

UFHRD2024 Conference Programme

ISEC Lisboa
Chair Maria José Sousa, Iscte

Appendix 1: Wednesday 12th June

| Stream 1 – Talent and Leadership Development | | |
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| Floor 0 B2 – Chaired by <i>Paul Lees</i> | | |
| 15:15 | Eunbi Sim | A multilevel analysis on faculty job satisfaction |
| 15:30 | Helen Meyer | An HRD multi-level framework to address workplace bullying |
| 15:45 | Khadija Al Arkoubi | Promoting Sustainable Careers in Post-COVID Workplaces |
| 16:00 | Katul Yousef | Intercultural Communicative Competence in Virtual and Face-to-Face Teamwork |
| 16:15 | Rachael Woodcock | Moments of surprise in leadership: A phenomenological study of their developmental influence |
| Stream 2 – Coaching and Mentoring | | |
| Floor 0 B10 – Chaired by <i>Judie Gannon</i> | | |
| 15:15 | Aaron Taylor | Reciprocal mentoring in UK Higher Education – a case from a UK Business School |
| 15:30 | Tünde Erdős | The Realities of Virtual Coaching Presence - When the Medium Becomes the Message |
| 15:45 | Piyapong Siriviriyannun | Factors Impacting Employee Retention: Personal Reflections of Expatriate Teachers Working in Ruamrudee International School, Thailand |
| 16:00 | Bhagyashree Barhate | Achieving Career Success through Self-Concept: Role of Cultural Construals |
| 16:15 | Alexander Gordon | 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 |
| 15:30 | 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 |
| 15:45 | Stevens Madeleine | The role of HR in preventing and managing sexual Harassment in the Egyptian workplace |
| 16:00 | Bethany Hager | The Impact of Green Spaces on Job Satisfaction in Urban Japan |
| 16:15 | Adelaide Madiesse-Nguela | Political Activist Leader Narratives |
| Stream 4 – Employee Engagement | | |
| Floor 0 B12 – Chaired by <i>Martin McCracken</i> | | |
| 15:15 | David Xavier | Employer Branding in Public Organization |
| 15:30 | 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? |
| 15:45 | Helena Belchior-Rocha | Corporate Social Responsibility Strategies Of Businesses And Human Trafficking |
| 16:00 | Shaima' Salem Moh'd | The Work Design Puzzle: Untangling Its Relationship With Work-Life Balance Across Different Forms Of Work |
| 16:15 | 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 |
| 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 |
| 15:30 | Natalie Jonck-Small | Practitioners’ recommendations on diversity within a South African higher education human resource development curriculum |
| 15:45 | Ruby Christine Mathew | Scientific Mothering: Workload negotiations for early and mid-career researchers in an AS gold awarded department. |
| 16:00 | Stephanie Sisco | Race-conscious Research in HRD |
| 16:15 | Vivian Ikechukwu-Ifudu | Unraveling the Paradox: The Persistence of Bad Leadership |
| Stream 6 – Workplace Learning, Training and Development | | |
| Floor 1 B5 – Chaired by <i>Eduardo Tomé</i> | | |
| 15:15 | Barbara Eversole | In-Person And Remote Employees And Information Security Policy Compliance |

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| 15:30 | Miriam Witts | Realising the Potential of Drama-Based Techniques for Workplace Learning in the Hospitality Industry |
| 15:45 | Akif Çal | Two Worlds Apart? Engineering Students' Perceptions of Workplace English |
| 16:00 | Ali El Dirani | Impact of Work-Life Balance on Employee Retention: A Data-Driven Machine Learning Study |
| 16:15 | Petro Smith | Integrating knowledge management and human resource development: a proposed definition |

Stream 7 – Learning in small and medium enterprises (SMEs)

Floor 1 B7 – Chaired by Heather Short

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| 15:15 | Mike Mustafa | Learning the Art of Leadership in a Family Business: A Gendered Perspective |
| 15:30 | Seokyoung Oh | Exploring the Learning Emotions of Korean SME Workers |
| 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 |
| 16:00 | Heather Short | How can governments support learning in SMEs during and after disasters: An international comparative study |
| 16:15 | Jyri Vilko | Organizational capability building in transformation with university-company collaboration |

Stream 8 – Learning and Education and Practitioner Research

Floor 1 B8 – Chaired by Sarah Minnis

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| 15:15 | Laura Reeves | Block and blend teaching/learning: Impact on the international student experience |
| 15:30 | 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 |
| 16:00 | Elisabete Fialho | Perception of Public Policies in Leadership |
| 16:15 | Rita Oliveira Pelica | Intrapreneurial behavior: development of a measurement scale |

Stream 9 – Transformational HRD in a digital era

Floor 1 B9 – Chaired by Isabel Pinto dos Reis

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| 15:15 | Valerie Anderson | Technological change, HRD and Lifelong Learning |
| 15:30 | Helena Belchior-Rocha | AI as the New Antecedents of Techostress at Work |
| 15:45 | Valerie Anderson | Challenging Western Orientated Assumptions: How do we achieve identity transformation of the HRD field? |
| 16:00 | Cho Hyun Park | What Does Hybrid Work Really Mean? A Systematic Review |
| 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 | | |
|---|---------------------------|--|
| Floor 0 B2 – Chaired by <i>Kesiena Ebenade</i> | | |
| 16:30 | Rachel Verheijen-Tiemstra | <i>Strengthening Inclusive leadership: insights from a dedicated Professional Development Programme</i> |
| 16:45 | Joao Loureiro | <i>The adoption of complex problem-solving practices and its impact in companies' ability to address strategic challenges.</i> |
| 17:00 | Hester Vorster | <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> |
| 17:15 | Wilailuck Kamjam | <i>Bridging the Generation Gap: Leadership Communication Competency Framework for Leading Thai Diverse Workforces</i> |
| 17:30 | Alan Johnston | <i>Leadership evolution within a Luxury Hotel environment.</i> |
| 17:45 | Kezell Klinck | <i>Unlocking Potential: A Study on Talent Catalysts in Crafting an Exceptional School Management Team for Optimal Service Delivery</i> |
| Stream 2 – Coaching and Mentoring | | |
| Floor 0 B10 – Chaired by <i>Duminda Rajasinghe</i> | | |
| 16:30 | Judie Gannon | <i>Navigating doing good: pro bono coaching promises and pitfalls</i> |
| 16:45 | Helen Smith | <i>Tailoring and Transferability of coaching and coaching supervision models across sectors and contexts: challenges and considerations</i> |
| 17:00 | Hanna Moon | <i>Facilitating Reentries in the Korean Labor Market: The Effectiveness of Training and Development Policy for Women with Career Interruption</i> |
| 17:15 | Andy Elson | <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 | | |
| Floor 0 B11 – Chaired by <i>Tricia Jolliffe</i> | | |
| 16:30 | Jim Stewart | <i>Symposium on : To be or not to be strategic and why: provocations based on evidence in four global regions.</i> |
| 16:45 | Anna-Marie Pelser | <i>Cultivating Talent Attraction and Retention in African Tribal Leadership: A Framework for Success</i> |
| 17:00 | Jeong-Ha Yim | <i>Talent Retention Strategies within the Moroccan Context: A Case Study</i> |
| 17:15 | Jeong-Ha Yim | <i>A Case Study: Investigating the Intersection of National Culture and Religiosity and its Impact on Employee Behavior in a Moroccan Public University</i> |
| 17:30 | Solange Charas | <i>The Critical Need for Human Capital Measurement Standards and Transparency in Healthcare</i> |
| Stream 4 – Employee Engagement | | |
| Floor 0 B12 – Chaired by <i>Christian Rebehn</i> | | |
| 16:30 | Tuan-Duong Nguyen | <i>Family Employer Brand, Work Engagement, and Turnover Intention: A Study on Nonfamily Employees in Family Businesses</i> |
| 16:45 | Christian Rebehn | <i>Extracting the components of Psychological Contracts of Hotel employees in Northern Germany</i> |
| 17:00 | Kate Black | <i>“I have found a new love for working”. HRD and engagement in later-career to extend working lives</i> |
| 17:15 | Francesca Di Virgilio | <i>The impact of workplace spirituality on innovative work behavior of employees in public administration: a bibliometric analysis</i> |
| 17:30 | Ewuradjoa Mansa Quansah | <i>When humans work in-tandem with artificial intelligence systems: The impact on staff wellbeing in the logistics industry</i> |
| 17:45 | Ruby Christine Mathew | <i>The Impact of COVID-19 on Organisational Culture in UK Higher Education Institutions: A Systematic Literature Review</i> |
| Stream 5 – Critical, Social and Diversity Perspectives in HRD | | |
| Floor 1 B4 – Chaired by <i>Nuno Nunes</i> | | |
| 16:30 | Russell Warhurst | <i>Equality and Diversity versus Equity and Inclusion: theorising HRD for social justice in extending working lives.</i> |
| 16:45 | Jeremy Bohonos | <i>Race-conscious Scholarship in Human Resource Development: A Structured Literature Review</i> |

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| 17:00 | Alicia Piechowiak | Onboarding Immigrant Workers in Small to Medium Enterprises: A Canadian Model and Strategies |
| 17:15 | Tânia Patrício | Critical Success Factors in project management in the Portuguese public sector for the creation of value for the citizen |
| 17:30 | 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 |
| 17:45 | Alene O' Malley | Navigating the Academy as Immigrant women in different roles: A duo ethnography of a faculty member and a doctoral student's journey |
| Stream 6 – Workplace Learning, Training and Development | | |
| <i>Floor 1 B5 – Chaired by Sónia Gonçalves</i> | | |
| 16:30 | Malar Hirudayaraj | Investigating the intersection of AI technologies and HRD |
| 16:45 | Siriruk Sripunchapong | Utilizing the learning environment enhances the benefits of digital learning platform on the organizational outcomes: A Case Study of ABC learning application |
| 17:00 | Roba Elbawab | Virtual and Remote onboarding: A Bibliometric Review |
| 17:15 | Lynn Nichol | Can adopting critical approaches to evaluation enhance the understanding and value of knowledge exchange? |
| 17:30 | Mariam Martinez | Organizational Change & It's Shifting Nature: A Classical To Contemporary Understanding |
| 17:45 | 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 |
| 16:45 | Ana Moreira | Employee Churn Prediction in commercial aviation companies in Portugal |
| 17:00 | Marta Correia Sampaio | Gamifying knowledge management systems in small and medium-sized enterprises: Development and Validation of a Data Collection Tool |
| 17:15 | 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 |
| 17:30 | Urban Pauli | T&D practices in SMEs operating internationally |
| 17:45 | Omaima Hajjami | Understanding Career Experiences of Muslim Professional Women in the West: Implications for HRD |
| 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 |
| 16:45 | Jeong-Ha Yim | Integrating Technology and AI into Teaching and Research in Higher Education |
| 17:00 | Thomas Garavan | Collaborative Research And Learning And Developmeent: An Integrative Research Framwork And Associated Competencies |
| 17:15 | Witsarut Srisiwaset | The Mediating Effect of Innovative Work Behavior on Employee's Psychological Capital and Adaptive Performance: Evidence from Start-ups in Thailand |
| 17:30 | Kyo-Min Nam | The Latent Profile Analysis on Career Plateau of Employees |
| 17:45 | 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 |
| 16:45 | Marianna Fotaki | 'Contactless' affective labour: A gender perspective on the future of work in the UK's mental health services |
| 17:00 | Obinna Ejiogu | Navigating the Digital Wave: A Scoping Review of Technology's Impact on Employee Engagement in the Post-Pandemic Landscape (2021-2023) |
| 17:15 | Jessica Li | Developing AI-Savvy Leaders: A Competence Modeling Approach |
| 17:30 | Gislene Reis | Social Media and Productivity at work for Ph.D Students: Scoping Review. |

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 | Unveiling the double-edged sword effects of perceived overqualification: the role of self-efficacy and transformational leadership |
| 10:30 | Faan Pelsler | Youth Perspectives on entrepreneurship, management and talent development in Dr Kenneth Kaunda: Unveiling insights from North-West Province, South Africa |
| 10:45 | Christina Cauble | Informed Leadership In Organizations |
| 11:00 | Oghale Ayetuoma | Innovating Talent Management Practices for sustained employment in UK Public Sector organisations. |
| 11:15 | Eun-Jee Kim | The Role of Meaningful Work in Work-Life Balance: Review and Summary |
| 11:30 | Thomas Garavan | A Stitch in Time Saves Nine: Developmental Human Resource Management Practices and Front-Line Employees' Career Success in the Perspective of Career Networking |
| 11:45 | Robert Stewart | Making Things Work: Public Perceptions of UK Manufacturing |
| Stream 2 – Coaching and Mentoring | | |
| Floor 0 B10 – Chaired by <i>Kevin Rose</i> | | |
| 10:15 | Wesley B. Wilson | Development of the Work Characteristics Inventory-12 |
| 10:30 | Karine Mangion-Thornley | Creativity in digital coaching education: an auto-ethnographic approach |
| 10:45 | Henriette Lundgren | Cultural Competence in Coaching – A structured literature review |
| 11:00 | Kevin Rose | 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 |
| 10:30 | Paula Tavares de Carvalho | Hospitality Management Strategy Importance of Human Resources Customer Cultural Awareness The case of the Asian Market |
| 10:45 | Namhee Kim | Influence of Status and Characteristics of Employment on Lifelong Learning Participation and Perceived Quality of Life |
| 11:00 | Colin Lindsay | 'Fair Work' Hr As A Route To Employee Work Engagement |
| 11:15 | Carla Sofia Fonseca | Problem-Finding Project: The Crucial Element for Value Creation in Organizations |
| 11:30 | Matthew Hurtienne | Equity Leadership and Employee Engagement: A Qualitative Study |
| Stream 4 – Employee Engagement | | |
| Floor 0 B12 – Chaired by <i>Adetola Adekunle</i> | | |
| 10:15 | Jeein Kim | The Relationship between Coworker's Impression Management and Workplace Deviant Behavior: The Mediation Effect of Malicious Envy and Moderated Mediation Effect of Leader Political Skill |
| 10:30 | Clarisse Pinheiro | Multigenerational coexistence: perceptions of the public servants from Universidade Federal Fluminense through the lens of the generation Y |
| 10:45 | Wei-Yuan Lo | Investigating the Relationships among Abusive Supervision, Subordinates' Emotional Exhaustion, Work Engagement, and Cyberloafing |
| 11:00 | Vivat Haetrakul | The role of workplace spirituality as a mediator on the influence of the Big Five personality traits on work engagement |
| 11:15 | Jihoon Song | Cynicism Profiles and Quiet Quitting: A Latent Profile Analysis in Korean Employees |
| 11:30 | Jeong-Ha Yim | Work-Life Balance, Work Engagement, and Job Satisfaction Among Generation Z Employees in Morocco |
| 11:45 | Barbara A.W. Eversole | A History of Incivility, Workplace Bullying, Cyberbullying and Hate Crimes 1980-2023: A Continuum of Toxic Behavior |
| 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 |

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| 10:30 | Rita Tóth | Enhancing Inclusive Leadership through Generative AI: A Discourse Analysis Approach |
| 10:45 | Eunbi Sim | Introducing Transfer of “Critical” Learning in Human Resource Development and Management Education |
| 11:00 | Loliya Kagher | Exploring the Impact of New Digital Technologies on Work life Integration of Migrant Women in Scotland |
| 11:15 | 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 |
| Stream 6 – Workplace Learning, Training and Development | | |
| <i>Floor 1 B5 – Chaired by Peter Greenan</i> | | |
| 10:15 | Umidakhon Narimanova | Unleashing Human Potential in the Digital Era: Empowering for Technological Advancements |
| 10:30 | Maria Carolina Martins Rodrigues | Impact of Generative AI on Supply Chain and Human Resources |
| 10:45 | I-YA Chen | A Multi-level Analysis of Organization Resource Commitment on Employee Green Competence |
| 11:00 | Peter Greenan | How a blended programme of learning on a management apprenticeship can affect the transfer of training to the learner’s job role. |
| 11:15 | Eduardo Tomé | HRD in Portugal – a century of very relevant history |
| 11:30 | Bráulio Vieira de Andrade | Analysis of the paradigms of financial education and the interactions of financial market agents. |
| Stream 7 – Learning in small and medium enterprises (SMEs) | | |
| <i>Floor 1 B7 – Chaired by Claire Gubbins</i> | | |
| 10:15 | Claire Gubbins | Improving Top Management Trust In Hr/D Professionals: Evidence Based Decision Making To The Rescue? |
| 10:30 | Henriette Lundgren | How does incidental learning manifest during times of uncertainty and complexity? |
| 10:45 | Sunduz Yilmaz | The Role of Technology in Enhancing Employee Competencies through Human Resource Development (HRD) Interventions in the Digital Era |
| 11:00 | Eun-Jee Kim | The role of informal learning in middle-aged workers’ adaptive performance |
| 11:15 | Anastasia Kulichyova | Frontline Managers’ Creativity KSA Development and Performance Post-Structured Training Intervention : A Self-Regulated Learning Perspective |
| Stream 8 – Learning and Education and Practitioner Research | | |
| <i>Floor 1 B8 – Chaired by Chrisie Macneil</i> | | |
| 10:15 | Bassou El Mansour | legal Issues HRD Practitioners face on Daily Basis; Dissemination of data 2010-2022 |
| 10:30 | Thawanporn Marin | Characteristics of innovator in the Royal Navy |
| 10:45 | Chrisie Macneil | Towards a tutor supporting international students in 'becoming' independent learners 'by developing assessment and feedback literacy' |
| 11:00 | Eunbi Sim | The Role of Privilege in Workplace Relationships |
| 11:15 | 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 9 – Transformational HRD in a digital era | | |
| <i>Floor 1 B9 – 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 |
| 10:30 | 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 |
| 10:45 | Cierra Woods | Professionals Learning while Working Remotely in the Digital Era: Implications for HRD |
| 11:00 | Jennifer Pomicter | Educating the Digital Native Generation of Physicians in American Medicine: Generation Z in Graduate Medical Education Trainee Programs |
| 11:15 | Hyewon Kang | A Study on the Roles and Competencies of Curator Changed by Digital Exhibition Environment |
| 11:30 | Travor Brown | The Impact of Technological Change on Workers: Opportunities and Challenges |

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 |
| 15:45 | Omaima Hajjami | #174 Leadership Humility Double Bind and its effects on Women |
| 16:00 | Robson Campos Leite | #175 Leadership styles to face grand challenges: an overview of phronetic and transformational leadership |
| 16:15 | Lindsey Wagner | #193 Navigating the AI Revolution: A Blueprint for Upskilling and Compliance in the Modern Workplace |
| 16:30 | Muhammad Farrukh Moin | #194 The work and non-work effects of abusive supervision |
| 16:45 | Nisha Manikoth | "201 Flourishing without Burning Out: An Exploration of Factors that Contribute to Sustainable Careers |
| Stream 2 – Coaching and Mentoring | | |
| Floor 0 B10 – Chaired by Andrea Toarniczky | | |
| 15:30 | Ague Mae Manongsong | Construction and Initial Validation of a Feminist Mentoring Behaviors Scale: Tailoring Mentoring Support for Women Professionals |
| 15:45 | Bhagyashree Barhate | Reverse Mentoring as an Anchor for Retaining Gen Z Women in the Workforce |
| 16:00 | Karen R Johnson | Overwhelmed, Lonely, Isolated: Reverse Mentoring, A Magical Wand for Neurodiverse Inclusion |
| 16:15 | Andrea Toarniczky | Authenticity dilemmas faced by coaches to-be: new challenges posed by digitalisation |
| 16:30 | Mélanie Carvalho Neves | Sustainable Talent: Addressing Training Challenges through effective Management in Green Human Resources - Case Study |
| 16:45 | Yonjoo Cho | Working Paper: Adopting Action Learning to Teach the United Nations' Sustainable Development Goals in Higher Education |
| 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 |
| 15:45 | Dr TJ McCabe | Female Entrepreneurship within the Chinese and Asian Context |
| 16:00 | Oliver Crocco | Supporting Coastal Community Resilience through Leadership Development and Training in Thailand |
| 16:15 | Yoojeong Nadine Seo | The aftermath of unprepared anti-workplace bullying legislation: The chaos of South Korean workplace |
| 16:30 | Ufuoma Egbegbedia | Exploring the Socio-Cultural Dimensions of Sustainability Consciousness in Nigeria |
| 16:45 | Jiyoung Kim | The Longitudinal Relationship between Female Managers' Leadership Competencies and Career Development Activities Using Autoregressive Cross-Lagged Modeling |
| Stream 4 – Employee Engagement | | |
| Floor 0 B12 – Chaired by Hyerim Cho | | |
| 15:30 | Edmina Bradshaw | Passion as Payroll - Unleashing the potential of volunteers |
| 15:45 | Wafa Damlaj | How does a CEO influence TMT employee engagement? |
| 16:00 | Oluwole Shokunbi | Exploratory Approach to Conceptualising and Exploring the Meaning of Employee Engagement |
| 16:15 | Hyerim Cho | Job-Crafting and Work Engagement in Flexible Work Arrangements: A Review for HRD Implications |
| 16:30 | Adetola Adekunle | Activating Leadership: A conduit for advancing Employee Experience mechanisms deployment in Organisational Employee Engagement Narratives. |
| 16:45 | Cindy L. Crowder | Post, Connect and Retain: The Use of social media as an Employee Engagement Strategy in the Healthcare Industry |
| 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. |

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| 15:45 | Corina Sheerin | Diversity, Inclusion and Firm Performance: A Systematic Review of Human Resource Management and Finance Journals |
| 16:00 | João Rodrigues dos Santos | The Digital Dimension as a Fundamental Variable for the Development of Human Capital in Public Administration: A Utilitarian Approach |
| 16:15 | Marica Liotino | Exploring organizational practices for gender equity: A Narrative Inquiry Approach |
| 16:30 | Katherine Kinnaird | "Double Empathy and Relational Leadership in Neurodiverse Workplaces" |
| 16:45 | Ciarán McFadden | Social Justice Responsibility: A Concept, a Review, and a Research Agenda |
| Stream 6 – Workplace Learning, Training and Development | | |
| Floor 1 B5 – <i>Chaired by Karine Mangion</i> | | |
| 15:30 | Yoonhee Park | Antecedents and Outcomes of Organizational Socialization for the Early Careers of High School Graduates: The Role of Informal Learning |
| 15:45 | Diogo da Silva | Harnessing the power of AI for Human Resources Development in the Digital Age: An Exploratory Study |
| 16:00 | Antonio Dionísio | The role of shared leadership in the strategic management of minimal teams |
| 16:15 | Jeong-Ha Yim | The Impact of Training and Development Opportunities on Job Satisfaction and Turnover Intention: In a Moroccan University |
| 16:30 | Hyerim Cho | Training and Development in Internal Labor Markets: Cases of Korean Government Agencies |
| 16:45 | Josef Javier Ayala | Teleological Investigation into Perceived Value of American University Education: Implications for HRD |
| Stream 7 – Learning in small and medium enterprises (SMEs) | | |
| Floor 1 B7 – <i>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. |
| 15:45 | Shinhee Park | The Impact of Psychological Safety on Knowledge Sharing with Employees' Well-being as a Mediator |
| 16:00 | Shinhee Park | Learning Organization Culture as a Mediator in the Relationship Between Psychological Safety and Knowledge Sharing |
| 16:15 | Cindy L. Crowder | How Work and Family Domains Relate to a Woman's Job Satisfaction |
| 16:30 | Cho Hyun Park | Learning from Social Relationships, Organizational Commitment, and Job Involvement in Early Careers: The Mediating Role of Meaningful Work |
| 16:45 | Judith Woods | SMEs – Does one size fit all? An Exploration of Learning within Small and Medium-Sized Enterprises. |
| Stream 8 – Learning and Education and Practitioner Research | | |
| Floor 1 B8 – <i>Chaired by Candida Parlato</i> | | |
| 15:30 | Jenni Jones | Belonging, mattering and becoming: accelerating students sense of belonging with high-impact, meaningful activities |
| 15:45 | Candida Parlato | Support and enhance learning communities al entrepreneurship education service through the focus group |
| 16:00 | Crispin Boyd | The Circle of Life: The Development Process For An Online HRD Graduate Masters in Learning & Talent Development (MLTD) |
| 16:15 | Maria Inês Faria | Education for innovation in a complex, interconnected and changing world |
| Stream 9 – Transformational HRD in a digital era | | |
| Floor 1 B9 – <i>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? |
| 15:45 | Ajit Bhattarai | Professional Identity of HRD instructors and Generative AI. |
| 16:00 | José Dias Lopes | Artificial intelligence and its impact on the work of civil servants. A systematic review |
| 16:15 | 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 | | |
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| Floor 0 B2 – Chaired by Barbara Eversole | | |
| 10:00 | Susie Walsh | Navigating Chaos: The Impact of Place Leadership on Volunteer Success in Crisis Response |
| 10:15 | Nishima Rensep | A Well-being Culture Influencing the Retention of Talent Generation Y Case Study of Top50 Companies in Thailand 2023 |
| 10:30 | Clíodhna MacKenzie | Fertility Treatments, Egg Freezing and Your Uterus: Innovative Employee Benefit or Ethical & Moral Nightmare? |
| 10:45 | Barbara Eversole | Inclusive Leadership Development in HRD |
| 11:00 | Yadira Guerrero | The Times Are Changing: COVID-19 Impact on Effective Virtual Leadership Practices |
| 11:15 | Oghale Ayetuoma | 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 | A proposed framework for effective implementation of quality management within training |
| 10:15 | Vasco Santos | The Role and Impact of Coaching on Human Resources Performance |
| 10:30 | Chun-Yu Lin | The Impact of Supervisors' Lack of Mentor Expertise on Subordinates' Emotional Labor and Job Embeddedness |
| 10:45 | Shyamal Pandya | 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 |
| 10:15 | Amir Keshtiban | A temporary truce between labour and capital with furlough |
| 10:30 | Sónia P. Gonçalves | Positive Psychological Capital as a Predictor of Perceived Performance: A Study Applied to Students of the Air Force Academy |
| 10:45 | Bruno Cezario | Smart Contracts: Contract Management In The Public Sector For Internal Control Transformations |
| 11:00 | Dawisa Sritanyarat | Definitions of organization well-being in the new normal era: A qualitative research |
| 11:15 | 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 |
| 10:15 | Yonjoo Cho | Developing a Typology of Women Leaders' Resistance in the Workplace |
| 10:30 | Jaime Bayona | Workforce differentiation in the global south |
| 10:45 | Myungjung Shim | Building Connectedness and Community for Immigrants with HRD: An Integrative Review |
| 11:00 | Julie Gedro | Critical Perspectives in HRD: Socioeconomic Status and Social Class |
| 11:15 | 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 | Christine OLeary | Developing HE Assessment Practices in a post-pandemic world: staff development implications |
| 10:15 | 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 |
| 10:45 | Eunbi Sim | The Role of Privilege in Workplace Relationships |
| Stream 9 – Transformational HRD in a digital era | | |
| Floor 1 B9 – Chaired by Ally Memon | | |
| 10:00 | Mengying Cao | AI and the Changing Nature of Work: Implications for HRD |
| 10:15 | Hanna McCathren | Reshaping the Deal: Transforming Psychological Contracts for Millennial/Gen Z Employees in a Digital Future |
| 10:30 | Ally Memon | Responsible leadership for Artificial Intelligence: what competencies should matter |