

# Human Resources / Ressources humaines (HR)

Visit [ASAC.ca](http://ASAC.ca) for the full conference schedule.

**\*\*All session times are in *EASTERN* time zone\*\***

## FRIDAY JUNE 12

### HR 1 Recruitment and Selection 11:00 am – 12:30 pm EDT

**Chair/Président: Huda Masood**

Work in progress: Bridge employment: An Investigation of recruitment practices and employment policies to better attract and engage bridge employees

*Author(s)/Auteur(s): Bishakha Mazumdar (Cape Breton), Theresa Corsano (Cape Breton), Amy Warren (Memorial), Trevor Brown (Memorial)*

Work in progress: Putting the best foot forward: Investigating how applicants adjust social media profiles

*Author(s)/Auteur(s): Sara Murphy (Wilfrid Laurier), Peter Fisher (Wilfrid Laurier), Lisa Keeping (Wilfrid Laurier)*

### BEST STUDENT PAPER/MEILLEURE COMMUNICATION ÉTUDIANT

Telling interviewers about the past: Understanding how cognition and communication affect behaviour description interview performance

*Author(s)/Auteur(s): Sara Murphy (Wilfrid Laurier), Allen Huffcutt (University of Wisconsin Green Bay)*

### HR 2 Health and Safety 12:30 pm – 2:00 pm EDT

**Chair/Président: Yu Han**

Work in progress: Lutte des gestionnaires du réseau de la santé pour un équilibre de vie

*Author(s)/Auteur(s): Benoit Payette (Laval), Lise Chrétien (Laval)*

In the light of globalization: A systematic literature review in the study of “workplace aggression” over the last fourteen years

*Author(s)/Auteur(s): Nora Elena Daher Moreno (Memorial), Trevor Brown (Memorial)*

Development of behavioural observation scales to address workplace mistreatment

*Author(s)/Auteur(s): Robert Hickman (Memorial), Amy Warren (Memorial), Trevor Brown (Memorial), Kathyne Dupré (Carleton)*

Analyse de la capacité d'absorption dans le cadre d'un transfert inter-organisationnel de connaissances issues d'enquêtes d'accidents du travail

*Author(s)/Auteur(s): Cheikh Faye (Université de Québec à Chicoutimi), France Desjardins (Université de Québec à Chicoutimi)*

### Opening welcome 2:30 pm EDT

Tune in for an opening welcome and remarks to kick off ASAC 2020 Virtual. Visit [ASAC.ca](http://ASAC.ca) for details.

## SATURDAY JUNE 13

### HR 3 Ethics, Values, Climate and Culture 11:00 am – 12:30 p.m. EDT

**Chair/Président: Emily Moore**

Ethical decision making climates and workplace culture

*Author(s)/Auteur(s): Kent Vernon Rondeau (Alberta), Terry Wagar (St Mary's)*

Work in progress: Sharing and learning in organizations: The role of HRM

*Author(s)/Auteur(s): Iryna Kalynychenko (York)*

Work in progress: Employee engagement in non-profits: The role of perception of HR & organizational culture  
*Author(s)/Auteur(s): Kunle Akingbola (Lakehead), Sephora Kerekou (Lakehead)*

**Meet the Dean: Deborah Hurst                      2:00 pm – 3:30 pm EDT**

You are invited to a virtual meet and greet with Deborah Hurst, Dean of the Faculty of Business at Athabasca University. Dean Hurst is keen to meet with PhD students and recent graduates.

Athabasca University's Faculty of Business is seeking an Assistant/Associate Professor, Human Resources Management.

[Click here](#) for more details on this posting.

**HR 5            Leadership and Employee Outcomes                      3:30 pm – 5:00 pm EDT**

**Chair/Président: Mohammad Ahshanullah**

**BEST PAPER / MEILLEUR ARTICLE**

Resource-based and glass cliff perspectives: Ethnic CEO tenure

*Author(s)/Auteur(s): Eahab Elsaid (Windsor), Nancy Ursel (Windsor), Adriano Durante (Windsor)*

Servant leadership's influence on work-life balance outcomes for individuals and groups in today's society

*Author(s)/Auteur(s): Anju Philip (Guelph), Emily Moore (Guelph)*

**SUNDAY JUNE 14**

**HR 6            Divisional Meeting    11:00 am – 12:30 pm EDT**

**Fireside chat with Dr. Henry Mintzberg    12:30 pm – 2:00 pm EDT**

Join esteemed author and educator, Dr. Henry Mintzberg for an interactive and dynamic keynote session. Dr. Mintzberg will begin with an informal "fireside chat" with ASAC 2020 VP Program, Dr. Mehdi Farashahi, followed by a Q&A with attendees. Visit [ASAC.ca](http://ASAC.ca) for details.

**HR 7            Employee Expectations, Relations and Discipline                      2:00 pm – 3:30 pm EDT**

**Chair/Président: Huda Masood**

Progressive versus positive discipline: A systematic literature review of disciplinary practices used to correct unacceptable behavior and performance in the workplace (Joint with Organizational Behaviour)

*Author(s)/Auteur(s): Judah Adeniyi (Memorial), Trevor Brown (Memorial)*

Work in progress: Entre dire et faire: développement d'un outil d'évaluation probabiliste de l'adéquation entre des bénéfices énoncés et des pratiques organisationnelles

*Author(s)/Auteur(s): Marie-Josée Gagné (Université du Québec à Montréal), Roger Villemaire (Université du Québec à Montréal), Serge Robert (Université du Québec à Montréal), Nathalie Lafranchise (Université du Québec à Montréal)*

Work in progress: Development of a layoff typology: Avoiders, Diverters, Addicts and Exploiters

*Author(s)/Auteur(s): Nita Chhinzer (Guelph), Jinuk Oh (Guelph)*

**MONDAY JUNE 15**

**HR 8            Career Searches and Generational Differences                      12:30 pm – 2:00 pm EDT**

**Chair/Président: Sadia Jahanzeb**

Understanding characteristics and values of Z Generation: Synthesis of literature review across recent empirical researches

*Author(s)/Auteur(s): Loubna ANIBA (ENCG Casablanca)*

Status-conferring and stigma-conferring awards in Hollywood movie industry: Social evaluation in boundaryless careers  
*Author(s)/Auteur(s): Yasaman Gorji (Concordia), Arash Heshmati (Concordia), Alex Bitektine (Concordia)*

Career adversities and career engagement: A perspective of Meta theory of resilience  
*Author(s)/Auteur(s): Sidrah AL Hassan (International Islamic University Islamabad), Tasneem Fatima (International Islamic University Islamabad)*

**HR 9      Flexible and High Involvement Work Practices      2:00 pm – 3:30 pm EDT**

**Chair/Président: Emily Moore**

Work in progress: Teleworking arrangements and employee innovative work behavior: A conceptual model  
*Author(s)/Auteur(s): Soodabeh Mansoori (York), Mohammad Ahshanullah (York)*

An application of HR attribution on high performance work system and firm performance: The role of line managers  
*Author(s)/Auteur(s): Mohammad Ahshanullah (York), Stefan Karajovic (York), Soodabeh Mansoori (York)*

**HR 10      Divisional Speaker      3:30 pm – 5:00 pm EDT**

**Navigating the implementation of the Human Resources business partner model**

Travor Brown

Professor Labour Relations & Human Resources, Faculty of Business, Memorial University

Recently Human Resource (HR) professionals have focused on becoming increasingly strategic and less transaction. In this journey, the movement to a human resource business partner (HRBP) model has become increasing popular. Yet, limited scholar research on the implementation of this model exists. In this presentation, I will review several studies, involving UK and Canadian data, where colleagues Martin McCracken, Paula O'Kane and I have examined the messiness of implementing an HRBP model and the implications of the model on both HR and line partners.