

8th International E-HRM Conference

Aarhus University Conference Centre
Fredrik Nielsens Vej 2-4
8000 Aarhus C
Denmark

www.ehrmconference.dk
ehrm2022@mgmt.au.dk

PROGRAMME

1 JUNE 2022

Start	End		Location
08:00	- 09:00	Registration and breakfast	Room 122 "Rich. Mortensen"
09:00	- 09:15	Welcome to the conference by Anna B. Holm and John P. Uihøi	Room 2
09:15	- 09:30	Welcome to the Department of Management by Head of Department, Professor Jacob Kjær Eskildsen	Room 2
09:30	- 10:15	Keynote by Professor Janet H Marler, University at Albany-State University of New York	Room 2
10:15	- 10:30	Short coffee break	Room 122 "Rich. Mortensen"
10:30	- 12:00	Paper session 1	Rooms 1 & 2
12:00	- 13:00	L U N C H	Room 122 "Rich. Mortensen"
13:00	- 14:30	Paper session 2	Rooms 1 & 2
14:30	- 15:00	Coffee break	Room 122 "Rich. Mortensen"
15:00	- 16:30	Meet the editors: <ul style="list-style-type: none">▪ Professor Emma Parry, <i>International Journal of Human Resource Management</i>▪ Professor Janet H Marler, <i>Human Resource Management Journal</i>▪ Professor John P. Uihøi, <i>Scandinavian Journal of Management</i>	Room 2

2 JUNE 2022

Start	End		Location
08:00	- 09:00	Registration and breakfast	Room 122 "Rich. Mortensen"
09:00	- 09:15	Welcome to day 2 by John P. Uihøi and Anna B. Holm	Room 2
09:15	- 10:00	Keynote by Professor Emma Parry, Cranfield School of Management	Room 2

10:00	-	10:30	Coffee break	Room 122 "Rich. Mortensen"
10:30	-	12:00	Paper session 3	Rooms 1 & 2
12:00	-	13:00	L U N C H	Room 122 "Rich. Mortensen"
13:00	-	15:00	Paper session 4	Rooms 1 & 2
15:00	-	15:30	Coffee break	Room 122 "Rich. Mortensen"
15:30	-	16:30	Panel discussion "The Dehumanization of Human Resource Management" <ul style="list-style-type: none"> ▪ Professor Stefan Strohmeier, Saarland University ▪ Professor Anne Keegan, University College Dublin ▪ Assoc. Professor Richard Johnson, Washington State University ▪ Professor John P. Ulhøi, Aarhus University <p>Moderated by Anna B. Holm, Aarhus University</p>	Room 2
17:45	-	22:00	Conference dinner and excursion - Meeting near the entrance to "Den Gamle By" ("Old Town")	Viborgvej 2, 8000 Aarhus C

3 JUNE 2022

Start	End		Location	
08:00	-	09:00	Registration and breakfast	Room 122 "Rich. Mortensen"
09:00	-	09:15	Welcome to day 3	Room 2
09:15	-	10:00	Keynote "Futurify – How we digitalize the LEGO Group" by Thomas Jeppesen, HR Director, LEGO	Room 2
10:00	-	10:30	Coffee break	Room 122 "Rich. Mortensen"
10:30	-	12:00	Paper session 5	Rooms 1 & 2
12:00	-	13:00	L U N C H	Room 122 "Rich. Mortensen"
13:00	-	14:00	Panel discussion: The Future of e-HRM Research <ul style="list-style-type: none"> ▪ Senior Research Fellow and Lecturer, Sandra L. Fisher, Münster School of Business ▪ Ass. Professor HRM Jeroen Meijerink, University of Twente ▪ Assoc. Professor Charlotte Jonassen, Department of Psychology and Behavioural Sciences, Aarhus University ▪ Professor (MSO) Jacob Sherson, Department of Management, Aarhus University 	Room 2
14:00	-	14:15	Closing remarks and thank you for the conference	Room 2
14:15	-	15:00	Farewell coffee and cake	Room 122 "Rich. Mortensen"

1 June, 2022

PAPER SESSION 1: 10.30-12.00

Room 1

COVID-19 crisis and healthcare management

Chair: Ilona Bučiūnienė

Hybrid Work and Performance Monitoring in Denmark After the Covid-19 Pandemic

Elena Shulzhenko

Well-Being In Times of Crisis: Learning from The Crisis Experience of HR Managers

Ann-Kristina Løkke Møller & Marie Freia Wunderlich

Distributed Leadership in Digitalized Healthcare

Rikke Amalie Agergaard Jensen, Charlotte Jonasson & Sidsel Maria Monrad Villumsen

Room 2

e-HRM status and application

Chair: Barbara Imperatori

Assessing The Research in Electronic Human Resource Management: Revisiting the Past to Inform the Future

Richard D. Johnson

A Dynamic Capabilities View on Digital HRM: Reinventing HRM Research Through a Systematic Literature Review

Stefan Jooss, Thomas Garavan & **Emma Parry**

An Exploration of E-HRM Best Practices in SMEs
Anthony Gélinas, **François L'Écuyer** & Claudia Pelletier

PAPER SESSION 2: 13.00-14.30

Room 1

Labour platforms

Chair: Jeroen Meijerink

How to do 'right'? An intersectional feminist guide to platform labour studies

Laura Lamers

Exploring the Social Identity of Workers in a Digital Ecosystem: The Emerging Role of Coworking Spaces

Sandra L. Fisher, Michael Wasserman & Sonja Öhlschlegel

Revisiting The HR Architecture for Online Labour Platforms: Realignment When Contractors Are Brought Back In

Anne Keegan & Jeroen Meijerink

Room 2

Staffing in the digital age

Chair: Ann-Kristina Løkke Møller

ICT Platforms in ICT Start-Up Onboarding: Scaffolding, Affordances, and Boundary Objects

Mia Rasmussen

Social Network Recruiting Strategies: A Mixed-Method Analysis on Job Seekers' Perceptions

Rita Bissola, Barbara Imperatori & Francesca Mochi

A Qualitative Study of Selection, Retention, and Training Challenges for Truck Drivers in the Era of Automated Vehicles

Jenna Van Fossen

2 June, 2022

PAPER SESSION 3: 10.30-12.00

Room 1

HR analytics

Chair: Sandra Fisher

HR Analytics-As-Practice: A Systematic Literature Review

Yanina Espegren & Mårten Hugosson

HRM Meets Information Systems: Applying the UTAUT Model to Study Individual Adoption of HR Analytics Systems

Margriet Bentvelzen, Corine Boon, Deanne den Hartog

People Analytics Maturity, e-HRM, Organizational Performance Value Chains

Janet H Marler & Lexy Martin

Room 2

Social experiences and sustainable HRM

Chair: Rita Bissola

Sustainable HRM For Social Responsibility? A Relational Perspective on Inclusion of Disadvantaged Young People in Denmark

Birte Asmuß & Christa Thomsen

Digital Competencies of Young Adults in Pandemic Conditions. Functioning In Area of Work and Development

Elżbieta Kowalczyk & Dagmara Lewicka

How Job Design Shapes Effective Communication for Relational Coordination in Remote Work

Christina Fuchs & Astrid Reichel

PAPER SESSION 4: 13.00-15.00

Room 1

Artificial intelligence in HRM

Chair: Stefan Strohmeier

When HRM technology matters: Sociomaterial perspective on algorithmic technology implementation to enable HR transformation

Dina Myllymäki

Algorithms as Leaders? – A Functional Leadership Approach to Algorithmic Decision-Making in Organizations

Carlotta Bunzel, Corine Boon, Deanne den Hartog and Robert Verburg

Transforming Human Resource Management by electronical processes - The benefits of artificial intelligence in HRM

Frithjof Müller, Andrea Müller & Noemi Cuadra

Investigating a Field on the Rise: A Bibliometric Study of Artificial Intelligence and Human Resource Management

Elizabeth Ramberg

Room 2

Workers and worker identity in digital ecosystems

Chair: Michael Wasserman

Tough Love in the Ecosystem of the Gig Economy - An Ethnographic Study on Gig Workers' Social Exchange Experiences

Jana Retkowsky, Jos Akkermans, Sanne Nijs, Svetlana Khapova & Paul Jansen

How to Win Friends and Influence People...as a Chatbot: Chatbot Interaction and Work Motivation

Dijana Aleksic

Dual effects of economic dependence on platform workers' work experiences? The role of autonomy, commitment, and online rating systems

Sandra Fisher, Jeroen Meijerink & Martijn Arets

Gig Workers' Health and Work Goal Compatibility in the COVID-19 Pandemic

Jenna A. Van Fossen

3 June, 2022

PAPER SESSION 5: 10.30-12.00

Room 1

Digitalisation and digital talent

Chair: Richard Johnson

Digital Project Management Tools and Team Knowledge in Virtual Teams. A Conceptual Review
Yibin Zhang

Global High-Tech Talent in Times of Uncertainty
Torben Andersen, Charles M. Vance & Mitch Rufca

Corporate game-based assessment offers for HRM: promises and validation status
Anna Saeed Akkas, Jacob Sherson, Janet Rafner & Anna B. Holm

Room 2

Digitalisation and worker well-being

Chair: Christa Thomsen

HRM and Employee Well-Being: The Case of Industrial Robot Adoption
Iona Bučiūnienė, Bernadeta Goštautaitė & António Moniz

The Making of Wellbeing at Telework and its HRM Implications: A Spatiotemporal Perspective
Hongxia Peng

What Is New in Virtual Management During the Covid 19 Pandemic Compared to The Situation Before the Pandemic?
Svein Bergum