University) Monica-Aniela Zaharie (Babeș-Bolyai University) József Poór (Hungarian University of Agriculture and Life Sciences) Kinga Kerekes (Babeș-Bolyai University) Patricia-Iulia Rațiu (Babeș-Bolyai University)	#029 What Distances Matter? Determinants of the Expatriate Assignments on the Performance of the MNCs Subsidiaries in CEE Countries
József Poór (Hungarian University of Agriculture and Life Sciences (MATE)) Katalin Szabó (Hungarian University of Agriculture and Life Sciences (MATE)) Ildikó Éva Kovács Nemanja Berber (University of Novi Sad) Agnes Slavic (University of Novi Sad)	#48 The Evolution of HR practices in Foreign-owned Organizations and Companies in Light of Cranet's Two Most Recent Surveys
Eric Davoine (University of Fribourg) Mike Geppert (University of Jena) Oliver Schroeter (University of Fribourg)	#014 National Effects under Global HR Standardization: A Longitudinal Study of French and US Multinationals in Switzerland

2. Resilience and Challenges in Global Workforces

Location: Room 2 **Chair: Arney Einarsdóttir**

Pranas Šmaizys (ISM University of Management and Economics) Ilona Bučiūnienė (ISM University of Management and Economics)	#058 How Time Works: The Role of Tenure in the Link between Line Manager Wisdom and Employee Role Conflict
Konstantin Kurygin (RIT Croatia)	#070 The Hiring Process in Croatian SMEs: Practices and Structural Challenges
Arney Einarsdóttir (Bifrost University)	#042 Workforce Resilience in Collaborative HRM: Bouncing Back or Bouncing Forward in Times of Crisis

3. Critical and Decolonial Perspectives on IHRM

Location: Room 3 **Chair: Jaime Bonache**

Jonathan Harvey (Université of Quebec at Rimouski) Sanaa El Boukri (University of Québec at Montreal)	#083 Who Defines Competence? Decolonizing the Project Manager Competencies Through a Decolonial Prism
Snejina Michailova (University of Auckland)	#099 Modern Slavery and IHRM: Reframing the Field's Responsibilities and Research Agenda
Jaime Bonache (Universidad Carlos III de Madrid) Jelena Zikic (York University)	#094 What Does It Mean to Conduct a "Critical Perspective" Analysis? The Case of International Career Sacrifices

4. Ethics and Inclusion in Global Work

Location: Room 4 **Chair: Christiana Ierodiakonou**

Nathalie Saade (American University of Beirut) Fida Afiouni (American University of Beirut) Chloé Mechleb (American University of Beirut) Iman Abbas (American University of Beirut)	#001 Between Care and Guilt: Rethinking Absenteeism and Presenteeism Through a Feminist Ethics of Care Perspective
Syed Imran Saqib (The University of Manchester) Isabel Tavora (The University of Manchester) Saleema Kausar (The University of Manchester)	#056 Theorizing Employee Resource Groups as Intra-Organizational Hybrids: A Paradox Theory Perspective
Christiana Ierodiakonou (University of Cyprus)	#024 Inclusive HRM for Employees with Chronic Illness across Levels and Contexts

PAPER SESSION 2 (WEDNESDAY, SEPTEMBER 23: 1:30 – 3:00 P.M.)

5. Critical IHRM: Artificial Intelligence

Location: Room 1 **Chair: Bennie Linde**

Łukasz Haromszeki (Wrocław University of Economics and Business)	#021 ICT-Supported Ethical Pathways from AI&DT-Based Managerial Staff Development to Non-Financial Performance Results in Multinational Companies
Laxmikant Manroop (Eastern Michigan University)	#104 AI Works for Organizations. But Who Works for AI?: Invisible Labor, Informal Adaptation, and the Hidden Burdens of Technological Change
Bennie Linde (North-West University) Leon T. De Beer (Norwegian University of Science and Technology)	#033 “Dear AI, we need to talk about our relationship”: Investigating the Psychological Contract Between Academic Users with Artificial Intelligence.

6. Employee Voice in Global Work

Location: Room 2 **Chair: Luciana Manroop**

Małgorzata Grześków (University of Wrocław)	#018 Whistleblowing as Global Employee Voice: Legal Frameworks, Power Asymmetries, and Organisational Realities
Shyam Anand V (Indian Institute of Technology Madras) Lata Dyaram (Indian Institute of Technology Madras)	#102 Employee Voice in Indian Workplaces: Role of Co-Worker Support and Status
Lamees Bashasha (American University of Beirut) Nathalie Saade (American University of Beirut) Fida Afiouni (American University of Beirut)	#088 Exploring the Performance of Voice and Silence in Remote and Hybrid Work Arrangements: A Qualitative Study

7. Global Careers and Global Workers

Location: Room 3 **Chair: Chitalu Kabwe**

Kenneth Husted (University of Auckland) Snejina Michailova (University of Auckland)	#103 A Blind Spot in International HRM? International Academics as (Forgotten) Global Workers
Torben Andersen (Aarhus University)	#012 The Employment Model in the Global South: A Case Study of the Informal and to the Informal Sector
Nasreen Sultana (The University of Queensland)	#092 Initial Impression of Decision Makers Toward Migrants in Career Progression
Chitalu Kabwe (Kennesaw State University)	#068 Sustainable Global Careers, Career Fit, and Inclusion in Global Talent Management: A Critical Perspective

8. Leadership and Normative Perspectives on IHRM

Location: Room 4 **Chair: Astrid Reichel**

Hermann Lassleben (Reutlingen University)	#032 Leadership Styles, Stress, and Psychological Safety in International Assignments
Hilla Peretz (Braude Academic College of Engineering) Edna Rabenu (Tel-Hai Academic College)	#045 Heavy Work Investment (HWI) across Countries: A National Culture Analysis
Astrid Reichel (University of Salzburg)	#075 The ISO Standards-and-Certification Landscape as Normative Context for HRM

PAPER SESSION 3 (WEDNESDAY, SEPTEMBER 23: 3:30 – 5:00 P.M.)

9. Critical and Context-Sensitive Perspectives on IHRM

Location: Room 1 **Chair: René Schalk**

Aparna Gonibeed (Manchester Metropolitan University) Syed Imran Saqib (The University of Manchester) Luke Fletcher (Manchester Metropolitan University) Reece Garcia (Manchester Metropolitan University)	#017 'I'm a Good Rebel': Micro Institutional Work, Competing Logics, and HR Professional Agency
Júlia Bachmann-Matisa (University of Pécs)	#071 Enhancing HR Policy through a Training and Development Index - A Context-Sensitive Perspective within International HRM
René Schalk (Tilburg University; North-West University) Bennie Linde (North-West University)	#057 From Informality to Theory: A Global South Anchored Re-conceptualization of Psychological Contracts, Employee Voice and Dispute Resolution

10. Strategic HRM, Talent, and Employee Outcomes

Location: Room 2 **Chair: Giorgia Varzoni**

Arney Einarsdottir (Bifröst University) Katrin Olafsdottir (Reykjavik University) Rakel Heidmarsdottir (Bifröst University)	#042 The Missing Link in the HRM Collaborative and Calculative Performance Relationship: Effects on Employee Job Satisfaction, Perceived Organizational Justice, and Intentions to Quit
Sara Chaudhry (University of London) Maryam Aldossari (University of London) Pawan Budhwar (Aston Business School)	#011 A Micro-Political Approach to Global Talent Management in the Global South
Giorgia Chimara Varzoni (Universidade de São Paulo) Wilson Aparecido de Costa Amorim (Universidade de São Paulo) Peterson Elisandro Gandolfi (Universidade Federal de Uberlândia) André Luiz Fischer (Fundação Instituto de Administração (FIA))	#065 Strategic Human Resource Management, Union Presence, and Telework: A Comparative Study of Brazil, Germany, and the United States

11. Geopolitics, International Mobility and Integration

Location: Room 3 **Chair: Joshua Haist**

Suzanne Couloigner (University of Limerick)	#013 International Workers and the Shock of Brexit: Recontextualising Embeddedness in Times of Socio-Political Turmoil
Elaine Farndale (Penn State University) Wayne Cascio (University of Colorado Denver) Chris Brewster (University of Reading)	#016 Beyond Expatriation: International Mobility, Digitalization, and Geopolitical Fragmentation in IHRM
Joshua Haist (Cranfield University)	#019 Social Integration and Embeddedness in Social Care: A Comparative Study of Germany and the UK

PAPER SESSION 4 (THURSDAY, SEPTEMBER 24: 11:00 A.M. – 12:30 P.M.)**12. Sustainable and Responsible HRM**Location: Room 1 **Chair: Līga Peiseniece**

Joshua Haist (Cranfield University)	#020 Family and Greater Good: A Framework of Meaningful Work in Precarious Occupations
Bernhard Scharwächter (Vienna University of Economics and Business)	#086 An Institutional Theory Perspective on Green HRM in MNE Subsidiaries
Līga Peiseniece (University of Latvia)	#095 Green Human Resource Management Disclosure in Sustainability Reports in the Baltic Countries

13. Inclusion & Social Justice in Global WorkforcesLocation: Room 2 **Chair: Alexander Madsen Sandvik**

Alexandros Psychogios (Loughborough University) Kabiru Oyetunde (Loughborough University)	#049 A Cross-National Evaluation of Inclusive Leadership & Employee Voice: The Role of Psychological Safety & LMX
Montressa L. Washington (Shenandoah University)	#082 Beyond Access: Reconceptualizing Inclusion Through Adaptive Capacity in International Human Resource Management
Paul N. Gooderham (Middlesex University; NHH Norwegian School of Economics) Karen Modesta Olsen (NHH Norwegian School of Economics) Alexander Madsen Sandvik (NHH Norwegian School of Economics) Eleni Stavrou (University of Cyprus) Mila Lazarova (Simon Fraser University) Emma Parry (Cranfield University)	#055 Does Nordic Egalitarianism Mean Inclusivity?

14. New Theoretical Lenses and Architectures in IHRMLocation: Room 3 **Chair: Hilla Peretz**

Eleana Agrotou (University of Cyprus) Christiana Ierodiakonou (University of Cyprus)	#002 Beyond Traditional HRM: Rethinking the HR Architecture for Sustainable Careers and Strategic Performance
Wolfgang Mayrhofer (Vienna University of Economics and Business) Torsten Biemann (University of Mannheim) Irmela Koch-Bayram (University of Mannheim) Marco L. Rapp (University of Amsterdam)	#53 Beyond Country Clusters in International HRM: A Critical Reassessment of Complexity Reduction, Inclusivity, and Context Sensitivity.
Hilla Peretz (Braude Academic College of Engineering) Sven Horak (St. John's University)	#044 Networking Behavior as Microfoundations of Social Capital: Development and Validation of the Networking Type Inventory

PAPER SESSION 5 (THURSDAY, SEPTEMBER 24: 1:30 – 3:00 P.M.)

15. AI and IHRM

Location: Room 1 **Chair: Jean Luc Cerdin**

Jana Bištáková (Bratislava University of Economics and Business)	#009 Bridging the Implementation Gap: How HR Managers' Dynamic Managerial Capabilities Mediate the Relationship Between Organizational AI Readiness and Employee AI Adoption — A Multilevel Research Design
Soňa Ďurišová (Bratislava University of Economics and Business)	
Vítin Purso Sawant (Bratislava University of Economics and Business)	
Nhung T. Hendy (Towson University)	#076 Between Excess and Deficiency: The Middle Way in AI-Enabled Sustainability Transitions
Jean Luc Cerdin (ESSEC Business School)	#073 AI and HRM: Constrained Adoption?

16. Remote Work in the Global Workplace

Location: Room 2 **Chair: Milena Tekeste**

Mhd Samer, Sbahi Shahin (University of Latvia)	#084 Employee Choice to Work from Home and Productivity: The Mediating Role of Intrinsic Motivation and the Moderating Effects of Gender Among Global Consulting Professionals in Germany
Līga Peiseniece (University of Latvia)	
Timo Becker (University of Applied Sciences Kaiserslautern)	
Nemanja Berber (University of Novi Sad)	#007 Remote Work in the Central and Eastern European Context: A Multilevel Study of Organizational and Cultural Determinants
Milena Tekeste (University of Reading)	#085 Anywhere is Not Really Anywhere: Stratified Remote Work Mobilities During Extreme Events in the UAE
Chris Brewster (University of Reading)	

17. Well-being and Mental Health in Global Workforces

Location: Room 3 **Chair: Eleni Stavrou**

Shareefa T P (Indian Institute of Technology Madras)	#087 The Costs of HRM Systems: Workplace Toxicity and the Burden of Self-Regulation
Shreya Kurnool (Amity University)	
Lata Dyaram (Amity University)	
Nyamupachari Vareta (Durban University of Technology)	#090 Evaluating the Effectiveness of Human Resources Workplace Mental Health Interventions in SMEs Facing Global Competition
Joanna Purgal-Popiela (Krakow University of Economics)	#050 How SMEs Support Employee Well-Being through Sustainability-Oriented HRM across Institutional Contexts: A Systematic Review