7th International Conference of the Dutch HRM Network
We would like to welcome you to the 7th International Conference of the Dutch HRM Network, jointly organized by the University of Groningen.

This year’s specific theme is ‘Evidence based HRM’. At first sight, HRM research is highly applied, driven by research questions coming from practice. But a closer analysis may raise many critical questions about the link between HRM research and HRM practice to reflect on. Just to mention a few: to what extent do HRM practitioners use results from HRM research in their work? To what extent are HRM policies and interventions in practice based on insights coming from scientific research? To what extent do insights from HRM research reach the practitioners? How can scientific knowledge and empirical evidence in the field of HRM help HRM practitioners to become more effective? To what extent do HRM practitioners represent a truly professional occupation that has developed evidence-based standards? To what extent are MBA and MSc-BA HRM programs research driven? To what extent do HRM research topics have practical relevance? To what extent is the HRM research community answering questions only of interest to other researchers? To what extent are outcomes of HRM research so diverse that practitioners can pick out what suits them? To what extent does the way universities reward scientists hinder HRM researchers to bridge the science-practice gap? To what extent does publication bias mold HRM evidence?

If you go through the program of this conference you will see that the tracks and their presentations cover the whole broad area of HRM, ranging from strategic human resource management to organizational behavior, from human resource development to labor relations and from cross-national HRM to intra-individual motivational processes in the workplace. This conference aims to highlight HRM research in its full diversity and to build bridges between the many different perspectives. It aims to increase the conversation between HRM researchers from different backgrounds and disciplines in order to leverage evidence-based insights and knowledge in our field that are important for both academic and practitioners.

The slogan of the city of Groningen is, “there is nothing above Groningen”, referring to both Groningen being a ‘top city’ and Groningen being the north-end of the Netherlands with only sea north of it. With one of the oldest Universities of Europe, founded in 1614, Groningen has the youngest population of all Dutch cities with a mean age of 36 years and over 50.000 students out of a population of 190.000. Groningen is the cultural capital of the northern part of the Netherlands, and, as you likely will notice, has the highest bicycle/inhabitants ratio of all the cities in the world! Again, welcome to our city, welcome to our university, and welcome to our faculty.

Best regards,

The local Organizing Committee

Eric Molleman and Sanne Ponsioen
The Dutch HRM network

The Dutch HRM network is a network of professors from different universities within the field of HRM. The aim of the network is to stimulate fundamental and societal relevant scientific research in the field of the employment relationship. The network consists of the following board members:

Prof. dr. Eric Molleman (Chair)

Prof. dr. Deanne den Hartog
Prof. dr. Beate van der Heijden
Prof. dr. Paul Jansen

Prof. dr. Peter Leisink
Prof. dr. Jan Kees Looise
Prof. dr. Jaap Paauwe

Prof. dr. Karin Sanders
Prof. dr. Luc Sels
Prof. dr. Bram Steijn
7th International Conference of the Dutch HRM Network

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<th>Time / Room</th>
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<td>Power and leadership - 1</td>
<td>HRM in the public sector - 1</td>
<td>Psychological contracts - 2</td>
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<td>Workplace learning and development - 3</td>
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<td>Diversity in organisations - 1</td>
<td>Contemporary careers - 2</td>
<td>HRM in the public sector - 2</td>
<td>HRM in healthcare - 1</td>
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Conference venue

Address: Nettelbosje 2, 9747 AE Groningen, the Netherlands

To reach the conference venue, take bus 11 (direction Zuidhorn/Zernike) or bus 15 (direction Zernike). When you arrive at the Zernike campus, leave the bus at “Nijenborgh” (next to the AH To Go). Busses leave every 15 minutes to and from Zernike. The bus stops close to the hotels are indicated on the city map at the end of this booklet.

By car:
From Drachten, Assen: take the N370 Ring-west Groningen, in the direction of Bedum, exit Zernikecomplex. From Hoogezand, Delfzijl: take the N28 Ring-oost Groningen, first in the direction of Delfzijl, and then in the direction of Zuidhorn, exit Zernike Complex. Follow the marks with “P2” for parking.
HRM Network Conference Program

Day 1 / Thursday November 10th 2011

Registration / 10.30 – 11.00
Location: Duisenberg Plaza

Opening / 11.00 – 11.15
Location: lecture hall 15
Opening by the Vice-Dean of the Faculty of Economics and Business Janka Stoker and the Chairman of the Dutch HRM network Eric Molleman

Keynote speaker / 11.15 – 12.15
Location: lecture hall 15
Keynote speaker: Susan Jackson
Title: "Managing Human Resources in Environmentally Sustainable Organizations"

Buffet lunch / 12.15 – 13.00
Location: Duisenberg Plaza

Parallel Sessions I / 13.00 – 15.00

Evidence based HRM – 1 (room 1)

The Cinderella Predictor: Taking job knowledge to the personnel selection ball
Stefan Mol, Anne Keegan & Gábor Kismihók

Organizational socialization tactics in Germany: a study on their differentiated use in the contingent and core workforce
Diana Zdravkovic

Gender inequality in universities: Achieving change through an evidence based management approach
Marloes van Engen, Inge Bleijenbergh & Jaap Paauwe

Evidence-Based HR Management: What, How, and Who? A Review, a Model, and Implications
David Lewin & Danut Casoinic
HRM, Performance and Well-being - 1 (room 2)

Managing under pressure: Optimising work outcomes for employees and managers during difficult economic times
Edel Conway, Na Fu (presenter), Kathy Monks, Katie Truss & Kerstin Alfes

Explaining Performance: The Influence of Human Resource Management and Employee Attitudes
Fiona Edgar & Alan Geare

HRM Implementation by Line Managers: Development and Validation of a Research Instrument
Anna Nehles, Maarten van Riemsdijk, Jan Kees Looise, Beatrice van der Heijden

The linking pin between people management and extra-role behaviour: a longitudinal study using the AMO framework
Eva Knies, Peter Leisink

HRM, Performance and Well-being – 4 (room 3)

Perception is Reality: Leader-Member Exchange and Psychological Contract as Moderators between Actual and Perceived HR Practices
Anna Nehles, Maarten van Riemsdijk & Katharina Fahrenholz

Measuring culture validated for change
Alex Straathof

Dilemmas in HR Work
Gill Widell & Mette Sandoff

Added value and moral values from a post-SHRM perspective
Jaap Paauwe, Paul Boselie & Elaine Farndale

International and Comparative HRM - 1 (room 4)

HR-Practices responding to the needs of the local communities
Akira Yoshinari & Masaru Yamamoto

Low Wages, Harsh Work: Employment Management Structure, Agency and Change in Dutch Agricultural Firms
Brigitte Kroon & Jaap Paauwe

Measuring Cultural Intelligence across Cultures: Testing Cross-Cultural Equivalence of the CQ scale
Joost Bücker & Olivier Furrer

The Impact of Foreign Direct Investment on Wages in Seven EU Member States
Kea Tijdens & Maarten van Klaveren
Workplace learning and development - 1 (room 5)

Organisational Level Influences on Tacit Knowledge Sharing Practices and Behaviours in Multinational Manufacturing Firms in Ireland  
G. Kelly, C. Gubbins, L. Dooley, E. Murphy, C. Emery

360-degree feedback as a social process: how HR professionals, raters and recipients create meaning from anonymous ratings/text  
Amanda Harrington, Laurie Cohen & Peter Ackers

The relative importance of competency development practices as predictors of career outcomes  
Ine Willemse & Ans De Vos

Repatriation processes and the breach of the psychological contract: A case study of Saudi Arabia’s private sector  
Aldossari Maryam

Workplace learning and development - 2 (room 6)

The effects of a strengths-based approach to talent management  
Marianne van Woerkom & Christina Meyers

Linking coach and mentor behavior to outcome: two complementary studies  
Rendel de Jong & Eva van der Meer

The effects of training on own and co-workers productivity: evidence from a field experiment  
Andries de Grip & Jan Sauermann

Increasing lower educated workers’ training participation  
Jos Sanders, Ellen van Wijk & Kyra Luijters

Power and Leadership - 1 – (room 7)

How intergroup and intragroup status hierarchies affect responses towards group diversity  
Yeliz Cantimur

Leadership in project-based organizations: Stimulating project identification  
Liselore Havermans, Deanne Den Hartog & Anne Keegan

Status in the boardroom  
Dennis Veltrop, Eric Molleman, Reggy Hooghiemstra & Hans van Ees

HR professional identity: A response to corporate crisis  
Elaine Farndale, Jaap Paauwe & Paul Boselie
HRM in the public sector – 1 (room 8)

Evaluating the effects of teamworking on performance outcomes: Evidence from local government organisations  
Julian Gould-Williams, Tom Redman & Paul Bottomley

Linking to strategy: About the performance contribution of HR roles in public and private organizations  
Ben Kuipers & Laura Giurge

Goal-setting and transformational leadership  
Babette Bronkhorst & Bram Steijn

Responsible Human Resource Management and its Outcomes in the Public and Private Sector Organisations  
Ruta Kazlauskaite & Ilona Buciuniene

Psychological contracts, flexicurity, new ways of working – 2 (room 9)

Generational differences in Psychological Contract: a conceptual review  
Xander Lub, Matthijs Bal, Rob Blomme & Rene Schalk

Investigating the role of HR professionals in influencing employee psychological contract  
Smirti Kutaula & Julian Gould-Williams

Proactivity at the price of conflict  
Hella Sylva, Deanne den Hartog & Stefan Mol

The Impact of Time-Spatial Flexibility and Household Situation on Dutch Women’s Employability and Career Success  
Pascale Peters, Rünauld Francisca, Beate van der Heijden, Beatrice van der Heijden & Patricia van Echtelt

Teamwork (room 10)

Teamwork after a Crisis  
Kirsten Thommes, Agnes Akkerman & Rene Torenvlied

Effects of team reflecting on team performance: a longitudinal study in Long-Term Care setting  
Martina Buljac & Marianne van Woerkom (presenter)

Leader-member exchange: How friendship centrality and task interdependence determine reciprocation via performance  
Gerdien Regts & Eric Molleman

Coordinating across boundaries within multiteam systems; the importance of members’ personalities  
Rick van der Kleij, Thomas de Vries, Frank Walter, Gerben van der Vegt, Peter Essens & Ad Vogelaar
HRM and innovation, innovating HRM (room 11)

Knowledge-based human resource management: An integrative approach
Steffen Dörhöfer

Examining the relationship between HRM and innovative work behaviour
Andre Veenendaal, Anna Nehles, Martijn van Velzen & Jan Kees Looise

Knowledge sharing and innovative behavior: The influence of work engagement, self-efficacy and high commitment HRM
Judith Konermann, Marjan Vermeulen, Karin Sanders & Piety Runhaar

Coffee / tea break / 15.00 – 15.30
Location: Duisenberg Plaza

Parallel Sessions II / 15.30 – 17.30

Evidence based HRM - 2 (room 1)

Turnover and firm performance: the moderating role of knowledge sustaining HR practices
Sophie De Winne, Dries Faems, Johan Maes & Luc Sels

Effectiveness of coherence in small sized HRM. Measurements in a configurational approach
Hilbrand Knol & Maarten van Riemsdijk

The Link between Employee Involvement and Participation (EIP) and Employee Attitudes: The Role of Institutional Embeddedness
Stefan Zagelmeyer

The impact of human resources practices on organizational culture: evidence from the public sector
Karen Somerville

HRM, Performance and Well-being - 2 (room 2)

How high-commitment HRM affects engagement, commitment, and OCB: the moderating role of task proficiency
Corine Boon & Karianne Kalshoven

HRM and Employee Well-being: The role of Employee Attributions
Karina van de Voorde & Susanne Beijer

‘To fit or not to fit, that is the question’: HR-line fit perceptions strengthening the HRM-performance relationship
Claudia Vigna, Karin Sanders & Erik Henderickx

What makes workers happy?
Peter van der Meer & Rudi Wielers
Effective and Ineffective Support: How Different Sources of Support Buffer the Short- and Long-Term Effects of a Working Day
Michal Biron

Convergence and divergence from a multi-level perspective: Managing sickness absence in the Netherlands and Denmark
Emmie Vossen & Nicolette van Gestel

The role of HR in organizational agility: dynamics in an institutional context
Mark Nijssen

Disentangling the brokerage role of expatriates in MNCs: The role of global talent management in facilitating interunit ties
Robert Kase & Sachiko Yamao

Exploring the service paradox in manufacturing organisations: is HR a missing link?
Stewart Johnstone

Do Employees Operate Strategically Regarding Their Professional Development? Empirical Data on Learning Motives and Activities
Sophie Hendrix, Rob Poell & Ferd van der Krogt

On the road to dynamic capabilities: The role of leadership and intellectual capital
M. Dolores De La Rosa Navarro, Alvaro Lopez Cabrales & Mar Bornay Barrachina

Developing Leaders through Managerial Coaching
Margarita Nyfoudi, Helen Shipton, Nicholas Theodorakopoulos & Pawan Budhwar

Stimulating teachers’ knowledge sharing. Considering the roles of occupational self-efficacy and human resources management
Piety Runhaar & Karin Sanders

Ageing, Human Resource Practices and Employability in Primary Education in the Netherlands
Tinka van Vuuren & Judith Semeijn

The informal side of organizational learning climate for lifelong employability
Claudia Van der Heijde, Beatrice van der Heijden, Jan Kees Loose & The Indic@tor study Group

The Relationship between Age, Stress and Learning during Organisational Change
Judith Preston

HRM “richness” and employee outcome linkages: The moderating role of age
Laura Innocenti & Riccardo Peccei
Diversity in organisations - 1 (room 6)

Diversity Moderating Diversity: The Effects of Gender Variety and Power Disparity on Group Cognitive Complexity  
Petru Lucian Curseu & Kimzana Sari

Introducing Professional Diversity  
Max Aangenendt, Marinka Kuijpers & Karin Sanders

Is it ethical? A modest proposition for reframing the business case for diversity  
Hans van Dijk

The gendered nature of Talent Management in an ICT company  
Dagmar Daubner & Claartje Vinkenburg

Contemporary careers: the evidence based perspective - 2 (room 7)

Exploring eco-careers: does green at home mean green at work?  
Jesse Segers & Erik Henderickx

Mass Career Customization - exploring the gendered career consequences of an innovative approach to flexible careers  
Caroline Straub, Claartje Vinkenburg & Marco Van Kleef

Enabling the low carbon career: challenges for HR policy and practice?  
John Blenkinsopp & Tracy Scurry

The Way To The Top – Career Patterns of Fortune 100 CEOs  
Bernard Forgues, Michael Koch & Vanessa Monties

HRM in the public sector – 2  (room 8)- 15.30 – 18.00 (please note: this session has 5 presentations)

HRM and performance in Dutch primary education  
Tessa Janssen

HRM responsibilities in the public sector: The impact of line managers on (the effectiveness of) the HR department  
Sophie Op de Beeck & Annie Hondeghem

State and Workplace Work-Life Balance Support in Europe: Comparing the Public and Private Sector  
Laura den Dulk & Sandra Groeneveld

Supervisors Implementing HRM: A Multilevel Study Linking Actual HRM, Perceived HRM and Divisional Performance  
Brenda Vermeeren (presentation: Ben Kuipers)

Internal labor markets and employee mobility and employability within the Dutch Central Government  
Betty Feenstra
HRM in healthcare – 1 (room 9)

- Human resource management in health care: living the dream? | Judith van den Broek, Monique Veld, Paul Boselie & Jaap Paauwe
- From intended strategy to employee awareness: the relevance of strategic climate | Monique Veld, Paul Boselie & Jaap Paauwe
- Nursing under Inconsistent Organizational Conditions: Evidence of Double Binds? | Max Visser, Beatrice van der Heijden & Hans-Martin Hasselhorn
- Another Look at the Association between Performance and Turnover Intentions: Taking the Relational Context into Account | Michal Biron & Corine Boon

Psychological contracts, flexicurity, new ways of working – 3 (room 10)

- Do regulations of temporary agency work matter for the working conditions of temporary workers? | Werner Nienhueser & Wenzel Matiaske
- How I-deals contribute to higher motivation to continue working after retirement | Matthijs Bal, Simon de Jong, Paul Jansen & Arnold Bakker
- Current psychological contracts: how both employer and employee are changing the employment relationship | Sjoer van der Smissen, Charissa Freese & Rene Schalk
- Who benefits from I-deals? The influence of i-deals on employee attitudes | Charissa Freese, Brigitte Kroon & Guy Moors

Transformation of the HRM function - 1 (room 11)

- Rethinking HR and change agency - lessons from the experience of internal consultancy | Nick Wylie, Andrew Sturdy, Christopher Wright
- Capability evolution and value creation in an HR Shared Services context | Marco Maatman, Tanya Bondarouk, Jan Kees Looise
- Why a well-designed HR shared service provider fails to create end-user value | Jeroen Meijerink, Tanya Bondarouk, Jan Kees Looise
- Antecendents of line managers’ HRM implementation effectiveness | Caroline Gilbert, Sophie De Winne, Luc Sels

Dinner / 18.45 – 23.00
Location: Der A kerk, A-kerkhof 2; Best paper and best dissertation award will be presented during the dinner
### Day 2 / Friday 11 November 2011

**Parallel Sessions III / 9.00 – 11.00**

#### Evidence based HRM - 3 (room 1)

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<td>Workplace Pay Policies and Workers’ Behaviour in Italian Manufacturing Firms</td>
<td>Edoardo Della Torre, Luca Solari &amp; Matteo Pelagatti</td>
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<td>Reward Effectiveness from a Line Managers’ Perspective: The Role of Devolvement, HR Support, and Level in the Organization</td>
<td>Bart Verwaeren</td>
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<td>Core debates regarding the conceptualization and operationalization of HR practices</td>
<td>Susanne Beijer, Jaap Paauwe, Riccardo Peccei &amp; Marc van Veldhoven</td>
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<td>A Longitudinal Study of the Impact of HRM on Employee Attitudes and Behaviour</td>
<td>David Guest &amp; Neil Conway</td>
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#### HRM, Performance and Well-being - 3 (room 2)

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<td>Unemployment Experience, Unemployment Anticipation and Job Satisfaction: Evidence from European Labour Markets</td>
<td>Thomas Lange</td>
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<td>Effects of the high potential label on performance, career success and commitment: A matter of communication?</td>
<td>Nicky Dries</td>
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<td>Team’s PsyCap and happiness at work predicting team’s performance</td>
<td>Isabel Sousa, Teresa Proença, Arménio Rego</td>
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<td>Employee-organization relationships, HRM practices and employee reactions: The moderating role of job complexity</td>
<td>Mieke Audenaert, Alex Vanderstraeten &amp; Dirk Buyens</td>
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#### HRM, Performance and Well-being - 5 (room 3)

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<tr>
<td>The effect of employee voice on employee well-being and organisational performance: Multiple perspectives and their implications</td>
<td>Riccardo Peccei, Howard Gospel, Helen Bewley &amp; Paul Willman</td>
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<td>Time-pressure and Creativity: Opening the Black Box</td>
<td>Darja Carl, Bernard Nijstad &amp; Frank Walter</td>
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<td>HRM implementation levers: a multiple case study of the implementability of HRM tools</td>
<td>Ben Emans, Marijke Postema, Gerald Weering, Ad Peelen &amp; Arnoud Boeve</td>
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<td>Performance management culture and system features in higher education: relationship with performance management satisfaction</td>
<td>Adelien Decramer, Carine Smolders &amp; Alex Vanderstraeten</td>
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<td>Workplace learning and development - 4 (room 4)</td>
<td>Transformational leadership and workplace learning: The role of employee self-construal</td>
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<td>Antecedents of the Motivational Climate at Work: The Role of Commitment-Based Human Resource Management and Perceived Supervisor Support Climates</td>
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<td>The effect of talent management and talent differentiation: When there is a different perception of talent by the individual</td>
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<td>HRM and the ageing workforce - 2 (room 5)</td>
<td>How the impact of the availability and usage of HR practices changes with age</td>
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<td>The role of perceived HRM practices on commitment, job performance and the preference for early retirement among older employees</td>
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<td>Engaging Older Workers; the Role of a Supportive Climate</td>
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<td>Post-retirement work modalities: how do employees want to continue working after retirement?</td>
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<td>Diversity in organisations - 2 (room 6)</td>
<td>The Impact of Age Diversity on Employee Job Satisfaction and Affective Commitment: Evidence from Two High-Tech Firms</td>
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<td>Developing a HRM training program on the management of chronically ill employees for HRM professionals and students</td>
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<td>Diversity policies and work-related outcomes within the Dutch public sector: The moderating role of transformational leadership</td>
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<td>The effect of age, gender and education on work ability: considering diversity of the organisation</td>
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Contemporary careers: the evidence based perspective – 1 (room 7)

Self-Managed Careers and Career Success: The Moderating Role of Career Interventions
Chen Fleisher, Svetlana Khapova, Paul Jansen & Marco van Kleef

Building a theoretical framework for strategic talent management in Dutch universities
Marian Thunnissen & Ben Fruytier

"Up or out", fit and careers of young professionals
Maarten De Haas & Wendelien van Eerde

The Importance of Big Five Personality Traits and Profiles for Career Success. An empirical comparison
Judith Semeijn, Beatrice van der Heijden & Alain De Beuckelaer

Power and Leadership – 2 (room 8)

Employee Flexibility in SME’s: The influence of Leadership and Business Type. A Multi-Level Analysis
Jos Mesu, Maarten van Riemsdijk & Karin Sanders

The role of vertical conflict in the relationship between leader self-enhancement and leader effectiveness
Niels Van der Kam

The Impact of Empowering Leadership on Career Self-Efficacy and Career Satisfaction: A Multilevel Investigation
Torsten Biemann, Michael Cole & Kathrin Breuer

Testing the 'Backlash Effect'; of Gender Stereotypes: Personality, Gender and Status Inconsistency
Renee de Reuver & Michal Biron

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HRT and organisational performance. Experiences from an HR change process at a large hospital
Gill Widell

A Longitudinal Study of Clinical Health Professionals’ Reasons for Staying In, Leaving, and Returning to Employment in the English National Health Service
John Loan-Clarke, John Arnold, Crispin Coombs, Ruth Hartley & Sara Bosley

Taking care of older workers?
Klaske Veth, Ben Emans, Beatrice van der Heijden, Annet de Lange & Hubert Korzilius

Quality and efficiency: with and by our employees
Relinde de Koeijer, Robbert Huijsman & Jaap Paauwe
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Every Man for Himself: What I-deals in a department do to HR climate on employment conditions and employee attitudes
Brigitte Kroon & Karina van de Voorde

Organisational outcomes of individualised HRM practices: results from a large-scale employer survey
Luc Dorenbosch, Karolus Kraan & Marianne van Zwieten

The Psychological Contract and Employee Attitudes in Relation to Work-Family Demands:
Sumaiya Syed, Rene Schalk (presenter) & Charissa Freese

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Guido Klüth

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Change and the HR function: a longitudinal analysis of the evolution of HR’s roles in the context of two commercialised public sector agencies in the United Kingdom
Francesca Andreescu

To share or not to share, that is the question! When does sharing of HR services maximize the perceived service value?
Jeroen Meijerink, Erwin Hofman & Hinse Hemels

Corporate Change and Performance in Organizations: The Moderating Role of Human Resource Management Centrality
Rita Cunha, Manuela Correia & Marc Scholten

‘HR Transformation and Technology: Why Language Matters’
Helen Francis & Martin Reddington

Coffee and tea break / 11.00 – 11.30
Location: Duisenberg Plaza

Keynote speaker / 11.30 – 12.30
Location: Lecture hall 15
Keynote speaker: Sara Rynes
Title: "The Path to Evidence Based Management: Major Challenges and Some Solutions"

Presentation Dutch HRM network award / 12.30 – 12.45
Location: Lecture hall 15

Buffet Lunch / 12.45 – 13.30
Location: Duisenberg Plaza

Informal meeting / 13.30 – 15.00
Location: lecture hall 15
Title: "HRM research and HRM education: Evidence-Based HRM in executive programs"
Keynote speakers

Susan Jackson

She received her B.A. in psychology and sociology from the University of Minnesota and her Master’s and Ph.D. degrees in organizational and social psychology from the University of California at Berkeley. Her primary areas of expertise include workforce issues in environmentally sustainable organizations, work team diversity, and strategic human resource management systems. She has published more than 150 scholarly articles and chapters on these and related topics, and is the author or editor of several books, including, Managing Human Resources, 11th edition (with R. Schuler and S. Werner), Managing Knowledge for Sustainable Competitive Advantage (with M. Hitt and A. DeNisi), Managing Human Resources in Cross-Border Alliances (with R. Schuler and Y. Luo), and Diversity in Work Teams. She is currently working with Deniz Ones and Stefan Dilchert on a new book tentatively titled, Managing Human Resources in Environmentally Sustainable Organizations, for publication by Jossey-Bass/Wiley in 2012. In addition to her university activities, Professor Jackson has held numerous positions in professional societies.

Sara Rynes

She received her B.A. in social work from the University of Wisconsin-Madison and her Master’s and Ph.D. degree in industrial relations, also at the University of Wisconsin-Madison. Her primary areas of expertise include academic-practitioner relationships, compensation strategies and outcomes, human resource strategies, job search and recruitment, and pedagogical methods in management instruction. She has published on these topics, and she is the author of the book The Research-Practice Gap in Industrial-Organizational Psychology and Related Fields: Challenges and Potential Solutions. In addition to her university activities, Professor Rynes has held numerous positions in professional affiliations and is rewarded with several rewards.
The conference dinner

The conference dinner will be held at Der A-Kerk (address: A-kerkhof 2). The Der A-kerk (also: A-kerk) is a medieval church in the city center of Groningen. Originally there was a chapel situated on the site of the current church. This chapel was devoted to Mary and to Saint Nicholas.

In 1247, the chapel became the parish church and was named Onze Lieve Vrouwe ter Aa (Our Lady at the Aa) - Aa being the nearby river. Groningen had two centers at the time. One of them was around the chapel. Here lived the fishermen and the traders. Between 1425 and 1465, the chapel was changed into a brick church with a transept.

In the years after the Second World War the number of religious people living in Groningen strongly decreased, causing the church to decay. Hence, the chore has been used as bicycle storage for years.

During a tremendous restoration in 1982, the color of the tower was remarkably changed. Architects choose for an historical construction by painting parts of the tower ochre yellow.

As of today, the church doesn’t serve its original purpose anymore. Instead, Der A-Kerk is used for a diversity of activities, such as expositions, manifestations, and (conference) dinners.
Groningen

Groningen (Gronings: Grunnen, West Frisian: Grins) is the capital city and municipality of the province of Groningen in the Netherlands. With a population of around 190,000, it is by far the largest city in the north of the Netherlands. Groningen is a university city, inhabited on average by about 50,000 students.

The city was founded on the northernmost point of the Hondsrug area. The oldest document referring to Groningen's existence dates from 1040. However, the city already existed long before then: the oldest archaeological traces found are believed to stem from the years 3950 BC–3720 BC, although the first major settlement in Groningen has been traced back to the 3rd century AC.

In the 13th century, when Groningen was an important trade centre, its inhabitants built a city wall to underline its authority. The city had a strong influence on the surrounding lands and made its dialect a common tongue. The most influential period of the city was the end of the 15th century, when the nearby province of Friesland was administered from Groningen. During these years, the Martini Tower was built, which loomed over the city at (then) 127 meters tall, making it the highest building in Europe at the time. The city's independence came to an end when it chose to join forces with the Spanish during the Eighty Years' War in 1594. It later switched sides, joining the Republic of the Seven United Netherlands.

In 1614, the University of Groningen was founded, initially only for religious education. In the same period the city expanded rapidly and a new city wall was built. That same city wall was tested during the Third Anglo-Dutch War in 1672, when the city was attacked fiercely by the bishop of Münster, Bernhard von Galen. The city walls resisted, an event which is celebrated with music and fireworks on 28 August (as "Gronings Ontzet" or "Bommen Berend").

The city did not escape the devastation of World War II. In particular, the main square, Grote Markt, was largely destroyed in April 1945, at the Battle of Groningen. However, the Martinitoren, its church, the Goudkantoor, and the city hall were not damaged. The battle there lasted several days.

The University of Groningen (in Dutch: Rijksuniversiteit Groningen) has a rich academic tradition which dates back to 1614. After the University of Leiden, it is the oldest university located in the Netherlands. The university educated the first female student and the first astronaut in the history of the country, the first president of the European Bank and a Nobel prize winner. They share their academic roots with around 200,000 people, who were either students, teachers or researchers at the university.
Groningen City Center Map

○ = Conference dinner, Der A-Kerk (entrance at west side)
□ = Bus stops (line 11, line 15)
1 = Hotel de Ville
2 = University Guest House
3 = Martini hotel
4 = Eden City Hotel Groningen
Access to Personnel Review

To mark this year’s International Conference of the Dutch HRM Network Emerald is delighted to offer all delegates one month’s complimentary access to Personnel Review. This includes access to the recently published special issue “Diversity on HRM Research” guest edited by Dorien Kooij, Jaap Paauwe and Karin Sanders. The issue includes the articles:

*Antecedents of front-line managers’ perceptions of HR role stressors*
Caroline Gilbert, Sophie De Winne and Luc Sels

*HR transformation and shared services: Adoption and adaptation in Swedish organisations*
Anders Boglind, Freddy Hälstén and Per Thilander

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Other information

Important phone numbers
Secretary HRM network (Sanne Ponsioen): +31 (0)50 363 8244, +31 (0)6 2960 5994
In case of an emergency (police, ambulance, fire department): 112
Police Groningen: 0900-8844
Doctors service Groningen: 0900-9229 (after hours General Practitioner)

Taxi companies
Taxi VTG & Mobiel: 0031 50 535 00 88
Taxi Vrieswijk: 0031 50 534 00 00
Taxi Noord: 0031 50 549 44 40

Access to the internet
During the conference, we have a HRM network conference Wi-Fi hotspot. In case you bring a laptop, you can pick up a (personal) username and password at the registration desk.

Participants without a laptop can make use of the local computer facilities, for which they also need to pick up a (personal) login and password at the registration desk.

Organization

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Eric Molleman (University of Groningen, The Netherlands)

Support staff:
Astrid Beerta-Bolhuis (SOM Research School)
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