

SESSION 5, JUNE 4, 10.30 – 12.00

Stream	Session Chair	Presentation	Presentation	Presentation	Lecture Room
Global Mobility and Talent Development	Holden, Rick	Griggs, V.; Holden, R. <i>Reflective learning for Russian HR managers: an explorative study</i>	McDonnell, A.; Gunnigle, P.; Lavelle, J. <i>Talent Management: More than Managers? Exploring the 'Key Group' Concept in Multinational Enterprises</i>	Shaw, S. <i>Developing the next generation of Chinese Managers: the role of international training and internships</i>	F
Learning and Performance at Work	Gubbins, Claire	Gubbins, C.; Corrigan, S.; Garavan, T. <i>How Can We Utilise an Understanding of Manufacturing Operational Contexts to Enhance Overall Training Proficiency and Workplace Performance?</i>	Quesada, C.; Pineda-Herrero, P. <i>A model of factors to determine training transfer in the Public Administration of Catalonia.</i>	Pineda-Herrero, Pilar; Quesada, Carla; Moreno, Victoria <i>The ETF, a new tool for Evaluating Training Transfer in Spain</i>	A
Work-Life Balance, Organizational Culture and Corporate Social Responsibility	Szászvári, Karina	Idrovo, S. M.; Leon, C. <i>Work-Life Balance in Spanish and Latin American organizations: A Comparison</i>	Szászvári, Karina <i>Content –analytical approach of age stereotypes considering ageing employees and its connection to cognitive style</i>		E

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Business Strategy, Organizational Learning and Leadership Development	Tan, Gilbert	Rondeau, K. V; Wagar, T. H. <i>Developing Human Capital: What is the Impact on Employee Turnover?</i>	Wang, Hsing-Kuo; Yen, Yu-F. <i>Linking Human Capital and Innovation-the Moderating Role of Social Capital</i>	Tan, G.; Chong, W. N. <i>Pro-Creativity Leadership: An exploratory study on the mediating role of Intrinsic Motivation</i>	B
Gendered Issues in HRD	Patterson, Nicola	Patterson, Nicola <i>Analysing women entrepreneur's leadership experiences through Authentic Leadership</i>	Mohamed Azim, Abdul Mutalib; Ahmad, Aminah; Omar, Zoharah <i>The Role of Work-Family Psychological Contract Fulfillment in the Relationship between Organizational Support, LMX, Organizational Justice and Organiz</i>		L
Theoretical and Methodological Issues in HRD	Malloch, Hedley	Harte, V.; Stewart, J. D. <i>Reasons For Attrition In Longitudinal Research: Do We Have A Clue?</i>	Stewart, Jim D; Harte, Victoria A. <i>Develop. Evaluate. Embed. Sustain: Enterprise Education for keeps.</i>	Popova-Nowak, Irina V. <i>Work Identity and Work Engagement</i>	H

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Theoretical and Methodological Issues in HRD	Fenwick, Tara	Fenwick, T. <i>The Matter of Learning: Socio-Material Approaches to Theory and Research for HRD</i>	Powell, Melanie; Alker, Linda <i>The Changing Role of Training for Older Workers in a Financial Sector</i> <i>Climate of Declining Trust</i>		G
The Practice of HRD	Takács, Sándor	Yen, Yu-Fang; Wang, Hsing-Kuo; Tseng, Jung-Feng <i>Converting Barriers to Stimulus: Exploring the Significant Influences of Child-caring Experience on Leadership for Top Female Managers</i>	Siikaniemi, Lena M. <i>HRD Processes Competing for their Existence - Examination of the HR Processes in a Finnish Province</i>	Takács, Sándor <i>Containing anxiety in financial organizations</i>	C
The Practice of HRD	Angot, Jacques	Angot, J.; Podlunsek, T.; Chasserio, S. <i>Effects of new recruitment methods on commitment and psychological contract</i>	Haapasilta, M. <i>Human Resource Information System Contributes to the Management of Competence and Knowledge</i>		D