

# Sustainable Human Resources Management Conference - An International Perspective

DAY1: Wednesday, April 24th

9:45 - 10:45	<b>Welcome Coffee &amp; Registration Desk Open:</b> SGH Warsaw School of Economics "C" Building , al. Niepodległości 128		
10:45 - 11:00	<b>Conference Opening</b> AULA I		
11:00 - 12:30	<b>Plenary Session: Trends and Practices of Sustainable HRM in Organizations</b> AULA I		
	<p><b>Participants:</b>            Prof. Piotr Wachowiak, SGH Warsaw School of Economics            Agnieszka Dziewulska, KPMG            Magdalena Rodzeń, Polish Association of HR Professionals, Aptiv Services Poland SA            Mariola Szymańska, Warsaw Institute of Banking, Sectoral Skills Council for Financial Services            Andrzej Borczyk, HR Expert</p> <p><b>Session Chairs:</b>            Prof. Agnieszka Wojtczuk-Turek, SGH Warsaw School of Economics            Dr Dariusz Danilewicz, SGH Warsaw School of Economics</p>		
12:30 - 13:00	<b>Coffee break &amp; Refreshments</b> HALL		
13:00 - 13:45	<b>Keynote Speech: Prof. Howard J. Klein - Sustainable HRM and workplace bonds (ENG)</b> AULA I		
13:45 - 14:45	<b>Lunch</b> HALL		
14:45 - 15:45	<p>AULA I  <b>Session 1: Sustainable HRM and Organizational Culture</b></p> <p><b>Session Chair:</b> Prof. Anna Lupina-Wegener</p> <p>Prof. Dariusz Turek - Does the Relationship Between Sustainable Human Resource Management and Organizational Identification Vary by Culture? Evidence from 35 Countries Based on Globe Framework (PL)</p> <p>Prof. Marzena Stor &amp; Dr Łukasz Haromszeki - The Mediating Role of HRM Outcomes in the Relationship between Employee Development and Company Performance Results: a Study with a Sustainable HRM Perspective on Central European MNCs (ENG)</p> <p>Prof. Agata Austen &amp; Prof. Katarzyna Piwowar-Sulej - An Integrative Literature Review on Sustainability-Oriented HRM: How Multilevel Thinking May Help to Extend the State of the Art (PL)</p> <p>Prof. Gangfeng Zhang &amp; Prof. Le Tan - Sustainable HRM in China: a Regional Difference (ENG)</p>	<p>ROOM 1A  <b>Session 2: Leadership and Employee Engagement</b></p> <p><b>Session Chair:</b> Prof. Tomasz Rostkowski</p> <p>Dr Dorota Godlewska-Werner, Prof. Sylwiusz Retowski &amp; Dr Aleksandra Peplińska - Identity Leadership and Stress and Work Engagement and the Mediating Role of Team Identification and Work Satisfaction: a Multilevel Approach (ENG)</p> <p>Dr Joanna Szulc - Towards a Neuro-Inclusive Theory of Leadership (ENG)</p> <p>Dr Gabriel Grabowski &amp; Prof. Magdalena Stefańska - Employee Commitment and Manager-Employee Relationship. An International Work Environment Leadership Model (ENG)</p> <p>Hafeez Ur Rehman - Leadership Styles, Employee Green Behaviour, Sustainable Practices, Environmental Sustainability (ENG)</p>	<p>ROOM 2A  <b>Session 3: Workplace Environment and Well-being</b></p> <p><b>Session Chair:</b> Prof. Katarzyna Piwowar-Sulej</p> <p>Dr Clare Edge - Exploring Factors Impacting Workplace Wellbeing for Older Women (ENG)</p> <p>Prof. Dorota Molek-Winiarska &amp; Ada Bereś - Employee Experience and Well-being - Theoretical Considerations and Practical Concerns (ENG)</p> <p>Prof. Paweł Jurek - Communal (Not Agentic) Workplace Climate Alleviates Burnout and Fosters Employee Engagement: Insights from an Initial Cross-Sectional Studies (ENG)</p> <p>Dr Alicja Koperska &amp; Prof. Maciej Ławrynowicz - Creating a Supportive Work Culture Through Crowdsourcing in Collaborative Spaces - An Ethnographic Study (ENG)</p>
	17:00 - 19:00 <b>Study Visit</b> HOTEL NOVOTEL CENTRUM, Marszałkowska 94/98 (meeting at 16:50 in the main hall)		
	20:00 - 00:00 <b>Gala Dinner</b> HOTEL NOVOTEL CENTRUM, Marszałkowska 94/98		

**DAY 2: Thursday, April 25th**

<b>9:00 – 9:30</b>	<b>Morning Coffee:</b> SGH Warsaw School of Economics "C" Building , al. Niepodległości 128		
<b>9:30-11:00</b>	<p><b>AULA I</b> <b>Session 4: HRM Practices and Employee Development</b></p> <p><b>Session Chair:</b> Prof. Marzena Stor</p> <p>Prof. Wiesława Dominika Wranik - Staying Motivated: A Life-Course Analysis of the Career Paths of Canadian Public Servants (ENG)</p> <p>Prof. Tetiana Shkoda - SHRM Practices in Ukraine in Times of War and Post-war Recovery (ENG)</p> <p>Prof. Fiona Edgar, Prof. Jing (Annie) Zhang &amp; Dr Nataliya Podgorodnichenko - Exploring the Impact of Egalitarianism on Employee Proactivity: Unpacking the Mediating Role of Relational Social Capital (ENG)</p> <p>Tugce Yerlitas &amp; Prof. Ilona Bučiūnienė - Sustaining Human Capital in an Organization: The Role of Talent Management (ENG)</p> <p>Dr Olga Czeranowska - Definitions of Career Success in Polish Society (ENG)</p>	<p><b>ROOM 1A</b> <b>Session 5: HRM and Technological Advancements</b></p> <p><b>Session Chair:</b> Dr Katarzyna Mikołajczyk</p> <p>Dr Ewa Rollnik-Sadowska - Mega Trends in Human Resources Management During a Twin Transition (ENG)</p> <p>Dr Barbara Chomątowska &amp; Prof. Dorota Molek-Winiarska - The Use of Virtual Reality Technology in Employee Safety and Health Training. A Case Study of an Enterprise from the Smelting Industry (ENG)</p> <p>Prof. Živilė Stankevičiūtė - Robots as Allies or Enemies: Exploring Employee Wellbeing While Working with Robots (ENG)</p> <p>Mirosław Wójcik - Algorithmic Discrimination in the Era of Technological HRM: Selected Challenges of Sustainable Human Resource Management (ENG)</p> <p>Prof. Agnieszka Sitko-Lutek - Competencies of Medical Devices Industry Managers in an International Context</p>	<p><b>ROOM 2A</b> <b>Session 6: Employee Experience and Organizational Change</b></p> <p><b>Session Chair:</b> Prof. Urban Pauli</p> <p>Dr Agnieszka Golińska - Organizational Culture in the Acculturation Processes of International Professionals in Poland (ENG)</p> <p>Justyna Litwinek - Exploring the Role of Green HR and Sustainable Practices in Initial Career Choices from International Student's Perspective (ENG)</p> <p>Prof. Anna Lupina-Wegener - Well-being and Leadership in Times of Change (ENG)</p> <p>Prof. Joanna Purgał-Popiela - Sustainability in Human Resource Management Practices Used by Small and Medium-sized Enterprises – A Systematic Review (PL)</p> <p>Prof. Joanna Żukowska - Implementation of Agile Methodologies in Human Resource Management Dynamics (ENG)</p>
<b>11:00-11:30</b>	<b>Coffee break</b> HALL		
<b>11:30-12:15</b>	<b>Keynote Speech: Prof. Na Fu - Putting the Human Back: Sustainable Human Resource Management in Twin Digital and Green Transitions (ENG)</b> AULA I		
<b>12:15-13:00</b>	<p><b>Publishers` Panel</b> AULA I</p> <p><b>Participants:</b> Prof. Howard J. Klein (Human Resource Management) Prof. Anna Lupina-Wegener (Journal of Change Management) Prof. Paweł Korzyński (Central European Management Journal)</p> <p><b>Session Chair:</b> Prof. Paweł Jurek (Health Psychology Report)</p>		
<b>13:00-14:00</b>	<b>Lunch</b> HALL		

**Venue**

SGH "C" Building

Address:  
al. Niepodległości 128



**Hotel**

Hotel Novotel Centrum

Address:  
Marszałkowska 94/98

**DAY 2: Thursday, April 25th**

AULA I

**Session 7: Young Perspectives and Workplace Change**

**Session Chair:** Prof. Anna Rakowska

Prof. Urban Pauli - Supportive Work Environment – Young HRM Professionals' Perspective (ENG)

Prof. Alicja Winnicka-Wejs, Prof. Aleksandra Burgiel-Szewc & Dr Anna Mercik - Company's Inclusive Approach to Internal and External Stakeholders – Theoretical Framework (ENG)

Prof. Marcin Gołembski, Prof. Beata Skowron-Mielnik & Prof. Grzegorz Wojtkowiak - Factors Influencing Employee Performance in the Conditions of Enforced Remote Working: The Employee Experience Perspective (ENG)

Prof. Belgin Okay-Somerville - A Sustainable Human Resource Management Perspective to Youth Employment (ENG)

ROOM 1A

**Session 8: Sustainable HRM in Practice**

**Session Chair:** Prof. Tetiana Shkoda

Dr Izabela Różańska-Bińczyk, Prof. Katarzyna Wojtaszczyk & Dr Marzena Syper-Jędrzejak - Youth and Sustainable Human Resource Management (PL)

Dr hab. Paweł Atroszko - Work Addiction and Sustainable HR (PL)

Prof. Joanna Cewińska & Prof. Małgorzata Striker - Sustainable Work in the Life Cycle of Employees as a Challenge for Sustainable Human Resource Management (PL)

Emil Zelma - Gig Economy – Flexible Cooperation or a Form of Precarization? (PL)

Prof. Dariusz Nowak - Generation Z on the Labour Market: Approach, Expectations, Behavior (PL)

**Poster Session - Networking zone – Meetings with Poster Creators HALL**

14:00-15:30

Anna Wiatr - The New Face of Hybrid Working

Dr Eleonora Crapolicchio - Managing Age Between and Within Firms in an Aging Society: Implications for Firms' Efficiency and Workers' Well-being

Prof. Izabela Warwas, Dr Iwa Kuchciak, Prof. Justyna Wiktorowicz - Competency Management in European Banks in the Face of the Green Transition

Prof. Justyna Wiktorowicz, Dr Iwa Kuchciak, Prof. Izabela Warwas - Corporate Responsibility Toward Employees' Families in the Financial Sector

Dr hab. Iwona Mendryk, Prof. Anna Rakowska - Women's Networks in the IT Industry Versus Intention to Leave the Organisation: Research Results

Kinga Piotrowicz - The Impact of Organizational Climate on the Engagement and Job Crafting of Employees Performing Tasks in the Hybrid Workplace

Dr Beata Krawczyk-Bryłka - MBA Education for Sustainable Development - 3Is Model

Dr Joanna Ratajczak - Cultural Determinants of Managing Age-Diverse Employees

Monika Antoniuk-Gula, Dr Aneta Kuźniarska, Prof. Jerzy Rosiński - Work-Life Balance in the Public Sector: European University Case Study

Alicja Kotłowska - Promoting a Sustainable Workplace with the "Shortened Working Week" (SWW): Empirical Insights from 1,000 White-Collar Workers in Poland

Dr Adam Metelski - Footprint of CSR Activities of Top Football Clubs: Assessing, Measuring, and Framing for the Future

Agnieszka Sitarska-Piwko, Prof. Anna Rogozińska-Pawelczyk - Perceptions of Sustainable Human Resource Management (SHRM) and Personal Risk: Findings from the Pilot Study

Prof. Aneta Kosztowniak - Changes in the Operation Strategies of Financial Institutions Towards ESG Management and Sustainable Development Reporting in EU Countries

Ewelina Konarska-Michalczyk - Oczekiwania Pracowników Wobec Pracodawców w Kontekście Zrównoważonego Rozwoju / Employees' Expectations of Employers in the Context of Sustainable Development

Adam Fularski, Magdalena Stuss - Ethical Considerations of Using Artificial Intelligence (AI) in Recruitment Processes

Dr Dorota Jendza - Using the Concept of Higgins' Motivational Orientation to Improve Alignment Between the Organization and the Employee in Achieving Goals

15:30-16:00

**Closing Remarks and Conference Summary AULA I**

## Program Committee

### Chairperson of the Program Committee:

Prof. Agnieszka Wojtczuk-Turek, SGH Warsaw School of Economics, Poland

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