

Thursday, November 29 TRACKS 1-6 & Symposium

	Room G.053	Room G.151	Room G.152	Room G.153
	TRACK 1: eHRM and Tecnology Chair: Francesca Mochi	TRACK 2: eHRM & Data- Driven Approach Chair: Miguel Olivas - Lujan	TRACK 3: Flexible Work & Smart Working Chair: Teresina Torre	TRACK 4: Artificial Intelligence, Augmented & Virtual Reality Chair: Giuseppe Scaratti
11:30- 13:00	BAKSHALIAN, AHMADIYANKOOSHI, ELMI, REDDINGTON The 'Digitalised' employment relationship: can conversational practice help to alleviate technology-related pressure? DOSSENA, MIZZAU, MOCHI HRM technologies- in-use: A Humanistic Management perspective MARTINEZ, GALDIERO, PEZZILLO Do informational systems play a crucial role in the relation between Knowledge and job engagement of healthcare assistants? LAZZAZZARA, GALANAKI, MEURER, PARRY How does technology matter? Configurations of HR delivery mechanisms and HRM effectiveness	CANTONI, SALA, VIRTUANI Six-Sigma. The effects of a disciplined data- driven approach on HR management in SMEs FABBRI, SCAPOLAN, BERTOLOTTI, CANALI Framing employees' attitudes and digital work behaviors to support data- driven human resource management: an exploratory study OLIVAS-LUJAN Blockchain in e- HRM: Hit or Hype?	PARRY, BATTISTA Impact of emerging technologies on work and the role of human resource management TORRE, SARTI Themes and trends in Smart Working research. An analysis of academic contributions VERGINE, BRIVIO, FABBRI, GAGGIOLI, LEONI, GALIMBERTI The 'Phygital Enterprise': planning Research and Studies on New Environments for Flexible Workplace, Agile and Smart Working	FREGNAN, IVALDI, SCARATTI HRM 4.0: the potential of educational impact for society at large POBA-NZAOU, UWIZEYEMNUNGU, CERIC The impacts of artificial intelligence (AI) on jobs: An Industry perspective WASSERMAN, FISHER "Mind the Gap": A Human Resource Management Perspective on Virtual Reality Training

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	SYMPOSIUM Dark Side of Digitization: Unintended Consequences of e-HRM Initiatives	TRACK 5: HR Analytics & Big Data	TRACK 6: Leadership in a Digitalized HRM World
	Chair: <i>Mohan Thite</i>	Chair: <i>Stefan Strohmeier</i>	Chair: <i>Silvia Ivaldi</i>
16:00- 17:30	<p>SCHOLZ Dark Side of Data-driven HRM</p> <p>HARTWELL HR risks with social media & The Way Forward</p> <p>WIBLEN (Un)Intended Consequences of Digitalising Talent Management</p> <p>HAAR Dangerous opportunities in digitalization of recruitment</p> <p>HOLM E-selection: the diversity– validity dilemma</p> <p>TAN Unintended Consequences of New Technologies in Learning and Development</p> <p>THITE Strategic Evaluation of the Role, Contribution & Limitations of e-HRM</p>	<p>FISHER, GIROTTO, CONNELLY Integrating Big Data and Little Data for a Utility Analysis of Workers with Disabilities</p> <p>STROHMEIER, COLLET, KABST Configurations of HR Analytics – An Empirical Examination</p> <p>WERKHOVEN Building Synergies with HR Analytics Capabilities</p>	<p>BISSOLA, IMPERATORI, MOCHI Looking for a job in the social media era: The Millennials’ perspective</p> <p>IVALDI, FREGNAN, SCARATTI HRM 4.0 and new managerial competences profile</p> <p>MANSOUR, RAFEH, ZAATARI The Role of Self-Awareness, Augmented Artificial Intelligence and Enhanced Leadership Competencies in Developing Future Academic Physicians</p>

Friday, November 30 TRACK 7-13

	Room G.053	Room G.152	Room G.153
	TRACK 7: Organization Design in the Smart Era	TRACK 8: eHRM, Labour Platforms & Employment Relations	TRACK 9: Reshaping HRM Activities in a Digital World
	Chair: <i>Tanya Bondarouk</i>	Chair: <i>Sandra Fisher</i>	Chair: <i>Rita Bissola</i>
9:00- 10:30	<p>HABRAKEN, BONDAROUK Smart industry or smart bubbles? A critical analysis of its perceived value</p> <p>RAVARINI, MARTINEZ Lost in Hocracy? The possible role of e-HRM in dealing with the deconstruction of hierarchy</p> <p>ROBLES, MADERO, OLIVAS-LUJÁN Chat groups inside organizations—Reversing the organizational hierarchy and the consequences on employee identity</p>	<p>FISHER, CASSADY Use of Relational eHRM Tools in Gig Worker Platforms</p> <p>MEIJERINK, HAGENS & BECKING HRM for managing ecosystems in the gig economy: lessons learned from an online food-delivery platform</p> <p>SCARATTI, SPREAFICO, ORIZIO Towards a Platform for Human Resources Orientation</p>	<p>D'AMATO, MACCHI, PIATTI How performance appraisal has changed with Industry 4.0 Revolution: the Leroy Merlin Case</p> <p>ISARI, BISSOLA, IMPERATORI HR Devolution in the Digital Era: What Should We Expect?</p> <p>WIBLEN, MARLER The human-technology interface: examining the implications of digitalisation for HR in talent management</p>

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	TRACK 10: New Avenues in Recruitment & Selection	TRACK 11: eHRM, Empowerment & Sustainability	TRACK 12: Conceptualization of digital HRM	TRACK 13: eHRM & Socio- Materiality
	Chair: Arnela Ceric	Chair: Huub Ruel	Chair: Hazel Williams	Chair: Anna Bos-Nehles
13:30- 15:00	<p>CERIC, HOLLAND Social Media and Employee Selection – a Dangerous Mix</p> <p>L'ÉCUYER Investigating social media capabilities for recruitment in SMEs</p> <p>TROMBIN, MUSSO, PINNA, DE MARCO The Unbiased Hiring? A critical analysis of Artificial Intelligence in e-HRM: the case of Pymetrics</p>	<p>ELLMER, REICHEL An affordance approach to eHRM-based employee voice outcomes</p> <p>FISHER, MARLER Have we gone too far? Reconsidering the role of employee stakeholders in eHRM</p> <p>NJOKU, RUËL An Analysis of the contribution of e-HRM to sustaining business performance: Towards tomorrows sustainable and adaptive organisations</p>	<p>MIGLIAROTTI, CANTONI Digitalization as an opportunity for reshaping HR activities. The case of a mid-size mechanical company</p> <p>STROHMEIER Digital HRM - A Conceptualization</p> <p>WILLIAMS Metaphors for the HRIS Specialist</p>	<p>BOS-NEHLES, BONDAROUK A Sociomateriality Perspective of E-HRM Implementation</p> <p>GREGEBY, HUGOSSON The sociomateriality of digital HRM model implementation – Tentative findings from a case study</p> <p>MYLLYMÄKI The Sociomateriality of HRM practice</p>