

## UFHRD Conference 2023

### Schedule for Wednesday 7th June 2023

<b>Time</b>	<b>Event</b>	<b>Location</b>
8.30am - 5pm	Registration Desk Open	Atrium - Ground Floor
9am - 12.30pm	LDI Networking Event	Theatre 1 - 1st Floor
9am - 12.30pm	Doctoral Symposium	Theatre 2 - 2nd Floor
9am - 12.15pm	Leslie Blanchard Leadership workshop	Room 1.02 - 1st Floor
9.15am - 1pm	UFHRD AGM (by invitation only)	Executive 1
11am - 11.30am	Coffee Break and Networking (Track chairs to meet during this)	Atrium - Ground Floor
12.30pm - 1.15pm	Lunch (DS delegates to 2pm)	Atrium - Ground Floor
12.30pm - 13.15pm	Sub Committee Events Calendar meeting	Executive 3
1.15pm - 2.30pm	Welcome Address and Opening Keynote (Prof Thomas Garavan) Addressing big societal challenges in HRD Research: Opportunities, Frameworks, Research and Policy Questions.	Kelly Theatre - Ground Floor
2.30pm - 5.45pm	Doctoral Symposium	Theatre 1 - 1st Floor
2.15pm - 5pm	Speaker Prep Room	Room 1.11- First Floor
2.30pm - 3.45pm	Parallel Session	Refer to Parallel Session schedule
3.45pm - 4.15pm	Coffee Break and Networking	Atrium - Ground Floor
4.15pm - 5.45pm	Parallel Session	Refer to Parallel Session schedule
4.15pm - 5.45pm	Symposium - Are we really serious about transformation? The role of HRD in a changing global context - Dr Ronan Carbery; Dr Henriette Lundgren; Prof Valerie Anderson; Prof Yonjoo Cho; Prof Gary McLean; Prof Rob F Poell	The Mayor Suite - 3rd Floor
5.45pm - 6.30pm	Welcome drinks and Awards reception	Kelly Theatre - Ground Floor
6.30pm onwards	Doctoral Symposium Reception	Atrium - Ground Floor

Delegates be advised that Room 1.11 on our 1st floor is a room which you can use to charge electronic devices and prepare for presentations

**Session 1 Wednesday 7<sup>th</sup> June 2.30pm – 3.45pm**

Track	Theme	Track Chair	No of Papers	Title	Author/Authors	Location
1	Leadership, Management and Talent Development	Caitriona Hughes	4	Factors Affecting Secondary Teacher Wellbeing in England: Self-perceptions, Policy and Politics	Dr. Laura McQuade	Room 1.02 - 1st Floor
				Leading moms: Effect of gender on role conflicts, satisfaction, and performance among parents in leadership positions	Dr Sandra Diller; Prof Carolin Grassmann	
				An exploration of the lived experiences of women in leadership roles in Higher Education in Ireland	Mrs Lindsay Malone	
				Everyone needs a little help: Evaluating a Higher Education leadership Development Programme for senior leaders in the HE sector	Prof Martin McCracken; Mr Mark McCrory	
2	Coaching and Mentoring	Joanne James	3	Shattering the bamboo ceiling: reverse mentoring as a conduit to workplace diversity	Dr Sanghamitra Chaudhuri	Room 1.03 - 1st Floor
				"I can now see my privilege and how that plays out" – evaluating a reverse mentoring programme within HE	Prof Jenni Jones	
				A reverse mentoring implementation framework: from transactional to transformational	Dr Sanghamitra Chaudhuri; Dr Sunyoung Park	
3	Global, comparative and cross-cultural dimensions of HRD	TJ Mc Cabe/ Thomas Garavan	3	Towards an analysis of employer engagement in the TVET system for 10 ASEAN member states	Dr Hanna Moon	Room 1.05 - 1st Floor
				The impact of hybrid working models on employee engagement	Sibylle Tellenbach; Prof Francis Bidault; Dr Julie Haddock-Millar	
				Effects of rest on employee well-being	Dr Chan Lee; Mrs Bokmi Park; Mr Simon Sang Hoon Shin; Ms Jeongae Kim	
4	Workplace learning, training and developing	Colette Darcy	3	Workplace training and development interventions to promote supportive practices for staff experiencing domestic abuse: the implications for HRD practice	Ms Anne Paterson; Dr Tony Bennett; Dr Gemma Wibberley	Room 2.02 - 2nd Floor
				The Effects of Organizational Culture on Turnover Intention mediated Workplace Learning and Job Autonomy: Focusing on Generation MZ in Small-Medium Enterprises	Ms Mira Ko; Prof Seokyoung Oh	
				Bridge-based learning: a methodology for generating impactful behavioural change in the workplace through learning	Dr Janet Curran	
5	Strategic capabilities and the changing nature of work	Rachael Doherty	2	Enabling the pipeline: crafting an effective leadership succession planning strategy to support and sustain organizational strategy and performance	Mr Yilekal Fisseha Beyene	Room 2.03 - 2nd Floor
				Sustainable careers and the Covid-19 pandemic	Ms Viktoria Loidl	
6	Learning in SMEs	Heather Short	3	The case of SME's in the HRD field – a question of disconnections	Dr Eduardo Tome	Room 2.04 - 2nd Floor
				Assessing innovative leadership in SME's: a development of an assessment game prototype	Dr Juthamas Kaewpjit; Ms Rajchada Mahapruksarut	
				Post-pandemic learning in SMEs; are governments helping or hindering? A comparative study	Dr Heather Short; Dr Andreas Wallo	
7	Practitioner research and learning and education	Claire Gubbins	3	Developing a framework to assess the influence of technostress on academics' performance: moderator role of technology self-efficacy and proactive personality in a selected Higher Education institution	Prof Petrus Botha	Room 2.08 - 2nd Floor
				Exploring complex identities in accounts of success and negotiating management roles among mid-career, senior academics	Prof Lynn Nichol; Dr Myfanwy Davies; Dr Gelareh Roushan; Dr Sue Clayton	
				HRD professional education: fit for a sustainable future?	Prof Valerie Anderson	
8	Critical, social and diversity perspectives in HRD	Stefanos Nachmias	4	Repairing organizational harm – the role of restorative practices in Human Resource Development (HRD)	Dr Elaine Yerby; Ms Rebecca Page-Tickell	Room 2.05/2.06 - 2nd Floor
				Women in the Congolese workplace: A study of marginalization in the workplace and society	Dr Cindy L Crowder; Ms Choudelle Kasunka	
				Assessing impacts of generalisation diversity on employee motivation: A case study in Saudi Arabia	Dr Cindy L Crowder; Mr Jaber Alfaifi	
				Approaches to understanding organisations more fully: critical HRD, Human Capital Theory and Stakeholder Based HRD	Ms Cecilia Vaughn-Guy	

**Session 2 Wednesday 7<sup>th</sup> June 4.15pm - 5.45pm**

Track	Theme	Track Chair	No of Papers	Title	Author/Authors	Location
1	Leadership, management and talent development	Caitriona Hughes	3	Value-Based Approaches to Recruiting Top Talent: A New Normal for a Post-Pandemic world	Dr Valerie Ford; Dr Lynda Byrd-Poller	Room 1.02 - 1st Floor
				Ethical transformational leadership: sustaining business resilience in the VUCA World	Dr Panita Sastrawaha; Dr Siriporn Potidokmai; Dr Tharinee Suratpipit	
				Why does unethical behaviour in organisations occur?	Prof Darlene Russ-Eft; Mr Austin Burton	
				Impact of emotional intelligence on Gen Z's career resilience and career outcomes	Dr Bhagyashree Barhate; Dr Bradley Winton; Dr Casey Maugh Funderburk	
				From necessity to choice: an exploration of participants' learning experiences of online coaching training programmes	Dr Karine Mangion-Thornley	
				Conceptualising the distinctiveness of digital coaching	Dr Sandra Diller; Prof Jonathan Passmore	

2	Coaching and mentoring	Judy Gannon	5	Ethics in coaching: an overview of ethical issues in the dynamic interaction of coaching and ways of dealing with them	Dr Sandra Diller; Prof Dieter Frey	Room 1.03 - 1st Floor
				Are organisations getting more of what they need than what they want from coaching? An investigation into the content of coaching conversations	Dr Peter Jackson; Prof Tatiana Bachkirova	
				Should I stay or should I go? Sustaining motivation at critical career junctures	Ms Alene O'Malley; Prof Rajashi Ghosh	
3	Global, comparative and cross-cultural dimensions of HRD	Corina Sheerin	4	A Cross-National Meta-Analytic Examination of the organisational effectiveness of training: Varieties of Capitalism (VOC) and HDI as moderators	Dr TJ McCabe; Prof Tom Garavan; Dr Yanqing Lai; Prof Alma McCarthy; Prof Michael Morley	Room 1.04 - 1st Floor
				The grand challenge of achieving decent work in digital platforms: an ecosystems informed systematic review	Dr Colette Darcy; Prof Tom Garavan; Prof Anthony McDonnell; Dr James Duggan; Prof Claire Gubbins; Dr Fergal O'Brien; Dr Clodagh Butler	
				A quest for technological and policy solutions for organisations in least developed countries (LDCS) to become learning organisations: the case of the travel and tourism industry in Ethiopia	Mr Yilekal Fisseha Beyene; Dr Cindy L Crowder	
				Creating a connected world: fostering curiosity and global mindset in short-term experiences abroad	Dr Oliver Crocco; Dr Maria Cseh	
4	Employee engagement	Deborah Humphreys	4	Enhancing employee engagement in the Nigerian police: implications for HRD	Dr Oluwole Shokunbi; Dr Oluwagbenga Akintola	Room 1.05 - 1st Floor
				What really motivates NHS workers; a case study in the UK National Health Service	Ms Sarah Louise Prodywus; Dr Heather Short	
				Going beyond the ordinary: exploring the 'four fundamental pillars of employee engagement' in the hospitality industry in the United Arab Emirates	Dr Reimara Valk; Ms Lina Yousif; Ms Lynne McGarvey	
				Elucidating the 'dark side' and unintended consequences of front-line worker high employee engagement practices in the hospitality sector	Mrs Helen Collins; Mrs Susan Barry; Ms Camille D'harboulle; Dr Patricia Jolliffe	
5	Workplace learning, training and developing	Palivi Arora	3	The agile, digital learning organization	Dr Robin Hurst	Room 2.02 - 2nd Floor
				The effects of technology on work characteristics and professional development in different domains	Prof Regina Mulder; Mr Patrick Beer; Mrs Romina Bornhaupt	
				Developing systematic instructional design to enhance collaboration	Ms Hongjoo Ju; Ms Jeein Kim; Prof Ji Hoon Song; Mr Soonri Choi	
6	Strategic capabilities and the changing nature of work	Pauline Kelly Phelan	4	Exploring missing links: strategic learning capability, occupational subculture and sensemaking in organisations	Dr Hanna Moon	Room 2.03 - 2nd Floor
				An alternative guide to fostering sustainable employee capability development in small businesses	Dr Adetola Adekunle	
				Agile manufacturing and Human Resource Development – a field of big opportunities	Ms Elizaveta Gromova; Dr Eduardo Tome	
				Developing collective efficacy and task cohesion in multiple team environments	Prof Martin McCracken; Prof Christoph Desjardins	
7	Learning in SMEs	Michael J Mustafa	4	Developing a framework for assessing the influence of the imposter phenomenon on critical leadership competencies: the mediating role of self-esteem	Ms Theresa Bowen; Prof Petrus Botha	Room 2.04 - 2nd Floor
				Qualitative study about talent retention in small and medium enterprise	Mr Ricardo Perpétuo; Prof Gabriel Pestana	
				Organisational learning capability and learning from failure in SME's during Covid-19	Prof Seokyoung Oh	
				Understanding micro, small and medium enterprises (MSMEs) survival strategies in developing economies: early insights from a Nigerian viewing	Mr Obinna Ejiogu; Dr Diane Keeble-Ramsay	
8	Practitioner research and learning and education	Claire Gubbins	3	The effect of Covid-19 on teacher self-efficacy among on-line adjunct and residential Faculty	Dr Sherrie Welfel	Room 2.08 - 2nd Floor
				The role of inclusive pedagogic practices in creating executive education learning environments to support globally connected practitioners	Dr Joanne James; Dr Amy Stabler; Dr Nicola Patterson; Prof Sharon Mavin	
				Developing the assessment literacy of linguistically and culturally diverse students within a large business school	Dr Christine O'Leary	
9	Critical, social and diversity perspectives in HRD	Andrea Subryan	3	Let's be critical of critical HRD: addressing non-human interests in HRD ethics interventions in English Universities	Dr Catharine Ross; Dr Kay Emblen-Perry; Mrs Clare Taylor; Ms Bethan Hiatt	Room 2.05/2.06 - 2nd Floor
				Unravelling Gender Consciousness at Work through Scale Development and Validation	Ms Eunbi Sim; Dr Laura Bierema; Ms Wiexin He	
				Learn, unlearn and relearn into a sustainable future: sustainability consciousness in Nigeria	Ms Ufuoma Egbegbedia	

## UFHRD Conference 2023

### Schedule for Thursday 8th June 2023

Time	Event	Location
8.30am - 1pm	Registration Desk Open	Atrium - Ground Floor
9am - 10.15am	<b>Keynote Address (Prof Mina Beigi) A Career Community that Cares.</b>	Kelly Theatre - Ground Floor
10.15am - 10.45am	Coffee Break and Networking	Atrium - Ground Floor
10.45am - 12 noon	Parallel Session	Refer to Parallel Session schedule
10.30am - 12:30pm	Workshop - Critical, Social and Diversity Perspectives in HRD	Theatre 1 - 1st Floor
12 noon - 1.15pm	Parallel session	Refer to Parallel Session schedule
12 noon - 2pm	HRDI Editorial Board Meeting	Executive 1
12 noon - 2pm	IJHRDPPR Editorial Board Meeting	Executive 3
12 noon - 2pm	AHRD HRDR Editorial Board Meeting	Room 2.19 - 2nd Floor
12 noon - 2pm	Track Chairs Meeting	Room 3.04 - 3rd Floor
1.15pm - 2.15pm	Lunch	Atrium - Ground Floor
2.15pm - 3.30pm	<b>Keynote Address (Prof Alma McCarthy) Talent Management and Development in Public Organisations: Quo Vadis?</b>	Kelly Theatre - Ground Floor
3.30pm - 4pm	Coffee Break and Networking	Atrium - Ground Floor
4pm - 5.15pm	Parallel session	Refer to Parallel Session schedule
5.15pm - 6pm	Meet the Editor - Tips for Publishing	Theatre 1 - 1st Floor
6:30pm onwards	Gala Dinner	Guinness Storehouse

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**Session 3 Thursday 8<sup>th</sup> June 10.45am - 12 noon**

Track	Theme	Track Chair	No of Papers	Title	Author/Authors	Location
1	Leadership, management and talent development	Paul Lees	4	Exploring leadership and how trust behaviour influences survival post-downsizing era; a case study of Nigeria Banking Industry	Dr Vivian Ikechukwu-Ifundu; Prof Janet Myers	Room 1.02 - 1st Floor
				Strategies for Talent Development in an era of Digital Transformation	Mrs Stella Alhassan	
				Thought Intelligence – A New Generation HR Concept for Corporate Solutions - Introduction	Mr V Srinivasa Prasad	
				The art of leadership: Exploring personal representations of leadership via participant drawings	Mrs Rachael Woodcock	
2	Critical, social and diversity perspectives in HRD	Stefanos Nachmias	3	The philosophy and ethics of time: implications for HRD	Prof Jim Stewart	Room 1.03 - 1st Floor
				False claim cases of workplace bullying under the changing atmosphere of employee protection	Dr Yoojeong Seo	
				Ethics of care in the Corporate World: An illusion?	Ms Ana Carolina Rodriguez; Prof Alexandre Ardichvili; Prof Silvia Pereira de Castro Casa Nova; Dr Antonia Aparecida Quintão dos Santos Cezerilo	
3	Leadership, management and talent development	Deborah Humphreys	4	A systematic analysis of barriers and enablers of women's leadership in Higher Education	Ms Nairitee Sil; Prof Usha Lenka	Room 1.04 - 1st Floor
				Perceived managerial and leadership effectiveness within Kuwaiti private companies: insights from Kuwaiti female managers	Dr Hussain Alhejji	
				Experience of leaders and managers with Autism Spectrum Disorder	Dr Karen Johnson; Dr Deborah Cockerham; Ms Aubrey Rieder	
				The future as prohibited cognitive terrain, 'gender' and witchcraft; ethnographic research findings in Kenya	Ms Corretter Ongus	
4	Workplace learning, training and developing	Martin Mc Cracken	3	ESF in Portugal – a reassessment (2009 - 2020)	Dr Eduardo Tome	Room 2.04 - 2nd Floor
				Investigating Human Resource Development (HRD) value in a post-crisis context: stakeholder perceptions following the Global Financial Crisis (GFC)	Mr Adrian Eagleson	
				The agile, digital learning organization: new concepts in organizational learning	Dr Robin Hurst	
5	Workplace learning, training and developing	Eduardo Tome	3	Working Paper Title: Sustainability – what role has Human Resource Development	Dr Caitriona Hughes	Room 2.02 - 2nd Floor
				What can we learn about action learning for community development from the lens of the UN's Sustainable Development Goals?	Prof Yonjoo Cho; Mr Seung Hee Park; Prof Hyeon-Cheol Bong	
				High School graduates in South Korea: challenges, strategies and the role of HRD	Ms Hyerim Cho; Dr Stephanie Sisco	
6	Strategic capabilities and the changing nature of work	Nicole Gross	4	Artificial intelligence for career development: a scoping review	Dr Jia Wang; Mr Shyamal Pandya	Room 2.03 - 2nd Floor
				Revisiting core HRD practices in contemporary organisations through text mining	Dr Kibon Kwon; Dr Seung Won Yoon	
				The impact of technological change on workers: opportunities and challenges	Mr Judah Adeniyi; Dr Bui Petersen; Prof Travor Brown; Prof Ray Gosine	
				Future proofing HRD interventions for digital transformation through authentic appreciative inquiry	Dr Adele Bezuidenhout; Prof Valerie Anderson	
7	Leadership, management and talent development	Colette Darcy	4	Social relationships in today's hybrid world of remote work	Ms Natasha Mcdowell; Prof Claire Gubbins; Prof Edel Conway	Room 2.05/2.06 - 2nd Floor
				Exiting a leadership role: emotion talk and identity work	Dr Patrice Cooper; Prof Tom Garavan	
				Opening the black box of competencies and performance in organisations: an open systems informed review and future research agenda	Dr Colette Darcy; Dr Sateesh Shet; Prof Tom Garavan; Dr Fergal O'Brien; Prof Michael Morley	
				A coalesced framework for prescribed and actual involvement of line managers in talent management (TM) analysis	Mr Charming Nakweya; Dr Sarah Pass; Dr Valerie Caven; Dr Fotios Mitsakis	
8	Practitioner research and learning and education	Christine O'Leary	4	Does ungrading work? A case study comparison of student ratings of teaching and grades in an undergraduate program	Dr Margaret Fitzgerald-Sisk	Room 3.02 - 3rd Floor
				Accounting students' perspective of professional skills: are they ready for the labour market?	Prof Sanja Sever Mališ; Prof Ana Novak; Prof Ivana BARIŠIĆ	
				Relationship between job stress, affective commitment, and life satisfaction among female managers: a moderated mediation analysis of perceived supervisory support and CEO support	Dr Yun Jeong Ro; Prof Ji Hoon Song; Mr Kyomin Nam; Ms Seokyoung Oh; Ms Jeongyeon Lee	
				Exploring undergraduate Human Resource Development students' professional growth and perceptions of experiential learning career development educational instruction	Ms Mahsa Kalhor Mohammadi	
9	Critical, social and diversity perspectives in HRD	Andrea Sobryan	4	Fading to grey: enhancing age diversity and inclusion through HRD	Dr Russell Warhurst; Prof Kate Black	Room 3.19 - 3rd Floor
				Multiple Hierarchies at play: an exploratory case study investigating the experiences and perceptions of women working in phone-game development	Ms Nura Jahanpour	
				Increasing representation of ethnic minority diversity in senior leadership roles, UK Higher Education	Mrs Camille Heslop-Martin	
				Exploring gender equality policies and practices in the Arab Gulf: perceptions, experiences and attitudes from local female civil servants in the UAE public sector	Mrs Sayeda Almansoori; Dr Crystal Zhang; Dr Kevin Broughton	

Session 4 Thursday 8<sup>th</sup> June 12 noon - 1.15pm

Track	Theme	Track Chair	No of Papers	Title	Author/Authors	Location
1	Leadership, management and talent development	Caitriona Hughes	3	Distributed leadership and job crafting as drivers of workplace innovation: evidence from research with UK organisations	Prof Colin Lindsay; Prof Patricia Findlay; Ms Johanna McQuarrie	Room 1.02 - 1st Floor
				Applying a Systems Thinking approach to increase leadership capacity	Dr Bhagyashree Barhate; Ms Noeline Gunasekara; Dr Khalil Dirani	
2	Coaching and mentoring	Judy Gannon	4	Utilising Actor-Network Theory within HRD academic methodological and Method Research Development and Practice	Dr Kristofer Costello; Dr XiaoXian Zhu	Room 1.03 - 1st Floor
				Who is doing what for Who? The Rise of Pro bono Coaching	Dr Judy Gannon	
3	Leadership, management and talent development	Paul Lees	4	A meta-meta analysis of the effect of executive and workplace coaching upon individual and organizational outcomes	Dr David Tee; Prof Jonathan Passmore	Room 1.04 - 1st Floor
				Conceptualising the working alliance in team coaching practice	Dr Amy Stabler; Dr Joanne James	
4	Critical, social and diversity perspectives in HRD	Corina Sheeran	2	Bridging the gap – how do line managers and HRD professionals best use coaching and mentoring to drive the delivery of L & D in the workplace?	Dr Henriette Lunagren; Prof Jenni Jones; Prof Rob F Poell	Room 2.04 - 2nd Floor
				Global labor challenges: introducing a new, integrative model for talent development in the changing workplace of the hospitality sector	Mrs Patrice O'Reilly Duffy; Dr Madeleine Stevens	
5	Workplace learning, training and developing	Palivi Arora	3	A kaleidoscope career perspective on hotel managers	Dr Ronan Carbery; Dr Stefan Jooss	Room 2.02 - 2nd Floor
				Internationalising undergraduate leadership curriculum: bringing the world to your classroom	Dr Kevin Rose	
6	Workplace learning, training and developing	Nicole Gross	4	Hospitality Leaders' Action learning during Covid 19: A systematic literature review using Garrad's Matrix Method	Dr Karen Johnson; Dr Pallvi Arora	Room 2.03 - 2nd Floor
				Corporate social responsibility (CSR) and financial performance in high-technology firms: the how and when of this relationship	Prof Maura Sheehan; Prof Tom Garavan; Prof Michael Morley	
7	Leadership, management and talent development	Eduardo Tome	4	Am I underpaid because I am an immigrant? Lived experiences of the skilled temporary worker Visa holders in STEM occupations in American workplace	Dr Aynur Charkasova	Room 2.05/2.06 - 2nd Floor
				A systematic literature review: impact of the 4IR on critical cross-field outcomes (soft skills) development of accounting students in higher education institutions in South Africa	Mrs Hester Vorster	
8	Practitioner research and learning and education	Jennifer Kennedy	4	Civil service HRD practitioners' competencies and educational needs analysis: a case of the Bhutanese Civil Service	Ms Eun Hee Chung; Dr Chan Lee	Room 3.02 - 3rd Floor
				Developing leisure-based training and development for Thai Human Resources	Dr Dawisa Sritanyarat; Ms Thawanporn Marin; Ms Witchaya Kamchornkitti; Ms Varaporn Intorn; Mr Nopparut Hussathai	
6	Workplace learning, training and developing	Nicole Gross	4	Improving top management trust in HRD professionals: evidence based decision making to the rescue?	Prof Claire Gubbins; Dr Lisa Van Der Werff; Prof Brian Harney; Prof Denise Rousseau	Room 2.03 - 2nd Floor
				Don't forget to think: transfer of training through productive reflection on implementation intentions	Dr Peter Greenan	
7	Leadership, management and talent development	Eduardo Tome	4	Enhancing Occupational Health and Safety Compliance in South African Construction Firms: A Case Study on the Implementation of the Health and Safety Act	Prof Anna-Marie Pelsler; Dr Hazvineyi Saurombe; Dr Hazvineyi Saurombe	Room 2.05/2.06 - 2nd Floor
				Relationship between in-service training and employees 'feeling of psychological ownership' (PO) towards their organisation	Ms Mahsa Kalhor Mohammadi	
8	Practitioner research and learning and education	Jennifer Kennedy	4	Equity leadership: the effects of identifying and supporting individual employee's needs on employee engagement	Dr Laura Hurtienne; Dr Matthew Hurtienne	Room 2.05/2.06 - 2nd Floor
				Transforming Saudi Arabia's health workforce in the last phase system of care	Prof Julie Davies; Dr Zeyad Alghamdi; Ms Thamina Anjuman; Dr Saud Altamimi; Dr Mateen Ellahi; Mr Guangzhong Huang; Ms Moza Al thani; Dr Yara Alsoqair; Dr Rawan Alshehri	
8	Practitioner research and learning and education	Jennifer Kennedy	4	Unpacking the influence of inclusive and ambidextrous leadership on academic staff performance: the role of psychological ownership as moderator	Mr Kogulan Rajandran; Dr Anusuiya Subramaniam; Prof Jo Ann Ho; Dr Anuar Shah Bali Mahomed	Room 3.02 - 3rd Floor
				Lecturers' experience of workplace bullying at a South African Higher Education Institution	Prof Helen Meyer	
8	Practitioner research and learning and education	Jennifer Kennedy	4	How Network Analysis and VIR-CAP can help us understand the connections between perceived organizational culture and characteristics	Dr Soyoung Jung; Mr Dae-seong Moon; Ms Hanul Jung	Room 3.02 - 3rd Floor
				Recognising respect at work (RRaW): work awareness and training for decent work	Dr Ria Deakin	
8	Practitioner research and learning and education	Jennifer Kennedy	4	Multilevel structural equation modelling of relationships among the core value practice behaviour of the team, leader, and employees and the mediating effect of core value awareness	Dr Yun Jeong Ro; Prof Ji Hoon Song	Room 3.02 - 3rd Floor
				Distributive justice, affective commitment, leader-member exchange (LMX), and job characteristics model (JCM) as predictors of organizational citizenship (OCB): pieces of evidence from Indian banking employees	Prof Sudhir Chandra Das	

9	Critical, social and diversity perspectives in HRD	Pauline Kelly Phelan	4	A single-person household as a form of family type: the challenges and opportunities of its inclusion in the workplace	Dr Cho Hyun Park; <b>Dr Sunyoung Park</b>	Room 3.19 - 3rd Floor
				Race conscious community organizing and development: localized applications of Human Resource Development	<b>Dr Stephanie Sisco</b> ; Ms Hyerim Cho; Mr Christopher Boldon	
				The role of HR in CSR to support the aging society through village volunteering	<b>Prof Chiraphra Akaraborworn</b> ; Ms Nopparat Phaopat; Mr Rattanasak Charoensap; Ms Philaiphan Rawdneam	
				Reflections on teaching 'critical' subjects	<b>Dr Ajit Bhattarai</b>	

Session 5 Thursday 8<sup>th</sup> June 4pm - 5.15pm

Track	Theme	Track Chair	No of Papers	Title	Author/Authors	Location
1	Leadership, management and talent development	Kesiena Ebenade	3	Responsible management of selected public old age homes in North West Province of South Africa	<b>Prof Joseph Lekunze</b>	Room 1.02 - 1st Floor
				Developing competencies for the future workforce: talent development in the context of industry 4.0	<b>Mr Kiran Marlapudi</b> ; Prof Usha Lenka	
2	Coaching and mentoring	Joanne James	3	Using a mentoring programme to help graduate students develop relationship-building skills critical for success in today's world of work	<b>Dr Linda Dowling-Hetherington</b> ; Dr Ilona Hunek	Room 1.03 - 1st Floor
				Full-year abroad exchange programmes and future graduate global employability: the roles of acculturation motivation, self-efficacy, and cross-cultural adjustment	Dr Colette Darcy; <b>Prof Tom Garavan</b> ; Dr Fergal O'Brien; Dr Joan Buckley; Dr Gerri Matthews-Smith; Dr TJ McCabe	
				The interaction between mentor motivation and protégé proactiveness in predicting high-quality mentoring	<b>Dr Mostafa Ayoobzadeh</b> ; Prof Kathleen Boies; Dr Patrick Coulombe	
3	Leadership, management and talent development	Claire Gubbins	4	Impact of Covid on SME's organizational performance and talent management practices in South African manufacturing sub-sector: preliminary findings	<b>Mrs Gladys Zake</b> ; Prof Petronella Jonck; Prof Anna-Marie Pelsler	Room 1.04 - 1st Floor
				Talent management for creating HR innovation in Thai Micro, Small and Medium Enterprises	<b>Dr Fuangfa Panya</b>	
				An Exploration of the lived experiences of women in leadership roles in Higher Education in Ireland	<b>Mrs Lindsay Malone</b>	
				Talent management strategy framework to retain skilled personnel at Mossel Bay Municipality	<b>Dr Andries Pelsler</b> ; Prof Anna-Marie Pelsler	
4	Employee engagement	Stephen Kilroy	4	Positive organizational behaviour: connections to employee engagement	<b>Prof Jessica Knierim</b> ; Dr Matthew Hurtienne; Dr Laura Hurtienne; Dr Sunil Ramlal	Room 2.04 - 2nd Floor
				Definitions of organisation's well-being in the new normal era: an integrative literature review	<b>Dr Dawisa Sritanyarat</b> ; Dr Oranuch Pruetipibultham	
				To tell or not to tell? Engendering employee mental health status disclosure at work	Dr Adetola Adekunle; <b>Ms Lucy Parker</b>	
				Organisational injustice in the workplace: evidence-based insights	Dr Jia Wang; <b>Mr Shyamal Pandya</b>	
5	Workplace learning, training and developing	Jennifer Kennedy	3	Informal learning in the remote workplace: an integrative review of the literature	<b>Ms Minjeong Seo</b> ; Dr Sehoon Kim	Room 2.02 - 2nd Floor
				The impact of hybrid and remote working models: a social capital perspective	<b>Ms Lauren Kirk</b> ; Prof Martin McCracken; Prof Ronan McIvor	
				Virtual reality for building social resilience: creating an informative format for manager training	<b>Dr Britta Nordin Forsberg</b> ; Dr Kathrin Kirchner	
6	Strategic capabilities and the changing nature of work	Christine O'Leary	4	HRD practitioners' tasks and qualifications: a job advertisement analysis. What does the job market want from us? LDA-based topic modelling	<b>Dr Jae Young Lee</b> ; Dr Yunsoo Lee; Dr Seungju Han; Ms Hyeeyeon Park; Ms Hoijung Eom	Room 2.03 - 2nd Floor
				Organisations in a VUCA world: pivot or perish in the digital age. New strategies in digital learning	<b>Dr Robin Hurst</b>	
				AI integration in organisations: conceptualizing the role of HRD in enhancing organizational and employee readiness	Dr Malar Hirudayaraj	
				Revisiting our Communal Roots: The Role Collectivism May Play in Enhancing Hiring Accurately According to Cultural Fit	<b>Dr Ajit Bhattarai</b> ; <b>Dr Robert Lion</b> ; Dr Tracy Gibson	
7	Critical, social and diversity perspectives in HRD	Lyn Nicholl	4	The impact of Athena Swan on the gendered subcultural spaces in the UK academia: A case study on Athen Swan gold awarded department	<b>Dr Ruby Christine Mathew</b>	Room 2.05/2.06 - 2nd Floor
				Tend, befriend, contend: women's friendships as catalysts for resistance in the academic workplace	<b>Dr Kristin Kaepfel</b> ; Dr Robin Grenier; Dr Emma Björngard-Basayne	
				Now more than ever: the need to reinvent employee training to ensure sex/gender equity	<b>Dr Ingeborg Kroese</b>	
				Mobile interviews in HRD research: engaging and emancipatory	<b>Dr Robin Grenier</b> ; Dr Sarah Minnis	
8	Workplace learning, training and developing	Nicole Gross	4	Drivers of upskilling intention in construction 4.0: a conceptual model	<b>Mr Sarath G Nair</b> ; Dr Xiaoxian Zhu	Room 2.05/2.06 - 2nd Floor
				Developing a framework for assessing the relationship between graduates' perceived imposter syndrome and acquired soft skills: the mediational role of self-esteem and academic self-efficacy	<b>Mrs Anemarie Botha</b> ; Prof Petrus Botha	

	workplace learning, training and developing	NICOLE CROSS	7	Does investment in employee development encourage proactive behaviours? A self-determination theory perspective Scaling the wall of equivalency; does prior learning count sufficiently and can it be easily collated; a co-creation model	Dr Michael J Mustafa; Mr Ammar Almustafa Dr Zeta Dooly	Room 3.02 - 3rd Floor
9	Critical, social and diversity perspectives in HRD	Caitriona Hughes/ Colette Darcy	4	Why bridge the divide between academia and practice? Intended and achieved learning and implications for CHRD Intersectional inquiry and praxis for examining precarious subjectivities in neoliberal academia Identifying latent profiles of lifelong learning satisfaction Critical HRD in practice: an ethnographic account of applying a critical lens to an academic bridge program for underrepresented students	Dr Catharine Ross; Prof Lynn Nichol; Prof Carole Elliott; Prof Jim Stewart; Prof Sally Sambrook Ms Eunbi Sim; Dr Laura Bierema Mr Yesuh Kim; Ms Yerin Choi; Prof Ji Hoon Song; Dr Jinju Lee Dr Tiffany Harris; Mrs Cecilia Vaughn-Guy	



UFHRD Conference 2023

Schedule for Friday 9th June 2023

Time	Event	Location
8.30am - 1pm	Registration Desk Open	Atrium - Ground Floor
9am - 10.15am	<b>Keynote Address (Prof Kim Nimon) Navigating Employee Engagement amidst the Great Resignation.</b>	Kelly Theatre - Ground Floor
10.15am - 10.45am	Coffee Break and Networking	Atrium - Ground Floor
10.45am - 12 noon	Parallel session	Refer to Parallel Session schedule
12.30pm - 1.15pm	Parallel session	Refer to Parallel Session schedule
1.15pm - 2.30pm	Lunch - Conference Concludes	Atrium - Ground Floor

Delegates be advised that Room 1.11 on our 1st floor is a room which you can use to charge electronic devices and prepare for presentations

**Session 6 Friday 9<sup>th</sup> June 10.45am – 12 noon**

Track	Theme	Track Chair	No of Papers	Title	Author/Authors	Location
1	Leadership, management and talent development	Deborah Humphreys	3	Sustaining competitive advantage through a commitment approach to talent management	<b>Dr Oghale Ayetuoma</b>	Kelly Theatre
				The Applications of Data Envelopment Analysis in Human Resource Management in Banking: A PRISMA-compliant literature review	<b>Prof Katerina Fotova Čiković; Prof Martin M</b>	
				Exploring talent leadership management of early-career academics in a South African University	<b>Dr Deborah Mokgojwa; Mr Lucas Madimabe</b>	
2	Critical, social and diversity perspectives in HRD	Louise Maguire	3	Digital interactions and networking as a collective bargaining for inclusion and belonging	<b>Dr Loliya Akobo Kagher</b>	Room 1.02 - 1st Floor
				Understanding the relationship between national culture and leadership coaching effectiveness. The present comes from the past – HRD in 2022 forecasted in UFHRD 2012 conference	<b>Dr Eduardo Tome</b>	
				The influence of diversity and psychological safety on team performance	<b>Dr Barbara Eversole; Ms Zaineb El Quazzani</b>	
3	Global, comparative and cross-cultural dimensions of HRD	Kesiena Ebenade	2	Empirical research on Human Resource Management in supreme audit institutions in the European Union	<b>Prof Ivana Mamić Sačar; Prof Ivana Pavić; Prof Lajoš Žager</b>	Room 2.03 - 2nd Floor
				Challenges for development women entrepreneurs in 21 <sup>st</sup> century – an Indian context	<b>Dr Diane Keeble-Ramsay; Mrs Tarranum Parveen</b>	
4	Employee engagement	Martin McCracken	4	Understanding the motivation of peripheral teaching staff and their commitment to the organization	<b>Dr Alan Johnston; Mrs Susie Walsh; Mr Stuart Healy</b>	Room 2.04 - 2nd Floor
				The impact of the Covid-19 pandemic on Academics' attachment with their institution: employee engagement and academic identity	<b>Dr Alan Johnston; Mrs Susie Walsh; Mrs Lucy Walkersmith</b>	
				The relationship between job crafting profiles and organizational commitment	<b>Dr Csaba Kiss; Dr Klaudia Szóts-Kováts</b>	
				Academic citizenship through the lens of the psychological contract	<b>Dr Alan Johnston</b>	
5	Workplace learning, training and developing	Michele Kehoe	3	HRD implications of guide training in privately held homes	<b>Dr Margaret Fitzgerald-Sisk</b>	Room 2.05/2.06 - 2nd Floor
				Evaluating outcome quality in digital workplace learning: the knowledge types perspective	<b>Dr Okey Okonkwo</b>	
				Knowledge seeking by junior doctors in Ireland	<b>Dr Jennifer Kennedy; Prof Claire Gubbins; Dr Finian Buckley</b>	
6	Leadership, management and talent development	Colette Darcy	3	Effect of feedback on team performance: Does it make a difference whether feedback is communicated virtually or in person	<b>Ms Luisa Koloch</b>	Room 2.08 - 2nd Floor
				Once upon a time: A temporal taxonomy of executive exit strategies post-acquisition disruption	<b>Mrs Aisling Stalley</b>	
				Changes in self-other rating agreement during the Covid years	<b>Dr Joseph Wolkittel; Dr Louise Quast</b>	
7	Learning in SMEs	Heather Short	2	The predictors of management development in small and medium sized firms in Ireland: size and age contingencies	<b>Dr Deirdre McQuillan; Prof Tom Garavan; Dr Wael Rashwan; Dr Lorraine Sweeney; Dr Ciara Nolan</b>	Room 3.02 - 3rd Floor
				Training's effects on new venture employees' creativity: an identity perspective	<b>Dr Michael J Mustafa</b>	
8	Practitioner research and learning and education	Lynn Nichol	3	Accountability and predictability of investing in diversity and human capital for firm performance and returns: building evidence from public organisations	<b>Dr Seung Won Yoon; Mr SeungSoo Eo; Dr Chungil Chae; Mr Sangseok Lee</b>	The Liffey Suite - 4th Floor
				A case study of the dissolution and reorganization of a major public university in the U.S.	<b>Dr Kevin Rose; Dr Corinne Renguet; Dr Katrenia Reed Hughes; Ms Julie Stella</b>	
				HRD and HRM: contestation or collaboration – a historical perspective from the UK	<b>Dr Patricia Jolliffe; Prof Valerie Anderson; Prof Carole Elliott; Dr Paul Tosey</b>	
9	Workplace learning, training and developing	Leo Casey	2	Learning in complexity, uncertainty and precarity	<b>Dr Patricia Jolliffe; Dr Karen Williams; Dr Victoria Marsick; Dr Ellen Scully-Russ; Dr Alike Nicolaidis; Prof Rob Poell; Dr Dimitrios Papanagou; Mr Neal Herr; Ms Grace Alcidi; Ms Lily Hakimi; Ms DJ Ralston; Dr Maria Cseh</b>	Room 4.18 - 4th Floor
				Learning experiences of school and childcare leaders: developing inclusive leadership behaviour	<b>Prof Rob F Poell; Mrs Rachel Verheijen-Tiemstra; Dr Anje Ros; Prof Marc Vermeulen</b>	

**Session 7 Friday 9<sup>th</sup> June 12.30pm – 1.15pm**

Track	Theme	Track Chair	No of Papers	Title	Author/Authors	Location
1	Critical, social and diversity perspectives in HRD; Strategic capabilities and the changing nature of work	Louise Maguire	2	The effectiveness of diversity advocates on university staff hiring committees: a program evaluation study	Ms Deme Wharton	Kelly Theatre
				Inclusive leadership from theory to practice. A tool derived from the literature and utilized in practice throughout Europe.	Mrs Sile Walsh; Prof Alex Hassett; Prof Sarah Corrie	
2	Coaching and mentoring; Employee engagement	Martin Mc Cracken	3	Recruiting and deploying internal coaches to improve individual and organizational capabilities to rise to the challenges of change	Dr Mark Robson; Dr George Boak;	Room 1.02 - 1st Floor
				Employee retention: the impact of employee engagement and generational cohorts	Dr Matthew Hurtienne; Dr Laura Hurtienne	
				A relational approach to effective team coaching	Mr Colm Murphy	
3	Global, comparative and cross-cultural dimensions of HRD	Kesiena Ebenade	3	Challenges on all sides: a qualitative study of leaders of training and education organisations in post-coup Myanmar	Dr Oliver Crocco; Ms Anna Rockett	Room 2.03 - 2nd Floor
				Female entrepreneurship in Asia	Prof Maura Sheehan; Dr TJ McCabe; Prof Tom Garavan	
				Enablers and disablers of refugees' employability: a qualitative study of recent Afghan evacuees in the United States	Dr Melika Shirmohammadi; Dr Wee Chan Au; Prof Mina Beigi; Mr Ali Reza Sarwar	
4	Learning in SMEs	Michael J Mustafa	2	Trends in the accounting profession – introduction of virtual assistants into SMEs	Prof Sanja Sever Mališ; Dr Mateja Brozović; Dr Ana Rep	Room 3.02 - 3rd Floor
				Building resilient leadership: a study exploring self-identified leadership development	Mrs Susie Walsh; Dr Alan Johnston; Prof Lynne Gabriel	
				Challenges of organizing the accounting function in startup companies	Prof Nikolina Dečman; Prof Katarina Žager	
5	Practitioner research and learning and education	Robert Mac Donald	2	Disrupting and reinventing perceptions: investigating the impact of professional development	Dr Jeffery Kaufman; Ms Megan Blaising	The Liffey Suite - 4th Floor
				Dissemination of data on practices in HRD/HRM as stated by professionals over a period of 10 years	Dr Bassou El Mansour	
6	Workplace learning, training and developing	Leo Casey	3	From individual mindfulness to collective mindfulness: a case study of a mindfulness in organization program	Prof Pawinee Petchsawang	Room 4.18 - 4th Floor
				Repairing interpersonal harm related to hybrid and agile working practice- the role of restorative practice in HRD impact of social media usage on anxiety, stress and depression levels among Generation Z	Dr Bhagyashree Barhate; Dr Ruchi Sao; Dr Shavran Chandak; Ms Bhumika Nagrani	
				The factors enabling workplace relationship development for informal learning in global virtual teams, mediated by video conference and virtual reality: a literature review	Mrs Anna Keller; Prof Claire Gubbins	