**International Conference on**

**Human Resource Management in China and East Asia**

Organized and sponsored by

University of Goettingen, Chair of HRM and Asian Business, Germany

Jointly with Business School of Beijing Normal University, China

Co-sponsored by Academic Confucius Institute at the University of Goettingen

**May 26-27th 2017**

**Tentative Program**

**Day 1 - May 26th**

Session: 1.0 Friday, May 26

**Time**: 09:00 – 09:30

**Room:** Lecture Room Old Library

**Welcome and introductory speech**

*Speakers:*

Fabian J. Froese, chair of Human Resource Management and Asian Business, University of Goettingen

Lutz Kolbe, dean of the Faculty of Economic Sciences of the University of Goettingen

Xuegang Cui, vice chairman of Beijing Normal University Business School

Qikeng Li, Chinese director of the Academic Confucius Institute at the University of Goettingen

Friday, May 26

**Time**: 10:30 – 11:00

**Room:** Lecture Room Old Library

**Coffee break**

Session 1.2 Friday, May 26

**Time**: 11:00 – 12:30

**Room:** Lecture Room Old Library

***Paper session: Spillover and crossover effects***

*Chair: Katharina Bader, University of Goettingen*

*Testing two mechanism linking paternalistic leadership behavior to subordinates’ work-family conflict*

Yao Lei, Beijing Normal University

*Dual career couples and expatriation*

Ishanka Chathurani, University of Goettingen

*How supervisor-subordinate social contacts on social media influence employee silence*

Jing Li, Beijing Normal University

Ying Ma, Beijing Normal University

**Day 1, Friday, May 26th 2017**

**Day 2, Saturday, May 27th 2017**

Session 1.1 Friday, May 26

**Time**: 09:30 – 10:30

**Room:** Lecture Room Old Library

**Opening panel**

***Trends and future directions of Chinese HRM research***

*Chair:*

Yan Chen, director of the Department of Human Resource Management of Beijing Normal University Business School

*Panelists:*

Chris Rowley, emeritus professor of Human Resource Management and Asian Business, Cass Business School, City University of London

Miriam Muethel, chair of Organizational Behavior, Otto Beisheim School of Management, WHU Vallendar

Jia Liangding, professor of Strategic Management and Human Resource Management, Nanjing University Business School

Friday, May 26

**Time**: 12:30 – 14:00

**Lunch**

Restaurant Bullerjahn

Session 1.4 Friday, May 26

**Time**: 16:00 – 17:30

**Room:** Lecture Room Old Library

**Meet the editors panel**

**Topic: *Dos and don’ts of journal submissions***

*Chair: Sebastian Störmer, University of Goettingen*

*Panelists:*

Benjamin Bader, Associate Editor of the International Journal of Human Resource Management

Chris Rowley, Editor of Asia Pacific Business Review, Journal of Chinese Human Resource Management, and others

Jaime Bonache, Associate Editor of the International Journal of Human Resource Management

Fabian J. Froese, Associate Editor of Cross-Cultural and Strategic Management and incoming Editor of Asian Business and Management

Session: 1.3 Friday, May 26

**Time**: 14:00 – 15:30

**Room:** Lecture Room Old Library

***Paper session: Consequences of different backgrounds and experience***

*Chair: Xuegang Cui, Beijing Normal University*

*Social capital and knowledge transfer of inpatriates*

Fedor Portnyagin, University of Goettingen

*How do team fault lines impact on team decision quality? A moderated mediation model - evidence from China*

Qiu Yong, Beijing Normal University

Li Bao-Yuan, Beijing Normal University

*Migrant vs. local Chinese blue collar workers – on the interplay of job characteristics and perceived discrimination*

Marina Schmitz, Cologne Business School

Friday, May 26

**Time**: 15:30 – 16:00

**Room:** Lecture Room Old Library

**Coffee break**

Friday, May 26

**Time**: 19:00 – 21:00

**Dinner**

Restaurant Gaudi

**Conference venue**: Historical library building, Papendiek 14, 37073 Goettingen, Germany

**Conference hotel**: Gebhards Hotel, Goethealle 22-23, 37073 Goettingen, Germany

**Day 2 - May 27th**

Session 1.5 Saturday, May 27

**Time**: 09:00 – 10:30

**Room:** Lecture Room Old Library

***Paper session: HR practices and governance***

*Chair: Chris Rowley,* *Cass Business School, City University of London*

*From BSC to BCC (Balanced Compensation Card): Design conceptions, frameworks and applications for integration of focused modules of HR strategic motivating for enterprises*

Li Bao-Yuan, Beijing Normal University

Qiu Yong, Beijing Normal University

*Does social skill training improve employability among Chinese vocational school students?*

Lin Ya Hong, University of Goettingen

*Republicanism between labor and capital: governance hints from the case study of DAWU family firm*

Feihu Zheng, Beijing Normal University

Xin Zhong, Beijing Normal University

Session 1.6 Saturday, May 27

**Time**: 11:00 – 12:30

**Room:** Lecture Room Old Library

***Paper session: Values, attitudes, and norms***

*Chair: Jia Liangding, Nanjing University Business School*

*The Dark side of risk-taking propensity in an experimental study: High risk-taking and high cheating*

Zhi Xing Xu, Beijing Normal University

Yue Wang, Beijing Normal University

Hing Keung Ma, Beijing Normal University

Min Zhu, Beijing Normal University

*Social norm and giving with indivisibility of money: An experiment of selfishness, equity and generosity*

Bao Te, Nanyang Technological University

Xiaohua Yu, University of Goettingen

*Does moral leadership really have modeling effect? A chain-mediation model of moral leadership predicting unethical pro-organizational behavior*

Li Hai, Beijing Normal University

Wang Yujuan, Beijing Normal University

*Cross-cultural adjustment of global business travelers*

Jase Ramsey, Saint Louis University

Melanie Lorenz, University of Toledo

Saturday, May 27

**Time**: 10:30 – 11:00

**Room:** Lecture Room Old Library

**Coffee break**

Saturday, May 27

**Time**: 12:30 – 12:45

**Room:** Lecture Room Old Library

**Concluding words and official end**

Saturday, May 27

**Time**: 13:00 – 14:15

**Lunch**

Restaurant Fellini

**Afterwards guided city tour**