

IIRA HRM Study Group Meeting, Lisbon, 11/09/2004

## **Provisional Timetable**

Venue: *tba*

### **9.30 – 10.30: Session 1**

Chair: *tba*

1. HRM and Performance: What's Next?  
*Paul Boselie* (Department of Marketing and Organization, Rotterdam School of Economics, Erasmus University, The Netherlands)  
*Jaap Paauwe* (Department of Marketing and Organization, Rotterdam School of Economics, Erasmus University, The Netherlands)
2. Management Capability and High Performance Work Organization  
*Mark Thompson* (Templeton College, University of Oxford, UK)  
*Paul Heron* (Templeton College, University of Oxford, UK)

### **10.30 – 10.45: Coffee Break**

### **10.45 – 12.15: Session 2**

Chair: *tba*

3. Does Pay-For-Performance Pay? Incentive Pay, Employee Participation and Earnings  
*Robert McNabb* (Cardiff Business School, University of Cardiff, UK)  
*Keith Whitfield* (Cardiff Business School, University of Cardiff, UK)
4. 'A Recipe for Creating Resentment and Dissatisfaction': A Study of Payment Systems in Investment Banking  
*David Nash* (Cardiff Business School, University of Cardiff, UK)
5. Does Co-operation to Negotiate High Performance Work Practices Pay for Unions?  
*Nicolas Bacon* (Nottingham University Business School, UK)  
*Paul Blyton* (Cardiff Business School, University of Cardiff, UK)

### **12.15-13.45: Lunch break**

Poster: High Performance Work Systems and Employee Outcomes: Rebalancing the Argument

*Margaret Heffernan* (Centre for Innovation and Structural Change, National University of Ireland, Galway, Ireland)  
*Tony Dundon* (Centre for Innovation and Structural Change, National University of Ireland, Galway, Ireland)

### 13.45 – 15.15: Session 3

Chair: *tba*

6. Human Resource Management as a Competitive Tool in Europe  
*Eleni Stavrou* (Department of Public and Business Administration, University of Cyprus, Cyprus)  
*Chris Brewster* (Southbank University, UK)  
*Chris Charalambous* (Department of Public and Business Administration, University of Cyprus, Cyprus)
7. High Performance Work Systems and Organisational Performance: A Six-Country Study  
*Maria Carmen Galang* (Faculty of Business, University of Victoria, Canada)
8. Financial Participation and Performance: New Survey Evidence from Europe  
*Panu Kalmi* (Helsinki School of Economics, Finland)  
*Andrew Pendleton* (Business School, Manchester Metropolitan University, UK)  
*Erik Poutsma* (Nijmegen School of Management, Radboud University, Netherlands)

### 15.15 – 15.30: Tea Break

### 15.30 – 17.00: Session 4

Chairperson: *tba*

9. Extent, Intensity and Context: Teamworking and Performance in the 1998 UK Workplace Employee Relations Survey (WERS98)  
*Stephen Procter* (Newcastle Business School, University of Newcastle, UK)  
*Mark Burridge* (Management Centre, University of Leicester, UK)
10. The Relationship between Employee Survey Data and Performance: A Longitudinal study using Multiple Types of Outcomes  
*Marc van Veldhoven* (Department of Human Resource Studies, Tilburg University, The Netherlands)  
*Marinus Verhagen* (Department of Human Resource Studies, Tilburg University, The Netherlands)
11. HR Policy and Performance: An Occupational Analysis  
*Nick Kinnie* (School of Management, University of Bath, UK)  
*Juani Swart* (School of Management, University of Bath, UK)  
*Bruce Rayton* (School of Management, University of Bath, UK)  
*Sue Hutchinson* (School of Management, University of Bath, UK)  
*John Purcell* (School of Management, University of Bath, UK)

**Coordinators of the IIRA HRM Study Group** (<http://www.zagelmeyer.com/iira.htm>):

*Prof. Mick Marchington*  
Manchester School of Management, UMIST  
United Kingdom  
Email: [mick.marchington@umist.ac.uk](mailto:mick.marchington@umist.ac.uk)

*Dr. Stefan Zagelmeyer*  
International University of Applied Sciences Bad Honnef  
Germany  
Email: [s.zagelmeyer@fh-bad-honnef.de](mailto:s.zagelmeyer@fh-bad-honnef.de)

## CALL FOR PAPERS

### "The Relationship between HRM and Organisational and Employee Performance"

2004 Meeting of the HRM Study Group of the IIRA  
7th IIRA European Regional Congress  
Lisbon, Portugal, 7-11 September 2004

The 2004 meeting of the HRM Study Group of the International Industrial Relations Association (<http://www.ilo.org/iira>) will be held during the 7th IIRA European Regional Congress in Lisbon, Portugal.

Abstracts and papers are invited on the above topic. We are keen to receive papers utilising a range of methodologies to explore and to analyse the relationship between HRM and performance. The study group coordinators encourage the submission of theoretical and empirical work. We are especially interested in papers that adopt a comparative perspective. Please note that only submissions from IIRA members can be accepted.

The abstract should be between 1,000 and 1,500 words. The title page should consist of the paper title, name(s) of author(s), institutional affiliation and address. Please send the abstract or paper as a Word or 'rtf' file by e-mail to [s.zagelmeyer@umist.ac.uk](mailto:s.zagelmeyer@umist.ac.uk) no later than **31 December 2003**. A committee will evaluate all submitted abstracts and papers. We would like to request all contributors to pay particular attention to the following aspects when preparing abstracts and papers: (i) make clear references to the theoretical framework of your research and the key literature in relevant debates; (ii) ensure that your research methods are clearly described; and (iii) focus the abstract on the main subject matter of your research.

Acceptance decisions will be communicated by **28 February 2004**. Accepted papers should be submitted by **30 June 2004** and will be made available on the study group's online-based working paper series (<http://personalpages.umist.ac.uk/staff/s.zagelmeyer/iira.htm>). Further information concerning the format of the paper will be given in the letter of acceptance.

For further information on the 2004 meeting please contact:

Dr. Stefan Zagelmeyer  
Prof. Mick Marchington

Manchester School of Management  
UMIST  
PO Box 88  
Manchester M60 1QD  
United Kingdom  
Tel.: +44 (0) 161 200 3412, Fax: +44 (0) 161 200 3505  
Email: [s.zagelmeyer@umist.ac.uk](mailto:s.zagelmeyer@umist.ac.uk)  
Website: <http://personalpages.umist.ac.uk/staff/s.zagelmeyer/iira.htm>