

UFHRD2024 Conference Programme

ISEC Lisboa
Chair Maria José Sousa, Iscte

Dates: 12th-14th June 2024

Appendix 1: Wednesday 12th June

Stream 1 – Talent and Leadership Development		
Floor 0 B2 – Chaired by <i>Paul Lees</i>		
15:15	Eunbi Sim	#005 – A multilevel analysis on faculty job satisfaction
15:25	Helen Meyer	#020 – An HRD multi-level framework to address workplace bullying
15:35	Khadija Al Arkoubi	#028 – Promoting Sustainable Careers in Post-COVID Workplaces
15:45	Katul Yousef	#034 Intercultural Communicative Competence in Virtual and Face-to-Face Teamwork
15:55	Rachael Woodcock	#042 Moments of surprise in leadership: A phenomenological study of their developmental influence
16:05	Vivian Ikechukwu-Ifudu	#044 Unraveling the Paradox: The Persistence of Bad Leadership
16:15	Ana Moreira	#060 Perception of Public Policies in Leadership
Stream 2 – Coaching and Mentoring		
Floor 0 B10 – Chaired by <i>Judie Gannon</i>		
15:15	Aaron Taylor	#002 Reciprocal mentoring in UK Higher Education – a case from a UK Business School
15:25	Tünde Erdős	#003 The Realities of Virtual Coaching Presence - When the Medium Becomes the Message
15:35	PIYAPONG SIRIVIRIYANUN	#004 Factors Impacting Employee Retention: Personal Reflections of Expatriate Teachers Working in Ruamrudee International School, Thailand
15:45	Bhagyashree Barhate	#006 Achieving Career Success through Self-Concept: Role of Cultural Construals
15:55	Alexander Gordon	#007 How Psychological Factors Affect Phishing: A Literature Review
Stream 3 – Global, Comparative and Cross Cultural Dimensions for HRD		
Floor 0 B11 – Chaired by <i>Thomas Garavan</i>		
15:15	Khadija Al Arkoubi	Unveiling Moroccan Women's Experiences in the Corporate Boards and C-Suite
15:25	Najat El Mahdy	Exploring Human Resource Management Practise through the Qatar HR Forum; framing the influence of 'Tharaba' culture and the development of Qatar-Centric competencies for HR Professionals practising in Qatar
15:35	Stevens Madeleine	The role of HR in preventing and managing sexual Harassment in the Egyptian workplace
15:45	Bethany Hager	The Impact of Green Spaces on Job Satisfaction in Urban Japan
15:55	Adelaide Madiesse-Nguela	POLITICAL ACTIVIST LEADER NARRATIVES
Stream 4 – Employee Engagement		
Floor 0 B12 – Chaired by <i>Martin McCracken</i>		
15:15	Damasceno Dias	Employer Branding in Public Organization
15:25	Neil Beasley	The intuitive responses of UK employees to sycophantic behaviour being exhibited within the workplace. Is it time to manage this with practical HRM support?
15:35	Helena Belchior-Rocha	Corporate Social Responsibility Strategies Of Businesses And Human Trafficking
15:45	Shaima' Salem Moh'd	The Work Design Puzzle: Untangling Its Relationship With Work-Life Balance Across Different Forms Of Work
Stream 5 – Critical, Social and Diversity Perspectives in HRD		
Floor 1 B4 – Chaired by <i>Andrea Subryan</i>		
15:15	Ingeborg Kroese	Evaluating the diversity, equity, inclusion and belonging of training programmes
15:25	Natalie Jonck-Small	Practitioners' recommendations on diversity within a South African higher education human resource development curriculum
15:35	Dr Ruby Christine Mathew	Scientific Mothering: Workload negotiations for early and mid-career researchers in an AS gold awarded department.
15:45	Stephanie Sisco	Race-conscious Research in HRD
Stream 6 – Workplace Learning, Training and Development		
Floor 1 B5 – Chaired by <i>Eduardo Tomé</i>		
15:15	Joyce Y. Mui	In-Person And Remote Employees And Information Security Policy Compliance

15:25	Petro Smith	Integrating knowledge management and human resource development: a proposed definition
15:35	Akif Çal	Two Worlds Apart? Engineering Students' Perceptions of Workplace English
15:45	Ali El Dirani	Impact of Work-Life Balance on Employee Retention: A Data-Driven Machine Learning Study
15:55	Miriam Witts	Realising the Potential of Drama-Based Techniques for Workplace Learning in the Hospitality Industry
16:05	Mélanie Carvalho Neves	Sustainable Talent: Addressing Training Challenges through effective Management in Green Human Resources - Case Study
16:15	Yonjoo Cho	Working Paper: Adopting Action Learning to Teach the United Nations' Sustainable Development Goals in Higher Education
Stream 7 – Learning in small and medium enterprises (SMEs) Floor 1 B7 – Chaired by Heather Short		
15:15	Judith Woods	SMEs – Does one size fit all? An Exploration of Learning within Small and Medium-Sized Enterprises.
15:25	Ji Hoon Song	Which Factor Facilitates the Career Development of Generation Z in Small and Medium Enterprises? : Multi-group Analysis of Employment Type in South Korea
15:35	Sehwa Kim	Learning Emotion in workplace learning: Case Studies of SMEs in Korea
15:45	Manu Markmanee	Leaders' learning experiences and knowledge transfer in a SME leader training program: a case study of SME in the Thai Chamber of Commerce 2022–2023
15:55	Heather Short	How can governments support learning in SMEs during and after disasters: An international comparative study
16:05	Mike Mustafa	Learning the Art of Leadership in a Family Business: A Gendered Perspective
16:15	Urban Pauli	T&D practices in SMEs operating internationally
Stream 8 – Learning and Education and Practitioner Research Floor 1 B8 – Chaired by Sarah Minnis		
15:15	Laura Reeves	Block and blend teaching/learning: Impact on the international student experience
15:25	Valerie Anderson	Teaching Research Methods in HRD: New Directions and Opportunities
15:35	Hyerim Cho	The World Café: An Integrative Review of Studies
15:45	Annika Hesse	Working paper: Developing a new framework for organisational performance in the post-pandemic world: A study of German Corporates
Stream 9 – Transformational HRD in a digital era Floor 1 B9 – Chaired by Isabel Pinto dos Reis		
15:15	Valerie Anderson	Technological change, HRD and Lifelong Learning
15:25	Helena Belchior-Rocha	AI as the New Antecedents of Techostress at Work
15:35	Valerie Anderson	Challenging Western Orientated Assumptions: How do we achieve identity transformation of the HRD field?
15:45	David Ferraz	Digital Transformation in Public Administration: Impacts on Working Models and Leadership Profiles
15:55	Cho Hyun Park	What Does Hybrid Work Really Mean? A Systematic Review
16:05	Dr. Sangeeta Tripathi	Transformational Human Resource Development and Role of Communication in the Digital Era: A Study in Dhofar, Oman
16:15	Shyamal Pandya	Technological Advancements and Their Implications for HRD: A Scoping Review

Appendix 2: Wednesday 12th June

Stream 1 – Talent and Leadership Development		
<i>Floor 0 B2 – Chaired by Kesiena Ebenade</i>		
16:30	Rachel Verheijen-Tiemstra	#062 <i>Strengthening Inclusive leadership: insights from a dedicated Professional Development Programme</i>
16:40	Joao Loureiro	# 069 <i>The adoption of complex problem-solving practices and its impact in companies' ability to address strategic challenges.</i>
16:50	Hester Vorster	#074 <i>A systematic literature review on integrating soft skills in the digital age of the Fourth Industrial Revolution: A strategy for enhancing South African workforce competency in higher education</i>
17:00	Wilailuck Kamjam	#078 <i>Bridging the Generation Gap: Leadership Communication Competency Framework for Leading Thai Diverse Workforces</i>
17:10	Alan Johnston	#081 <i>Leadership evolution within a Luxury Hotel environment.</i>
17:20	Kezell Klinck	#092 <i>Unlocking Potential: A Study on Talent Catalysts in Crafting an Exceptional School Management Team for Optimal Service Delivery</i>
17:30	Adri Katherene Smith-Madih	# 095 <i>Exploring Women's Talent Development in a Namibian Higher Education: A Critical Approach for Inclusive HRD.</i>
Stream 2 – Coaching and Mentoring		
<i>Floor 0 B10 – Chaired by Duminda Rajasinghe</i>		
16:30	Judie GANNON	#041 <i>Navigating doing good: pro bono coaching promises and pitfalls</i>
16:40	Jenni Jones	#050 <i>Mentoring in Education: Creating opportunities beyond the obvious.</i>
16:50	Helen Smith	#059 <i>Tailoring and Transferability of coaching and coaching supervision models across sectors and contexts: challenges and considerations</i>
17:00	Hanna Moon	#067 <i>Facilitating Reentries in the Korean Labor Market: The Effectiveness of Training and Development Policy for Women with Career Interruption</i>
17:10	Andy Elson	#075 <i>Coaching In A Digital Age – Does Intuition Give The Human Coach An Advantage?</i>
Stream 3 – Global, Comparative and Cross Cultural Dimensions for HRD		
<i>Floor 0 B11 – Chaired by Tricia Jolliffe</i>		
16:30	Jim Stewart	Symposium on : To be or not to be strategic and why: provocations based on evidence in four global regions.
16:40	Anna-Marie Pelser	Cultivating Talent Attraction and Retention in African Tribal Leadership: A Framework for Success
16:50	Jeong-Ha Yim	Talent Retention Strategies within the Moroccan Context: A Case Study
17:00	Jeong-Ha Yim	A Case Study: Investigating the Intersection of National Culture and Religiosity and its Impact on Employee Behavior in a Moroccan Public University
Stream 4 – Employee Engagement		
<i>Floor 0 B12 – Chaired by Adetola Adekunle</i>		
16:30	Tuan-Duong Nguyen	Family Employer Brand, Work Engagement, and Turnover Intention: A Study on Nonfamily Employees in Family Businesses
16:40	Christian Rebehn	Working Paper - Extracting the components of Psychological Contracts of Hotel employees in Northern Germany
16:50	Kate Black	"I have found a new love for working". HRD and engagement in later-career to extend working lives
17:00	Francesca Di Virgilio	The impact of workplace spirituality on innovative work behavior of employees in public administration: a bibliometric analysis
17:10	Ewuradjoa Mansa Quansah	When humans work in-tandem with artificial intelligence systems: The impact on staff wellbeing in the logistics industry
17:20	Ruby Christine Mathew	The Impact of COVID-19 on Organisational Culture in UK Higher Education Institutions: A Systematic Literature Review
17:30	Colin Lindsay	'Fair Work' Hr As A Route To Employee Work Engagement
17:40	Carla Sofia Fonseca	Problem-Finding Project: The Crucial Element for Value Creation in Organizations
17:50	Matthew Hurtienne	Equity Leadership and Employee Engagement: A Qualitative Study

Stream 5 – Critical, Social and Diversity Perspectives in HRD		
<i>Floor 1 B4 – Chaired by Nuno Nunes</i>		
16:30	Russell Warhurst	Equality and Diversity versus Equity and Inclusion: theorising HRD for social justice in extending working lives.
16:40	Jeremy Bohonos	Race-conscious Scholarship in Human Resource Development: A Structured Literature Review
16:50	Alicia Piechowiak	Onboarding Immigrant Workers in Small to Medium Enterprises: A Canadian Model and Strategies
17:00	Tânia Patrício	Critical Success Factors in project management in the Portuguese public sector for the creation of value for the citizen
17:10	Ji Hoon Song	The Impact of Conflict with Coworkers on Job Satisfaction Among Elderly Employees: Mediating Effect of Positive Problem-Solving Attitude and the Moderated Mediating Effect of Health Status
17:20	Dane Verret	In Pursuit of Emancipation: identifying pathways for a community development HRD that remediates socioeconomic oppression
17:30	Alene O' Malley	Navigating the Academy as Immigrant women in different roles: A duoethnography of a faculty member and a doctoral student's journey
17:40	Eunbi Sim	The Role of Privilege in Workplace Relationships
17:50	Omaima Hajjami	Understanding Career Experiences of Muslim Professional Women in the West: Implications for HRD
Stream 6 – Workplace Learning, Training and Development		
<i>Floor 1 B5 – Chaired by Pallvi Arora</i>		
16:30	Malar Hirudayaraj	Investigating the intersection of AI technologies and HRD
16:40	Siriruk Sripunchapong	Utilizing the learning environment enhances the benefits of digital learning platform on the organizational outcomes: A Case Study of ABC learning application
16:50	Roba Elbawab	Virtual and Remote onboarding: A Bibliometric Review
17:00	Lynn Nichol	Working Paper - Can adopting critical approaches to evaluation enhance the understanding and value of knowledge exchange?
17:10	Yoonhee Park	Antecedents and Outcomes of Organizational Socialization for the Early Careers of High School Graduates: The Role of Informal Learning
17:20	Kenneth Bartlett	Exploring the origins of training: A mixed-method historical study of Hadrian's Wall
Stream 7 – Learning in small and medium enterprises (SMEs)		
<i>Floor 1 B7 – Chaired by Michael Mustafa</i>		
16:30	Maura Sheehan	Green HRM & Labour Productivity in SMEs: A mediated moderation analysis
16:40	Ana Moreira	Employee Churn Prediction in commercial aviation companies in Portugal
16:50	Marta Correia Sampaio	Gamifying knowledge management systems in small and medium-sized enterprises: Development and Validation of a Data Collection Tool
17:00	Ana Moreira	Hospitality Business Analytics: understanding analytics knowledge in hotel management
17:10	Sung Jun Jo	Effects of transformational leadership and employee creativity on organizational innovation in small and medium-sized firms in South Korea: Moderation of intrinsic motivation
Stream 8 – Learning and Education and Practitioner Research		
<i>Floor 1 B8 – Chaired by Kevin Rose</i>		
16:30	Kelly Moore	Examining the Research-Practice Gap from the Perspective of HR Practitioners: A Qualitative Study
16:40	Jeong-Ha Yim	Integrating Technology and AI into Teaching and Research in Higher Education
16:50	THOMAS GARAVAN	Collaborative Research And Learning And Developmeent: An Integrative Research Framework And Associated Competencies
17:00	Witsarut Srisiwaset	The Mediating Effect of Innovative Work Behavior on Employee's Psychological Capital and Adaptive Performance: Evidence from Start-ups in Thailand
17:10	Kevin Rose	Using HRD to Develop a Model for Advising Non-Traditional College Students
Stream 9 – Transformational HRD in a digital era		
<i>Floor 1 B9 – Chaired by João Rodrigues do Santos</i>		
16:30	Graciete Franco	eGovernment and citizen engagement in Portugal

16:40	Marianna Fotaki	'Contactless' affective labour: A gender perspective on the future of work in the UK's mental health services
16:50	Gislene Ferreira dos Reis	Social Media and Productivity at Work for Ph.D. Students: Scoping Review
17:00	Obinna Ejioogu	Navigating the Digital Wave: A Scoping Review of Technology's Impact on Employee Engagement in the Post-Pandemic Landscape (2021-2023)
17:10	Jessica Li	Developing AI-Savvy Leaders: A Competence Modeling Approach

Appendix 3: Thursday 13th June

Stream 1 – Talent and Leadership Development		
Floor 0 B2 – Chaired by <i>Eun-Jee Kim</i>		
10:15	Tuan-Duong Nguyen	#102 Unveiling the double-edged sword effects of perceived overqualification: the role of self-efficacy and transformational leadership
10:25	Faan Pelsler	#108 Youth Perspectives on entrepreneurship, management and talent development in Dr Kenneth Kaunda: Unveiling insights from North-West Province, South Africa
10:35	Christina Cauble	#123 Informed Leadership In Organizations
10:45	Oghale Ayetuoma	#147 Innovating Talent Management Practices for sustained employment in UK Public Sector organisations.
10:55	Eun-Jee Kim	#151 The Role of Meaningful Work in Work-Life Balance: Review and Summary
11:05	Thomas Garavan	#153 A Stitch in Time Saves Nine: Developmental Human Resource Management Practices and Front-Line Employees' Career Success in the Perspective of Career Networking
11:15	Robert Stewart	#154 Making Things Work: Public Perceptions of UK Manufacturing
Stream 2 – Coaching and Mentoring		
Floor 0 B10 – Chaired by <i>Kevin Rose</i>		
10:15	Arthur Turner	#138 Fine-tuned human coaching interactions in digital coaching
10:25	Karine Mangion-Thornley	#142 Creativity in digital coaching education: an auto-ethnographic approach
10:35	Henriette Lundgren	#145 Cultural Competence in Coaching – A structured literature review
10:45	Kevin Rose	#188 Utilizing Diversity, Equity, and Inclusion Concepts to Enhance Mentor Training
Stream 3 – Global, Comparative and Cross Cultural Dimensions for HRD		
Floor 0 B11 – Chaired by <i>Paula Tavares de Carvalho</i>		
10:15	Maria Cseh	Climate Change Mitigation, Sustainability, and Green HRD: HRD Professionals Working in Disrupted Ecosystems
10:25	Paula Tavares de Carvalho	Hospitality Management Strategy Importance of Human Resources Customer Cultural Awareness The case of the Asian Market
10:35	Namhee Kim	Influence of Status and Characteristics of Employment on Lifelong Learning Participation and Perceived Quality of Life
Stream 4 – Employee Engagement		
Floor 0 B12 – Chaired by <i>Seokyoung Oh</i>		
10:15	Seokyoung Oh	Peer Impression Management and Workplace Deviant Behavior: The Mediating Effect of Malicious Envy and the Moderating Effect of Leaders' Political Skills
10:25	Kyo-Min Nam	The Latent Profile Analysis on Career Plateau of Employees
10:35	Wei-Yuan Lo	Investigating the Relationships among Abusive Supervision, Subordinates' Emotional Exhaustion, Work Engagement, and Cyberloafing
10:45	Vivat Haetrakul	The role of workplace spirituality as a mediator on the influence of the Big Five personality traits on work engagement
10:55	Jihoon Song	Cynicism Profiles and Quiet Quitting: A Latent Profile Analysis in Korean Employees
11:05	Jeong-Ha Yim	Work-Life Balance, Work Engagement, and Job Satisfaction Among Generation Z Employees in Morocco
11:15	Barbara A.W. Eversole	A History of Incivility, Workplace Bullying, Cyberbullying and Hate Crimes 1980-2023: A Continuum of Toxic Behavior
11:25	Wesley B. Wilson	Development of the Work Characteristics Inventory-12
11:35	Travor Brown	The Impact of Technological Change on Workers: Opportunities and Challenges
Stream 5 – Critical, Social and Diversity Perspectives in HRD		
Floor 1 B4 – Chaired by <i>Eunbi Sim</i>		
10:15	Patricia Jolliffe	Community-led research: A case study of supporting the GTRSB UK community into Education
10:25	Rita Tóth	Enhancing Inclusive Leadership through Generative AI: A Discourse Analysis Approach
10:35	Eunbi Sim	Introducing Transfer of “Critical” Learning in Human Resource Development and Management Education
10:45	Loliya Kagher	Exploring the Impact of New Digital Technologies on Work life Integration of Migrant Women in Scotland

10:55	Rebecca Page-Tickell	'Bottom-up' policy change through communities of practice; the role of critical sense-making & sense-giving narratives in enhanced digitalised and hybrid work contexts
11:05	Eduardo Tomé	LANGUAGES IN UNIVERSITY EDUCATION – A LITERATURE REVIEW
Stream 6 – Workplace Learning, Training and Development		
Floor 1 B5 – <i>Chaired by Peter Greenan</i>		
10:15	Umidakhon Narimanova	Unleashing Human Potential in the Digital Era: Empowering for Technological Advancements
10:25	Otacílio José Moreira	Impact of Generative AI on Supply Chain and Human Resources
10:35	I-YA Chen	A Multi-level Analysis of Organization Resource Commitment on Employee Green Competence
10:45	Peter Greenan	How a blended programme of learning on a management apprenticeship can affect the transfer of training to the learner's job role.
10:55	Eduardo Tomé	ESF in Portugal – a reassessment (2009-2021).
11:05	Eduardo Tomé	HRD in Portugal – a century of very relevant history
11:15	Bráulio Vieira de Andrade	Analysis of the paradigms of financial education and the interactions of financial market agents.
11:25	Anastasia Kulichyova	Frontline Managers' Creativity KSA Development and Performance Post-Structured Training Intervention : A Self-Regulated Learning Perspective
11:35	Martin McCracken	Developing HR Business Partners: Understanding how a Community of Practice can be created given the Paradoxes and Peculiarities of the HRBP Role
Stream 7 – Learning in small and medium enterprises (SMEs)		
Floor 1 B7 – <i>Chaired by Claire Gubbins</i>		
10:15	Claire Gubbins	Improving Top Management Trust In Hr/D Professionals: Evidence Based Decision Making To The Rescue?
10:25	Henriette Lundgren	How does incidental learning manifest during times of uncertainty and complexity?
10:35	Sunduz Yilmaz	The Role of Technology in Enhancing Employee Competencies through Human Resource Development (HRD) Interventions in the Digital Era
10:45	Eun-Jee Kim	The role of informal learning in middle-aged workers' adaptive performance
Stream 8 – Learning and Education and Practitioner Research		
Floor 1 B8 – <i>Chaired by Chrisie Macneil</i>		
10:15	Bassou El Mansour	legal Issues HRD Practitioners face on Daily Basis; Dissemination of data 2010-2022
10:25	Thawanporn Marin	Characteristics of innovator in the Royal Navy
10:35	Chrisie Macneil	Towards a tutor supporting international students in 'becoming' independent learners 'by developing assessment and feedback literacy'
Stream 9 – Transformational HRD in a digital era		
Floor 1 B9 – <i>Chaired by João Rodrigues do Santos</i>		
10:15	Youngjoo Song	The Influence of Digital Leadership on Innovative Work Behavior: The Mediating Roles of Psychological Capital and Job Crafting
10:25	Jisoo KIM	The Influence of Organizational Digital Transformation Competences on Individual Job Performance: The Mediating Roles of Organizational Supportive Learning Environment and Individual Readiness for Change
10:35	Cierra Woods	Professionals Learning while Working Remotely in the Digital Era: Implications for HRD
10:45	Jennifer Pomicter	Educating the Digital Native Generation of Physicians in American Medicine: Generation Z in Graduate Medical Education Trainee Programs
10:55	Hyewon Kang	A Study on the Roles and Competencies of Curator Changed by Digital Exhibition Environment

Appendix 4: Thursday 13th June

Stream 1 – Talent and Leadership Development		
Floor 0 B2 – Chaired by Sarah Minnis		
15:30	Sarah Minnis	#167 Veteran Experts: Transitioning Military Expertise into Civilian Work
15:40	Omaima Hajjami	#174 Leadership Humility Double Bind and its effects on Women
15:50	Robson Campos Leite	#175 Leadership styles to face grand challenges: an overview of phronetic and transformational leadership
16:00	Lindsey Wagner	#193 Navigating the AI Revolution: A Blueprint for Upskilling and Compliance in the Modern Workplace
16:10	Muhammad Farrukh Moin	#194 The work and non-work effects of abusive supervision
16:20	Nisha Manikoth	"201 Flourishing without Burning Out: An Exploration of Factors that Contribute to Sustainable Careers
16:30	Jiyoung Kim	#202 The Longitudinal Relationship between Female Managers' Leadership Competencies and Career Development Activities Using Autoregressive Cross-Lagged Modeling
Stream 2 – Coaching and Mentoring		
Floor 0 B10 – Chaired by Andrea Toarniczky		
15:30	Ague Mae Manongsong	#124 Construction and Initial Validation of a Feminist Mentoring Behaviors Scale: Tailoring Mentoring Support for Women Professionals
15:40	Bhagyashree Barhate	#135 Reverse Mentoring as an Anchor for Retaining Gen Z Women in the Workforce
15:50	Karen R Johnson	#189 Overwhelmed, Lonely, Isolated: Reverse Mentoring, A Magical Wand for Neurodiverse Inclusion
16:00	Andrea Toarniczky	#243 Authenticity dilemmas faced by coaches-to-be: new challenges posed by digitalisation
Stream 3 – Global, Comparative and Cross Cultural Dimensions for HRD		
Floor 0 B11 – Chaired by Oliver Crocco		
15:30	Diane Keeble-Ramsay	Sacred Threads In The Corporate Fabric: A Review Of Religiosity's Influence On Micro, Small And Medium Enterprises
15:40	Dr TJ McCabe	Female Entrepreneurship within the Chinese and Asian Context
15:50	Oliver Crocco	Supporting Coastal Community Resilience through Leadership Development and Training in Thailand
16:00	Yoojeong Nadine Seo	The aftermath of unprepared anti-workplace bullying legislation: The chaos of South Korean workplace
16:10	Ufuoma Egbegbedia	Exploring the Socio-Cultural Dimensions of Sustainability Consciousness in Nigeria
Stream 4 – Employee Engagement		
Floor 0 B12 – Chaired by Adetola Adekunle		
15:30	Edmina Bradshaw	#195 Passion as Payroll - Unleashing the potential of volunteers
15:40	Maria Carolina Martins Rodrigues	Multigenerational coexistence: perceptions of the public servants from Universidade Federal Fluminense through the lens of the generation Y
15:50	Cho Hyun Park	Learning from Social Relationships, Organizational Commitment, and Job Involvement in Early Careers: The Mediating Role of Meaningful Work
16:00	Hyerim Cho	Job-Crafting and Work Engagement in Flexible Work Arrangements: A Review for HRD Implications
16:10	Adetola Adekunle	Activating Leadership: A conduit for advancing Employee Experience mechanisms deployment in Organisational Employee Engagement Narratives.
16:20	Cindy L. Crowder	Post, Connect and Retain: The Use of social media as an Employee Engagement Strategy in the Healthcare Industry
16:30	OLUWOLE SHOKUNBI	Exploratory Approach to Conceptualising and Exploring the Meaning of Employee Engagement
16:40	Cindy L. Crowder	How Work and Family Domains Relate to a Woman's Job Satisfaction
16:50	Wafa Damlaj	How does a CEO influence TMT employee engagement?
Stream 5 – Critical, Social and Diversity Perspectives in HRD		
Floor 1 B4 – Chaired by Maria Inês Faria		
15:30	Camille Heslop-Martin	The impact of Equality, Diversity and Inclusion (EDI) policies on ethnic minorities' advancement into senior leadership roles in UK universities.

15:40	Corina Sheerin	Diversity, Inclusion and Firm Performance: A Systematic Review of Human Resource Management and Finance Journals
15:50	João Rodrigues dos Santos	The Digital Dimension as a Fundamental Variable for the Development of Human Capital in Public Administration: A Utilitarian Approach
16:00	Marica Liotino	Exploring organizational practices for gender equity: A Narrative Inquiry Approach
16:10	Katherine Kinnaird	"Double Empathy and Relational Leadership in Neurodiverse Workplaces"
16:20	Ciarán McFadden	Social Justice Responsibility: A Concept, a Review, and a Research Agenda
16:30	Maria Inês Faria	Education for innovation in a complex, interconnected and changing world
Stream 6 – Workplace Learning, Training and Development		
<i>Floor 1 B5 – Chaired by Françoise Chevalier</i>		
15:30	Mariam Martinez	Organizational Change & It's Shifting Nature: A Classical To Contemporary Understanding
15:40	Ally Memon	How managers make sense of value creation and contribute to it: a synthesis from the public services management literature
15:50	Françoise Chevalier	AI and Human Ressources Management : Practices and Questions
16:00	Jeong-Ha Yim	The Impact of Training and Development Opportunities on Job Satisfaction and Turnover Intention: In a Moroccan University
16:10	Hyerim Cho	Training and Development in Internal Labor Markets: Cases of Korean Government Agencies
16:20	Shinhee Park	The Impact of Psychological Safety on Knowledge Sharing with Employees' Well-being as a Mediator
Stream 7 – Learning in small and medium enterprises (SMEs)		
<i>Floor 1 B7 – Chaired by Thomas Duus Henriksen</i>		
15:30	Regina H. Mulder	The meaning of the relationships between new technologies, metawork and professional development in nursing.
15:40	Josef Javier Ayala	Teleological Investigation into Perceived Value of American University Education: Implications for HRD
15:50	Thomas Duus Henriksen	Learning and unlearning in human resource development
16:00	Estella (Hernandez) Gillette	The Socialization Processes Of The Nasa Spacewalkers In The High-Reliability Organizational Culture Of The Extravehicular Activity (Eva) Teams: A Case Study
16:10	Shinhee Park	Learning Organization Culture as a Mediator in the Relationship Between Psychological Safety and Knowledge Sharing
Stream 8 – Learning and Education and Practitioner Research		
<i>Floor 1 B8 – Chaired by Candida Parlato</i>		
15:30	Jenni Jones	Belonging, mattering and becoming: accelerating students sense of belonging with high-impact, meaningful activities
15:40	Candida Parlato	Support and enhance learning communities al entrepreneurship education service through the focus group
15:50	Crispin Boyd	The Circle of Life: The Development Process For An Online HRD Graduate Masters in Learning & Talent Development (MLTD)
Stream 9 – Transformational HRD in a digital era		
<i>Floor 1 B9 – Chaired by José Dias Lopes</i>		
15:30	Naomi Smyth-Patterson	How to Redevelop Managers to understand Employee Perceptions of Employee Wellbeing in the Higher Educational Sector in Northern Ireland?
15:40	Ajit Bhattarai	Professional Identity of HRD instructors and Generative AI.
15:50	José Dias Lopes	Artificial intelligence and its impact on the work of civil servants. A systematic review
16:00	Jerry Rhoads	Social-technical Approaches in AI: Building Inclusive AI Systems to Mitigate Social Bias

Appendix 5: Friday 14th June

Stream 1 – Talent and Leadership Development		
Floor 0 B2 – Chaired by Barbara Eversole		
10:00	Susie Walsh	#097 Navigating Chaos: The Impact of Place Leadership on Volunteer Success in Crisis Response
10:10	Nishima Rensep	#098 A Well-being Culture Influencing the Retention of Talent Generation Y Case Study of Top50 Companies in Thailand 2023
10:20	Clíodhna MacKenzie	#158 Fertility Treatments, Egg Freezing and Your Uterus: Innovative Employee Benefit or Ethical & Moral Nightmare?
10:30	Barbara Eversole	#161 Inclusive Leadership Development in HRD
10:40	Yadira Guerrero	#227 The Times Are Changing: COVID-19 Impact on Effective Virtual Leadership Practices
10:50	Oghale Ayetuoma	#229 Innovating Talent Management Practices for sustained employment in UK Public Sector organisations.
Stream 2 – Coaching and Mentoring		
Floor 0 B10 – Chaired by Vasco Santos		
10:00	Renier Els	#008 A proposed framework for effective implementation of quality management within training
10:10	Vasco Santos	#037 The Role and Impact of Coaching on Human Resources Performance
10:20	Chun-Yu Lin	#076 The Impact of Supervisors' Lack of Mentor Expertise on Subordinates' Emotional Labor and Job Embeddedness
10:30	Shyamal Pandya	#087 Coaching for Career Development: An Integrative Literature Review
Stream 4 – Employee Engagement		
Floor 0 B12 – Chaired by Sónia P. Gonçalves		
10:00	Pawel Korzynski	From organizational support to employee productivity and engagement: The mediating role of generative AI in knowledge management work of IT engineers
10:10	Amir Keshtiban	A temporary truce between labour and capital with furlough
10:20	Sónia P. Gonçalves	Positive Psychological Capital as a Predictor of Perceived Performance: A Study Applied to Students of the Air Force Academy
10:30	Bruno Cezario	Smart Contracts: Contract Management In The Public Sector For Internal Control Transformations
10:40	Dawisa Sritanyarat	Definitions of organization well-being in the new normal era: A qualitative research
10:50	Roopa Nagori	Developing Employee Engagement Strategies in the new digital work environment: Strategies for Sustainable HRD Practice
Stream 5 – Critical, Social and Diversity Perspectives in HRD		
Floor 1 B4 – Chaired by Julie Gedro		
10:00	Khadija Al Arkoubi	Beyond the Mirage: Integrating the Afghan Refugees into the Fabric of American Life
10:10	Yonjoo Cho	Working Paper: Developing a Typology of Women Leaders' Resistance in the Workplace
10:20	Jaime Bayona	Workforce differentiation in the global south
10:30	Myungjung Shim	Building Connectedness and Community for Immigrants with HRD: An Integrative Review
10:40	Julie Gedro	Critical Perspectives in HRD: Socioeconomic Status and Social Class
10:50	Anne Paterson	Using attribution theory to explore the factors that influence employee disclosure of domestic abuse in the workplace and the implications for HROD practice.
11:00	Mosaab Sabah	Navigating Misophonic Triggers at Work through Learning
Stream 8 – Learning and Education and Practitioner Research		
Floor 1 B8 – Chaired by Christine OLeary		
10:00	Pallvi Arora	Mapping the Career Goals and Expectations of Gen Z and the Role of HRD: A Systematic Literature Review
10:10	Christine OLeary	Developing HE Assessment Practices in a post-pandemic world: staff development implications
10:20	Teresa Roca	Process to develop business schools' graduates' readiness to become strategic, transformational innovative HRD leaders in the digital era.

10:30	Concetta Tino	Becoming change agents at University: challenges and opportunity
Stream 9 – Transformational HRD in a digital era		
Floor 1 B9 – <i>Chaired by Ally Memon</i>		
10:00	Mengying Cao	AI and the Changing Nature of Work: Implications for HRD
10:10	Hanna McCathren	Reshaping the Deal: Transforming Psychological Contracts for Millennial/Gen Z Employees in a Digital Future
10:20	Ally Memon	Responsible leadership for Artificial Intelligence: what competencies should matter