

6th International e-HRM Conference: PRELIMINARY PROGRAM

DAY 1: October 27, 2016, THURSDAY			
08.30 – 09.30	Registration / Coffee - Conference-hotel Drienerburgh		
09.30 – 10.30	PLENARY SESSION - Drienerburgh, Room A		
	Opening / Welcome <i>Peter-Paul Verbeek</i> , Vice-Dean of the Faculty of Behavioral, Management and Social Sciences		
	The Internet of People, Things and Services (IoPTS) Workplace: One e-HRM Fits All or Does It? <i>Claire A. Simmers</i> , Saint Joseph's University, Philadelphia, USA		
10.30 – 11.00	Coffee break		
11.00 – 12:30	PARALLEL SESSIONS		
	Session 1: e-HRM, Strategy and Performance (Room A) Chair: <i>Richard Johnson</i>	Session 2: e-HRM and Social Media (Room B) Chair: <i>Ineke van Kruining</i>	Session 3: e-HRM and Innovation (Room D) Chair: <i>Tanya Bondarouk</i>

	<p>The Enabling Role of e-HRM Capabilities for Strategic HRM Performance in Manufacturing SMEs</p> <p><i>François L'Écuyer & Louis Raymond</i></p>	<p>The Role of Social Media in Recruitment: The case of India and China</p> <p><i>Pramila Rao & Xiang Liu</i></p>	<p>Internet of Things-Induced Changes to HRM – A Framework Integrating Innovation and HRM</p> <p><i>Franca Piazza</i></p>
	<p>Building the Base for Strategic e-HRM: Motives and Consequences of e-HRM in a MNC</p> <p><i>Olga Rentto, Yuqin Feng, & Jukka-Pekka Heikkilä</i></p>	<p>Professional and Non-professional Social Networks as a Recruitment Tool: the Impact on Job Seekers' Attraction and Intention to Apply</p> <p><i>Rita Bissola, Barbara Imperatori, & Francesca Mochi</i></p>	<p>Assessing the Degree of Human Resource Innovation – an Exploratory Analysis of Irish Hotel Corporations</p> <p><i>Stefan Jooss & Ralf Burbach</i></p>
	<p>Why Sharing is Synergy? The Influence of Decentralized Control Mechanisms and Centralized Capabilities on Shared Services' Values</p> <p><i>Marco Maatman & Jeroen Meijerink</i></p>	<p>The changing Role of Social Media at Work: Implications for Recruitment and Selection</p> <p><i>Peter Holland & Debora Jeske</i></p>	<p>Smart organizations/HRM: really something new? Technology, organization and (human) resource management in a long term perspective.</p> <p><i>Jan Kees Looise</i></p>
12.30 – 13.30	Lunch – Drienerburght		
13.30 – 14.30	PLENARY SESSION - Drienerburght, Room A		
	<p>Social Media – A Vehicle for Employee Voice and Engagement?</p> <p><i>Emma Parry, Cranfield School of Management, UK</i></p>		
14.30 – 15.00	Coffee break		

15.00 – 16.30	PARALLEL SESSIONS		
	<p>Session 4: e-HRM Implementation (Room A)</p> <p>Chair: <i>Huub Ruël</i></p>	<p>Session 5: e-HRM and HR Analytics (Room B)</p> <p>Chair: <i>Jeroen Meijerink</i></p>	<p>Session 6: e-HRM and HRM Function (Room D)</p> <p>Chair: <i>Sandra Fisher</i></p>
	<p>Securing Person-Environment Fit with E-selection</p> <p><i>Anna Holm</i></p>	<p>HR Analytics: Here to Stay or Short Lived?</p> <p><i>Janet Marler, Felipe Cronemberger, & Carson Tao</i></p>	<p>The Dis-app-earance of HRM. The Impact of Digitization on the HRM Profession</p> <p><i>Ineke van Kruining</i></p>
	<p>Do we Expect too much from New Technologies? A Comparison of Expected Versus Realized Benefits for a National Human Resource Information System</p> <p><i>Aizhan Tursunbayeva, Raluca Bunduchi, Claudia Pagliari, & Massimo Franco</i></p>	<p>Conceptualizing the Capabilities and Value Creation of Business Analytics in Human Resource Management</p> <p><i>John Werkhoven</i></p>	<p>Do Line Managers Prefer Local HR-services or from a Distance? Factors which influence on local or distant HR-service-deliveries</p> <p><i>Svein Bergum</i></p>
	<p>What about Agency in e-HRM Research?</p> <p><i>Johan Gregeby & Märten Hugosson</i></p>	<p>An Investigation of the Factors Driving the Adoption of Cloud Based Human Resource Information Systems by Small and Medium sized Businesses</p> <p><i>Richard Johnson & Kristina Diman</i></p>	<p>Exploring the Black Box of Machine Learning in Human Resource Management</p> <p><i>Mark Tomassen, Sjoerd van den Heuvel, & Jan de Leede</i></p>
17.00	Cultural program & the Conference dinner: departure from the conference hotel at 17:00		

DAY 2: October 28, 2016, FRIDAY

09.15 - 09.45	Registration / Coffee – Conference hotel Drienerburgh	
09.45 – 10.30	PLENARY SESSION - Drienerburgh, Room A	
	Internet Security: Do We Care for HRM <i>Anna Sperotto, University of Twente</i>	
10.30 – 11.00	Coffee break	
11.00 – 12.30	PARALLEL SESSIONS	
	Session 7: e-HRM in the International Context (Room A) Chair: <i>Peter Holland</i>	Session 8: Smart HRM (Room B) Chair: <i>Anna Bos-Nehles</i>
	e-HRM Challenges in Australian Organisations <i>Arnela Ceric</i>	A Delphi Study on the Application and Consequences of the Internet of Things in Human Resource Management <i>Stefan Strohmeier</i>
	Sweet Sixteen: Global e-HRM Research from 2000 through 2015 <i>Mohd Yusoff Yusliza, Miguel Olivas-Luján, & Jing Yi Yong</i>	Work characteristics and outcomes in a Smart Industry context: Digitized, Automated, Interconnected <i>Milou Habraken & Tanya Bondarouk</i>
	The Presence and Role of Digital HRM in National Digital Dialogues; The Case of Scotland <i>Stephen Gibb</i>	The Cost of Actually Working with an Information System: e-HRM Systems to Support Smart Workforce Management <i>Kathleen McDonald, Sandra Fisher, & Catherine Connelly</i>
12.30 – 14.00	Walking lunch - UT campus	

14.00 – 15.00	<p>PLENARY SESSION - Drienerburgh, Room A</p> <p>It is Not All about Digital! Results of the Research Project into Digital HRM and Performance and Latest Digitization Developments in the Business World</p> <p><i>Jan Brouwer, Senior Vice President HR Transformation, Capgemini Consulting</i> <i>Anneke Zijlstra, Vice President, Capgemini Consulting</i> <i>Anita van Oss, Principal Consultant HR Transformation, Capgemini Consulting</i> <i>Sjoerd van den Heuvel, HU University of Applied Sciences Utrecht</i></p>
15.00 – 15.30	Coffee break
15.30 – 16.30	<p>Academic – Practitioner Debate - What is the Future of e-HRM?</p> <p>Moderated by <i>Kido Koenig, Expert in Change, Transformation Management, Learning & Development at Capgemini Consulting</i></p>
16.30	Closing the conference and Welcome to the 7 th International e-HRM conference