

Presenters are marked with an asterisk (*).

PL001 Plenary Session I : Collective Voices and Social Dialogue for a Better Future

July 24

11:00-12:30

Global Union Federations and the Local Articulation of Global Campaigns: Case Studies of the IUF and UNI Campaigns in India

Santanu SARKAR* XLRI India

How can teacher unions strategically build political capital to resist neoliberalism? Insights from a teacher union in Australia

Mihajla GAVIN* University of Sydney Business School Australia

Social Dialogue and the Future of Work: Perceptions and Responses

Yucef GHELLAB* ILO Switzerland

Igor GUARDIANCICH Sant'Anna School of Advanced Studies Switzerland

THE DILEMMAS OF "MUNICIPAL CORPORATISM": WORKER REPRESENTATION ON BOARDS OF DIRECTORS IN SEOUL CITY

Joohee LEE* Ewha Womans University Korea, South

PL002 Plenary Session II : HRM Challenges and Responses for the Changing Workplace

July 24

14:00-15:30

EXTERNALIZING INTERNAL LABOR MARKET PRACTICES: "Training for a Targeted Brand" in Chinese Vocational Schools

Hao ZHANG* Renmin University of China China

HUMAN 'VALUE CREATION' AND 'HUMAN VALUE' CREATION: THE CAPABILITY APPROACH

Johngseok BAE Korea University Business School Korea, South

Chiho OK* Jeonju University Korea, South

Labour and finance capital: Job quality in leveraged buyouts

Kim HOQUE* Warwick Business School United Kingdom

Nick BACON Cass Business School United Kingdom

Mike WRIGHT Imperial College United Kingdom

Lean versus Learning? Work Organization, Job Quality and Innovation in the Aerospace Industry in France and Sweden

Roland AHLSTRAND Malmö University Sweden

Jérôme GAUTIÉ* University Paris 1 Panthéon-Sorbonne France

Presenters are marked with an asterisk (*).

CS001 What Do Unions Do, Today?: Unions' Community and Societal Contributions and Questions of Their Future Sustainability

July 24 16:00-17:40

Session Organizer

Jonathan E. BOOTH London School of Economics and Political Science United Kingdom

Jamie WOODCOCK London School of Economics United Kingdom

Discussant

Jamie WOODCOCK London School of Economics and Political Science United Kingdom

Collision of Calculative and Prosocial Frameworks: The Moderating Effect of Unions on Volunteering of the Hourly-Paid in the United States

Jonathan E. BOOTH* London School of Economics and Political Science United Kingdom

Daniela LUP Middlesex University London United Kingdom

Mark WILLIAMS University of Surrey United Kingdom

Examining the Effects of Labor Union Leadership Change on Shareholder Activism

Ryan LAMARE* University of Illinois at Urbana-Champaign United States

Richard BENTON University of Illinois at Urbana-Champaign United States

Brandon C. GRANT University of Illinois at Urbana-Champaign United States

What Do Unions Do for Mothers? Paid Maternity Leave Use and the Multifaceted Roles of Labor Unions

Tae-Youn PARK Vanderbilt University United States

Eun-Suk LEE Korea Advanced Institute of Science and Technology Korea, South

John W. BUDD* University of Minnesota United States

What do Workers "do" With Union Membership? Further Evidence of the Union-Civic Engagement "Effect" from American and Canadian Workers

Rafael GOMEZ* University of Toronto Canada

CS002 Comparison of non-regular workers between Japan and Korea: Diverse types, workers' behaviors, and corresponding policies

July 24 16:00-17:40

Session Organizer

Jong-Won WOO Saitama University Japan

Discussant

Teiichi SEKIGUCHI Chuo University Japan

Comparing Minimum Wage-Setting Mechanisms in Japan and Korea: Searching for the Sources of Difference

Michio NITTA* University of Tokyo Japan

Jong-Won WOO* Saitama University Japan

The Changing Face of Inequality: Emergence and Reproduction of Dependent Self-Employed Professionals in the Media Industry in South Korea

Sung-Chul NOH* Saitama University Japan

The Comparison of Subcontract Work between Electrical and Steel Industry in Japan

Hiroyuki AOKI* Kagawa University Japan

The Unionization and Union Activities of Non-regular Supermarket Workers: A Comparison of South Korea and Japan

Wakana SHUTO* Rikkyo University Japan

Presenters are marked with an asterisk (*).

CS003 Global Trends in Industrial Relations: Studying labor law, collective bargaining, and minimum wage setting using the innovative WageIndicator Databases

July 24

16:00-17:40

Session Organizer

Khushi MEHTA WageIndicator Foundation India

Discussant

Biju VARKEY Indian Institute of Management India

Paulien OSSE WageIndicator Foundation Netherlands

Are collective agreements in Indonesia, Vietnam, Cambodia and Pakistan guaranteeing decent working conditions? Analysis and comparison from the WageIndicator database

Daniela CECCON* WageIndicator Foundation and Amsterdam University Italy

Do Minimum Wages and Living Wages affect Industrial Relations in Asian Countries?

Biju VARKEY Indian Institute of Management India

Khushi MEHTA WageIndicator Foundation India

Martin GUZI

Rupa KORDE* FLAME University India

The impact of sectoral and national level industrial relations on the practice of equality bargaining in collective agreements in the commerce sector in EU member states

Janna BESAMUSCA* University of Amsterdam Netherlands

Kea TIJDENS

Trade Union Rights and Governance of Work in the Asia Pacific Region: Gleaning Through WageIndicator Labour Law Database

Iftikhar AHMAD* WageIndicator Foundation Pakistan

CS004 Ten Years of Research on the Working Poor: Evolving Issues and Challenges

July 24

16:00-17:40

Session Organizer

Yanick NOISEUX Université de Montréal Canada

Discussant

Ya WEN Shanghai Ocean University China

Loic MALHAIRE Universidad del Valle de Guatemala Guatemala

Organizing the Working Poor in Canada : Ten Years of Experimentation

Yanick NOISEUX* University de Montréal Canada

Racialized and Gendered Realities of the Working Poor

Jill HANLEY* McGill University Canada

Temporary migrant labor in value chains: the weight of public action

Sid Ahmed SOUSSI* Université du Québec à Montréal Canada

Working your way into poverty : Ten years of GIREPS' research

Diane GAGNÉ* Université du Québec à Trois-Rivières (UQTR) Canada

Presenters are marked with an asterisk (*).

CS005 Public Sector Revitalization: A Call for Strategic, Creative, and Innovative Human Resource (HR) Governance
July 24 16:00-17:40

Session Organizer

Sung Min PARK Sungkyunkwan University Korea, South

Discussant

Kyoung Ryoul MIN National Institute of Meteorological Sciences Korea, South

Reginald UGADDAN Research Center for Public HRD Korea, South

AGREEMENT ON PERFORMANCE-BASED BONUS (PBB) CRITERIA BY THE SELECTED FACULTY OF ISABELA STATE UNIVERSITY MAIN CAMPUS

Ma. Rita REARIO* Isabela State University Philippines

Joan T. CARINUGAN Isabela State University Philippines

An Experimental Research on Dynamics of Public Service Motivation: Integrating Public Service Motivation and Self-Determination Theory

Hyo Joo LEE* Sungkyunkwan University Korea, South

Sung Min PARK Sungkyunkwan University Korea, South

How to Improve the Quality of Working Life: Characteristics of Organization, HRM System and Job, with a Focus on the Mediating Role of Positive Psychological Capital

Yeon Woo JEONG* Sungkyunkwan University Korea, South

Junjung PARK Sungkyunkwan University Korea, South

Healyim LEE Sungkyunkwan University Korea, South

Sung Min PARK Sungkyunkwan University Korea, South

Job demands-resources, and their relationship with Organization effectiveness: A study on the moderate effect of public service motivation

Eun Hye SEO* Sungkyunkwan University Korea, South

Min Young KIM Sungkyunkwan University Korea, South

Sung Min PARK Sungkyunkwan University Korea, South

TRANSFORMATIONAL LEADERSHIP AND COMMITMENT FOR INNOVATION IN PUBLIC SECTOR ORGANIZATION

Janiscus Pieter TANESAB* Sungkyunkwan University Korea, South

Reginald G. UGADDAN Sungkyunkwan University Korea, South

Sung Min PARK Sungkyunkwan University Korea, South

CS006 4th Industrial Revolution and Its Impact

July 24 16:00-17:40

Artificial Intelligence in the computer-age threatens human beings and working conditions at workplaces

Phothong SAITHIBVONGSA* Keimyung University Korea, South

Jae Eon YU Keimyung University Korea, South

Digitalisation of working landscapes – Will there even be acceptable work in the future?

Michael TIEMANN* Federal Institute for Vocational Education and Training (BIBB) Germany

Robert HELMRICH Federal Institute for Vocational Education and Training (BIBB) Germany

Polarization in Germany through shifts in labor demand by occupation

Caroline NEUBER-POHL* Federal Institute for Vocational Education, Bonn, and Training Germany

Marc-Ingo WOLTER Institute of Economic Structures Research Germany

The slow, lingering death (NOT) of employment

David PEETZ* Griffith University Australia

Presenters are marked with an asterisk (*).

CS007 Changes and Challenges in HRM

July 24

16:00-17:40

Dimensions of Human Resource (HR) Challenges in Indian Banking Sector and their Dependency on Select Demographic Diversity: A Scientific Exploration

Sudhir Chandra DAS* Banaras Hindu University India

Investigation of change in HRM systems in Japanese pharmaceutical industry

Toshiko SUDA* Aoyama Gakuin University Japan

Skills development in changing labour markets from the first to the fourth industrial revolutions. A comparison between countries in Western Europe, North America, South and East Asia, and Sub-Saharan Africa.

Johann MAREE* University of Cape Town South Africa

WHAT DO YOU MEAN WHEN YOU PAY FOR PERFORMANCE? EFFECTS OF PAY-FOR-PERFORMANCE ON EMPLOYEES' COLLECTIVE JOB SATISFACTION AND ORGANIZATIONAL PERFORMANCE

Saehee KANG* Rutgers University United States

CS008 Economic and Policy Issues on Diversity

July 24

16:00-17:40

Management of Employment Relationships in Nigeria: Nexus of Research on Workforce Diversity

Olusegun MATANMI* Lagos State University Nigeria

The Educational Outcomes response to Pocket Money: Evidence from China

Yehui LAO* South China Normal University China

Zhiqiang DONG South China Normal University China

The Fuzzy Evaluation Model of "Overwork": Based on Labor Time Quantity as a Measure

Renbao LIU* Capital University of Economics and Business China

Chen CHEN Capital University of Economics and Business China

Liu GUANJUN Capital University of Economics and Business China

CS009 Environmental Changes and Labor Rights

July 24

16:00-17:40

A comparative overview of drivers and outcomes of labour law and industrial relations reforms in selected Central and Eastern European countries

Cristina MIHES* International Labour Organization Hungary

Make Industrial Democracy Work Again in (the era of) Free Trade Agreements

June NAMGOONG* University College London United Kingdom

Pluralism in ASEAN Industrial Relations – Theory, Policy and Practice

Maragtas S.V. AMANTE* University of the Philippines, Diliman Campus Philippines

Presenters are marked with an asterisk (*).

CS010 Gender inequality in the Workplace

July 24

16:00-17:40

Facing harsh working conditions in women's shelters in Quebec, Canada: mobilization of labour law by women workers

Shanie ROY* University of Quebec in Montreal Canada

Language and Gender in the Online Recruitment Process

Emilio J. CASTILLA Massachusetts Institute of Technology United States

Hye Jin RHO* Massachusetts Institute of Technology United States

Overcoming Multiple Marginalizations: The Role of the Prestigious Aspects of Beauty Service Work

Avina MENDONCA* IIMA Ahmedabad India

Premilla D'CRUZ IIMA Ahmedabad India

Ernesto NORONHA IIMA Ahmedabad India

Workplace discrimination of female workforce- Who is the worst enemy and who is to blame: Evidence from women leaders in South Korea

Hyoung Eun KIM* Korea University Korea, South

CS011 Global Supply Chain

July 24

16:00-17:40

Does the Labor Cost Advantage of Manufacturing in China Have Gone?

Cheng QIAN* Ministry of Human Resources and Social Security of P.R. China
China

From Geneva to Dhaka: Strategizing workers rights in the ready-made-garment industry after Rana Plaza

Youbin KANG* University of Wisconsin-Madison United States

How do low-power actors gain influence, legitimacy and centrality in an MNC network?

Joey SOEHARDJOJO* University of Warwick United Kingdom

Nigel DRIFFIELD Warwick Business School United Kingdom

Guglielmo MEARDI Warwick Business School United Kingdom

Skills development in offshore service work: Evidence from IT-BPO workers in Metro Manila, Philippines

Mary Leian MARASIGAN* University of the Philippines Diliman Philippines

Bart LAMBREGTS Kasetsart University Thailand

CS012 HRM for the Sustainable Society

July 24

16:00-17:40

A Strategy for Green Human Resource Management: The Effects of Social Norms Messages on Employees' Green Behaviors

Soo Yeon KANG Hanyang University Korea, South

Eun Yeon KANG* Kutztown University of Pennsylvania United States

Changing Workplace for white-collar workers: challenges for HRM and industrial relation from an empirical research in Italy

Valentina PACETTI* University of Milan-Bicocca Italy

Serafino NEGRELLI University of Milan-Bicocca Italy

CSR-HRM integration: HRM response to the call for socially responsible organisations

Nataliya PODGORODNICHENKO* University of Otago New Zealand

Developing Collaborative Culture and Mentoring Knowledge Leaders to Manage Employee Relations in Knowledge Intensive (Era) Organization

Mohanadoss BALAGURU* HR Net Consultants Private Ltd India

Sustainable HRM in service delivery networks? Australian, German and Japanese airports compared

Markus HELFEN Freie Universität Berlin Germany

Takahiro ENDO* Kobe University Japan

Andreas PEKAREK The University of Melbourne Australia

Presenters are marked with an asterisk (*).

CS013 Irregular Work I

July 24

16:00-17:40

Lessons from European flexicurity policies

Lei DELSEN* Radboud University Netherlands

Precaritization of the labor force - A comparison between Japan and Korea -

Machiko OSAWA* Japan Women's University Japan

Jeff KINGSTON Temple University Japan Campus Japan

Myoung-Jung KIM NLI Research Institute Japan

The Analysis of Intention to Join the Employment Insurance of Freelancer in Korea Content Industry

Yong-Kwan LEE Korea Cultural & Tourism Institute Korea, South

Hye Won KO* Korea Research Institute for Vocational Education & Training Korea, South

Seung-Yeol YEE Korea Labor Institute Korea, South

Wage Dynamics of Workers with Temporary Job Experience: Wage Growth by Type of Job Transition

Inyoung HWANG* Seoul National University Korea, South

Wage Inequality Complicated: Differences in Wages among Contingent Workers through Workplace Panel Survey

Haejin KIM* Sejong University Korea, South

CS014 Labor and Social Security

July 24

16:00-17:40

Combatting social dumping - also an obligation for municipalities

Kelvin BAADSGAARD* Aalborg University Denmark

Henning JØRGENSEN Aalborg University Denmark

Labor Contract, Trade Union Organization and Social Security Rights

Changzhe SHUAI* Jinan University China

Paradigm Shift in Labor Market and New Dimension of Social Security in the Age of the 4th Industrial Revolution

Kwang-Taek LEE* Kookmin University Korea, South

Pension benefits and their impact on the quality of life of beneficiaries: A case study of a pension fund in Zimbabwe

Ruth MUBANGA* Midlands State University Zimbabwe

CS015 Perspectives on Future of Work

July 24

16:00-17:40

A fourth industrial revolution? Technology, work and organization in the new era

Serafino NEGRELLI* University of Milan-Bicocca Italy

Valentina PACETTI University of Milan-Bicocca Italy

Automation or human labor? How the choice is made by Japanese Auto Suppliers in South China

Siqi LUO* Sun Yat-sen University China

Technological Change and Global Employment Prospect: Management of Present and Future Challenges

Yunus Adeleke DAUDA* Lagos State University Nigeria

Workplace Spirituality and the Future of Work: The Perspective of Transcendental Relational Realism

Johngseok BAE* Korea University Korea, South

Cheul KANG* Yonsei University Korea, South

Youngshin KIM* Seoul Theological University Korea, South

Presenters are marked with an asterisk (*).

CS016 Precarious Work in the Emerging Markets I

July 24

16:00-17:40

IMPACT OF CASUALISATION OF LABOUR ON EMPLOYMENT RELATIONS IN NIGERIA INSURANCE INDUSTRY.

Joy O. EKWOABA* University of Lagos Nigeria

Rosemary A. DANESI University of Lagos Nigeria

Francis C. ANYIM University of Lagos Nigeria

Nonstandard Employment and Job Satisfaction across Time in China: Evidence from Chinese General Social Survey (2006-2012)

Kritkorn NAWAKITPHAITON Renmin University of China China

Can TANG* Renmin University of China China

Size and Determinants of Precarious Employment: Empirical Evidence from India

Rahul Suresh SAPKAL* Maharashtra National Law University India

Trapped in Precariousness: Migrant Agency Workers in China's State Enterprises

Xiaojun FENG* University of Oxford United Kingdom

CS017 Precarious Work and Insecure Workers

July 24

16:00-17:40

CONTRACT WORKERS IN PUBLIC SECTOR: PRECARIOUS OR OPPORTUNITY?

Dzurizah IBRAHIM* Universiti Malaysia Sabah Malaysia

Nurizan JOHAR Universiti Malaysia Sabah Malaysia

Day Labor, Domestic Work and Social Security Rights: U.S. and Turkey Comparisons

Zeynep SISLI* Izmir University of Economics Turkey

Abel VALENZUELA University of California, Los Angeles(UCLA) United States

LABOUR MANAGEMENT RELATIONSHIP AMONG NON-REGULAR WORKERS IN JAPANESE AUTOMOBILE SECTOR

Manoranjan DHAL* Indian Institute of Management Kozhikode India

Rebuilding Workers' Power beyond the Boundary of Legal Entity

Aelim YUN* Centre for Labour & Welfare Law of College of Law, Seoul National University Korea, South

Shackled at the front: Working while black in social services

Candies M. KOTCHAPAW* York University Canada

CS018 Representations for Workers

July 24

16:00-17:40

Employee representation within multinational corporations: the problem of articulation

Sophie ROSENBOHM* University of Duisburg-Essen Germany

Thomas HAIPETER University of Duisburg-Essen Germany

PAST, PRESENT AND FUTURE OF NON-UNION EMPLOYEE REPRESENTATION IN POLAND

Katarzyna SKORUPIŃSKA-CIEŚ LAK* University of Lodz Poland

Workers participation: History, Challenges and Possibilities for the Future in Russia

Elena GERASIMOVA* National Research University "Higher School of Economics" Russia

WORKERS' REPRESENTATIVES IN TURKISH LABOUR LAW

Gaye Burcu YILDIZ* Ankara University Turkey

Presenters are marked with an asterisk (*).

CS019 Representations for Workers in Asia

July 24

16:00-17:40

A Study of Union Instrumentality on Union Participation: Moderating Effects of Job Insecurity

Jae Hee PARK* Dongguk University Graduate School Korea, South

Young-Myon LEE Dongguk University Business School Korea, South

Collective Voice – the only light of hope for Indian Informal workers

Udaya Bhaskara Naidu KAKILATE* TRADE UNION India

How do Political institutions shape Women's Activism? the case of female migrant workers in industrial zones in Vietnam

Chi DO QUYNH* Employment Relations Viet Nam

Diane Van Den BROEK University of Sydney Australia

Worker representation and Collective Voice in the SME Sector: A Cross-sectoral Study Concerning Employees' Discernment in India

Abhishek MISHRA* Mahatma Gandhi Kashi Vidyapith India

Partha SARKAR The University of Burdwan India

CS020 Topics on Working Family

July 24

16:00-17:40

Ageing Society in Korea : Socioeconomic Characteristics of the Middle and Old-aged in Korea

Chong Gak SHIN* Korea Employment Information Service Korea, South

Ki AHN JUN Korea Employment Information Service Korea, South

Competition behavior of left-behind children in rural China: a field experiment study

Zhiqiang DONG South China Normal University, High Education Mega Center China

Jun ZHAO* South China Normal University, High Education Mega Center China

DISPARITY IN THE UTILIZATION OF PARENTAL LEAVE IN KOREA

Jungho KIM* Ajou University Korea, South

Impact of poverty reduction program on family expenditures: An analysis of the National Basic Livelihood Security program in South Korea An analysis of the National Basic Livelihood Security program in South Korea

Sam HAN* Columbia University United States

Qin GAO Columbia University United States

CS021 Labor Process

July 24

16:00-17:40

"Identity-Work" and Workers' Interests Articulation in an Oil Refinery, Nigeria: a Post-Structuralist evaluation

Olusegun OLADEINDE* Bells University of Technology Nigeria

A Study on the Nature of Relationship between Employment Relations and Economic Liberalisation: Perspectives from the Emerging Market Economies

Partha SARKAR* The University of Burdwan India

Analysing Class Positions and Work Relations of Waste Pickers: A Case Study in Ankara, Turkey

Serter ORAN* University of Bulent Ecevit Turkey

Understanding the Labour Process of Indian Railways' Loco Pilots: Unpacking Organizational Dynamics & Industrial Relations

Leena SACHDEVA* Indian Institute of Management Kashipur India

Anuratha VENKATARAMAN Indian Institute of Management Kashipur India

Presenters are marked with an asterisk (*).

CS022 Workforce Diversity and Its Impact

July 24

16:00-17:40

A Glimpse of Unorganised Female Labour Force of 21st Century in India

Monika DUBEY* Rajasthan Technical University India

Diversified Cultures, Diversified Workforce and Social Integration: The Nepalese Experience

Bojindra Prasad TULACHAN* Ajou University Korea, South

Yung-Ho CHO

Gender Diversity and Organizational Financial Performance: Implemented Flexible Work Practices and Collective Incentives as Coping Resources

Min-Kyu JOO* University of Houston United States

Dejun Tony KONG University of Houston United States

Leanne ATWATER University of Houston United States

The Crux of Employment in a Tumbling Market- A Somewhat Political Statement

Brita PILSHOFER* LINGUAS, WKO Austria

THE IMPACT OF IN-HOUSE TRAINING ON THE DIVERSITY DIMENSIONS OF EMPLOYEE PRODUCTIVITY IN A LOW PRODUCTIVITY COUNTRY: THE SOUTH AFRICAN WORKPLACE AS A CASE STUDY

Gerhardus Van ZYL* University of Johannesburg South Africa

CS023 Labor Relations in the Public Sector

July 24

16:00-17:40

A Comparative Study of Public and Private Sector Collective Bargaining in Healthcare Industry in Korea: Focusing on Characteristics of the Public Sector Participants

Jinbae KIM* Hanyang University Korea, South

EMPLOYEE PARTICIPATION AND ORGANIZATIONAL CULTURE: DOES IT REALLY MATTERS IN THE CASE OF PUBLIC UNIVERSITIES IN MALAYSIA?

Badariah Ab RAHMAN* Universiti Malaysia Sabah Malaysia

Dzurizah IBRAHIM Universiti Malaysia Sabah Malaysia

Rosazman HUSIN Universiti Malaysia Sabah Malaysia

Promoting Constructive Approaches to Labour Relations in the Public Service: Examples from Collective Agreements

Carlos R. CARRIÓN-CRESPO* International Labour Office Switzerland

CS024 The Future of Labour Policy: Walking the tightrope of job creation AND better regulation

July 25

09:00-10:30

Session Organizer

Anil VERMA University of Toronto Canada

Discussant

Serafino NEGRELLI Università di Milano-Bicocca Italy

Beyond U.S. Collective Bargaining: The Search for New Employee Voice Options at Work

Thomas A. KOCHAN* Sloan School of Management, M.I.T. United States

Challenged Labour Regulation in Northern Europe

Søren Kaj ANDERSEN* FAOS – Employment Relations Research Centre Denmark

Labour Policy Reforms in India

K.R. Shyam SUNDAR* Xavier School of Management India

The quality of labour regulation

Tiziano TREU* University of Milano Italy

The Regulation of Inequality

Simon DEAKIN* Cambridge University United Kingdom

Unlikely 'Pro-Labor' Policies by the Conservative Government in Japan

Michio NITTA* University of Tokyo Japan

Presenters are marked with an asterisk (*).

CS025 HRM across the Triad - learning from best practice: but whose best practice?

July 25 09:00-10:30

Session Organizer

Chul CHUNG University of Reading United Kingdom

Discussant

Chris BREWSTER University of Reading United Kingdom

Elaine FARNDALE Pennsylvania State University United States

Chul CHUNG University of Reading United Kingdom

Changes in the Japanese HRM System: An Emergence of a New System?

Motohiro MORISHIMA* Gakushuin University Japan

HRM in South Korea

Hyunji KWON* Seoul National University Korea, South

HRM in the U.S.A.

Elaine FARNDALE* Pennsylvania State University United States

HRM in Western Europe

Chris BREWSTER* University of Reading United Kingdom

CS026 Social dialogue to combat social exclusion. Why has it largely failed?

July 25 09:00-10:30

Session Organizer

Ian GREER Cornell University ILR School United States

Discussant

Jill RUBERY Manchester Business School England

Active Inclusion or Active Exclusion? A Multi-Level Analysis of Social Dialogue and the EU Active Inclusion Policies

Luigi BURRONI* University of Florence Italy

Manuela GALETTO Warwick University United Kingdom

Maarten KEUNE University of Amsterdam Netherlands

Guglielmo MEARDI Warwick University United Kingdom

Solidarity Broad and Deep. Campaigns to Defend British Healthcare and Social Security

Ian GREER Cornell University United States

Lisa SCHULTE Middlesex University United Kingdom

Genevieve CODERRE-LAPALME* University of Greenwich United Kingdom

The Failure of Incorporation Policy: Labor Activation Policy and Marginalization of Industrial Relations in Korea

Myung Joon PARK* Korea Labor Institute Korea, South

Toward a precarious projectariat? Project dynamics in Slovenian and French social services

Ian GREER Cornell United States

Barbara SAMALUK Greenwich United Kingdom

Charles UMNEY* Leeds United Kingdom

Presenters are marked with an asterisk (*).

CS027 Unions and worker representation in Asia in an era of globalisation

July 25

09:00-10:30

Session Organizer

Russell LANSBURY	University of Sydney	Australia
Byoung-Hoon LEE	Chung-Ang University	Korea, South
Sek-Hong NG	University of Hong Kong	Hong Kong

SESSION SUMMARY

Shyam SUNDAR*	Xavier Institute of Management	India
Sek-Hong NG*	University of Hong Kong	Hong Kong
Rahul SAPKAL*		
Rae COOPER*	The University of Sydney Business School	Australia
Bradon ELLEM*		
Fang Lee COOK*		
Michele FORD*		
Kubo KATSUYUKI*		
Shihwei PAN*		
Ngan COLLINS*	RMIT University	Australia

Worker Representation in a Segmented and Globalizing Philippine Economy

Rene OFRENEO*

CS028 'Industrial Citizenship' in Europe – The Regulation of Workers' Representation and Collective Action at Company Level in Europe

July 25

09:00-10:30

Session Organizer

Vincenzo PIETROGIOVANNI	Linnaeus University	Sweden
Discussant		
Sylvaine LAULOM	Université Lumière - Lyon 2	France
Piera LOI	Università di Cagliari	Italy

A Brexit irony: the influence of the post 1980s UK market liberalism tradition on the transformation of the Greek collective labour law system as part of EMU related 'conditionality'

Fotis VERGIS* The University of Manchester United Kingdom

Between universalism and exclusivity: the Swedish model of industrial citizenship and the EU internal market challenges

Andrea IOSSA* Lund University Sweden

Fragmentation and Restructuration of Workers' Core Demos. A Critical Assessment of the Belgian Legal Model of Workplace Representation

Auriane LAMINE* Université Catholique de Louvain La Neuve Belgium

Transnational company agreements: current challenges in the European collective bargaining landscape

Stefania MARASSI The Hague University of Applied Sciences Netherlands
 Vincenzo PIETROGIOVANNI* Linnaeus University Sweden

Presenters are marked with an asterisk (*).

CS029 Global Comparisons of Legislative Protections on Workplace Discrimination and Inclusion

July 25

09:00-10:40

Session Organizer

Milad POURNIK

WORLD Policy Analysis Center at UCLA

United States

A New Global Dataset of Countries' Protections from Workplace Discrimination across Vulnerable Statuses

David GODFREY*

WORLD Policy Analysis Center at UCLA

United States

International Migrant Inclusion and Equality in the World of Work: A Global Comparison of 193 UN Member Countries

Brianna PIERCE*

WORLD Policy Analysis Center at UCLA

United States

Prohibiting Workplace Discrimination on the Basis of Disability: A Globally Comparative Review

Willetta WAISATH*

WORLD Policy Analysis Center at UCLA

United States

CS030 Changes and Issues of Recruitment

July 25

09:00-10:40

Employee Value Proposition and Total Rewards: Tools of the Trade in Today's Competitive Market

Virgel C. BINGHAY*

University of the Philippines

Korea, South

Indian Recruitment Industry: Flexibility and labour Intermediaries in Formal Sector

Bhim REDDY*

Institute for Human Development

India

Shantanu Kant DUBEY

Institute for Human Development

India

Tarini SHIPURKAR

Institute for Human Development

India

The Core Characteristics of Corporate Entrepreneurship on Employability

Altair CAMARGO*

USP

Brazil

Lourival Ribeiro Chaves JUNIOR

Federal University of Goias

Brazil

What Gets on the Interviewer's Nerves? Exploring the Insights and Impacts of Job Seeker's Tactless Behaviors

Irene Wen-Fen YANG*

National Chung Cheng University

Taiwan

Chih-Chun CHEN

UMC

Taiwan

CS031 Chinese Labor Market I

July 25

09:00-10:40

Computer with Internet Access and Wages Disparity across Regions: Evidence from China

Ting REN

Peking University

China

Xinguo YU*

Peking University

China

Labor force dynamics of Elderly People in China

Xuejie YI*

Peking University

China

The New Generation of Migrant Workers and Future Labor Relations in China

Kungang LI*

Anhui University

China

What Affects Corporates' Pensions Payment Decisions?

Zirui CHEN*

South China Normal University

China

CS032 Employee Involvement

July 25

09:00-10:40

Case Study on the relationships among Employee voice and Organizational Performance and Employee Perception of Fairness: A Japanese Company Invested in China

Min LI* South China University of Technology China
 Xiaoli HU South China University of Technology China

DO UNIONS DO WHAT THEY ARE EXPECTED TO? UNIONS' IDEOLOGIES AND THEIR INFLUENCE ON DIRECT EMPLOYEE PARTICIPATION

Patrice LAROCHE ESCP Europe France
 Marc SALESINA* Université de Lorraine France

The analysis of cross-border barriers in the introduction of financial participation programs and EU's proposals aiming at the liquidation of these barriers and wider promotion of financial participation

Maciej KOZŁOWSKI* University of Lodz Poland

CS034 Women in Leadership and the Glass Ceiling

July 25

09:00-10:40

"Glass Ceiling" and its Effect on Career Progression: A Study on Women Bank Employees in Metro Manila

Anna Graziella J. BARRENO* Thomson Reuters Pte. Ltd. – Philippine Branch Philippines

Evil Genius Effect: Leader Effectiveness as a Coping Resource for Employee Performance Under Abusive Supervision

Min-Kyu JOO* University of Houston United States
 Kristin CULLEN-LESTER University of Houston United States

Gender Differences in Media Appearances and Their Outcomes among CEOs

Andy Y. Han KIM* Sungkyunkwan University Korea, South
 Gokce BASBUG Sungkyunkwan University Korea, South

Leadership Perceptions as a Function of Gender-Management Level Combinations in the Chinese Manufacturing Sector

Chengxu ZHOU* Jilin University China

CS035 Human Capital I

July 25

09:00-10:40

A Study of Labor Market Effect on Improving Trading Practices in Korean Broadcasting Industry

Yoo Bin KIM* Korea Labor Institute Korea, South
 Seung-Yeol YEE Korea Labor Institute Korea, South

Does Occupational Licensing Increase Income Inequality?

Tingting ZHANG* Western New England University United States

Empowering employees for self-employment in a depressed economy: Skills development in the Nigerian multinational corporate sector – Challenges and prospects

Joseph O. JIBOKU* Olabisi Onabanjo University Nigeria

Skill Mismatch and Labour Market Outcomes

G. K. Randolph TAN* Singapore University of Social Sciences Singapore

The Effect of an Education-driven Labor Supply Shock on Firms' R&D Personnel

Patrick LEHNERT* University of Zurich Switzerland
 Curdin PFISTER University of Zurich Switzerland
 Uschi BACKES-GELLNER University of Zurich Switzerland

Presenters are marked with an asterisk (*).

CS036 Irregular Work II

July 25

09:00-10:40

“From ‘flexible rigidity’ in the Workers’ Statute (1970) to ‘rigid flexibility’ in the Jobs Act (2014): a long-term perspective on the design of employment protection legislation in Italy”

Anthony C. MASI* McGill University Canada

Do Multi-unit Franchisees Meet Franchisor Expectations? : Insights from Labor Standards Compliance

Minwoong JI* Korea Institute for Industrial Economics and Trade (KIET) Korea, South

Franchise Businesses and the Challenge of Applying the Act for Protection of Dispatch Workers

John LEE* Hankuk University of Foreign Studies Korea, South

Sookyung PARK* Independent Researcher Korea, South

The Bifurcated Nature of Flexible Working Across the Occupational Structure: The Case of Zero-Hour Contracts in the United Kingdom

Mark WILLIAMS* University of Surrey United Kingdom

Maria KOUMENTA Queen Mary University London United Kingdom

The Latest Concerning “Illegal Dispatch” and Other Issues Surrounding Irregular Workers

Robert FLEMER Kim & Chang Korea, South

Weon-Jung KIM* Kim & Chang Korea, South

CS037 Labor Policy on Worker Representation

July 25

09:00-10:40

At the intersection of collective bargaining and non-discrimination law - collective agreements to promote labour market inclusion of certain groups

Jenny Julén VOTINIUS* Lund University Sweden

Non alignment of major labour laws with the National constitution: a concern for tripartite industrial relations conflicts in Zimbabwe

Dominic UZHENYU* Zimbabwe Open University Zimbabwe

THE RIGHT OF NON-STANDARD WORKERS TO FREEDOM OF ASSOCIATION IN NIGERIA AND INTERNATIONAL LABOUR STANDARDS

Rosemary DANESI* UNIVERSITY OF LAGOS Nigeria

The Success of Minimum Wage Policy in Malaysia: The theory and Practice of Employee Participation Model in Action

Balakrishnan PARASURAMAN* UNIVERSITI MALAYSIA KELANTAN (UMK) Malaysia

Datuk Talib ZULPHILIP UMK Malaysia

Intan TAJUDDIN Sarawak Government Malaysia

Work, Health, and Employment of Agricultural Workers and Farmers in the Philippines

Jinky Leilanie LU* University of the Philippines Manila Philippines

Presenters are marked with an asterisk (*).

CS038 Legal Regulations on Employment Relations in the Emerging Markets

July 25

09:00-10:40

EMPLOYMENT INJURY BENEFITS: AN ANTIDOTE FOR A SUSTAINABLE SOCIETY IN EMERGING ECONOMIES

Kabiru Ishola GENTY* Lagos State University Nigeria

From labour law to labour contract law: finding the hidden changing processes of the employment institution in China

Wei TU* China Academy of Labor and Social Security China

Ruojing WANG* Nanjing Normal University China

Labour legislation as a 'crutch' or 'crowbar'? Deconstructing the 2015 Zimbabwe Supreme Court Ruling

Farai NCUBE* Midlands State University Zimbabwe

Langtone MAUNGANIDZE Midlands State University Zimbabwe

Trends in Minimum Wage Laws and Implementation: Experiences of selected Asia Countries

Biju VARKEY* Indian Institute of Management Ahmedabad India

Rupa KORDE FIAME University India

Sunny WADHWANIYA Indian Institute of Management Ahmedabad India

CS039 Personnel Management in the Emerging Markets

July 25

09:00-10:40

EMERGING FORM OF EMPLOYMENT RELATIONS IN THE SME SECTOR: PERSPECTIVES FROM THE INDIAN HANDLOOM WEAVING SECTOR

Abhishek MISHRA* Mahatma Gandhi Kashi Vidyapith India

Sustainable Development: Why Transforming the Workplace Matters

Gracelin BASKARAN* University of Cambridge United Kingdom

The Influence of Role Overload on Workplace Deviance: A Moderated Mediation Model Based on Affective Events Theory

Zhisong CUI* School of Business, Jilin University China

Hongyu WANG School of Business, Jilin University China

CS040 Precarious Work in the Emerging Markets II

July 25

09:00-10:40

LABOR INFORMALITY IN COLOMBIA: ADVANCES AND CHALLENGES

Camilo PIEDRAHITA EAFIT University Colombia

Martha Elisa MONSALVE* La Gran Colombia University Colombia

Making the best of the deal: Security guards in India navigating their precariousness

Ernesto NORONHA* Indian Institute of Management Ahmedabad India

Saikat CHAKRABORTY Indian Institute of Management Ahmedabad India

Premilla D'CRUZ Indian Institute of Management Ahmedabad India

Measures adopted by countries of origin to extend social protection to their migrant workers abroad: A critical evaluation

Marius OLIVIER* University of Western Australia Australia

Precarious work and health conditions: a study of drug consumption among street waste pickers in Brazil

Ana Virginia Moreira GOMES* University of Fortaleza - UNIFOR Brazil

Mariana Lopez MATIAS University of Fortaleza Brazil

Antonio Silva Lima NETO University of Fortaleza Brazil

Self-employed occupations and its relationship with educational attainment Mexico (2000-2016)

Teresa Lizeth Alanis GUTIÉRREZ* Autonomous University of Zacatecas Mexico

CS041 Revitalization of Trade Union

July 25

09:00-10:40

Do Formal Union Administrative Practices Promote or Hinder Labor Revitalization? A Study of American, British and Australian Unions A Study of American, British and Australian Unions

Greg J. BAMBER	Monash University	Australia
Paul F. CLARK*	Penn State University	United States
Sandra COCKFIELD	Monash University	Australia
Kay GILBERT	Strathclyde University	United Kingdom
Lois S. GRAY	Cornell University	United States
Paul V. WHITEHEAD	Penn State University	United States

Gaining back Influence through Social Media? Analyzing Twitter network to Predict Trade Union Influence in North America

Lorenzo FRANGI*	University of Quebec in Montreal	Canada
Tingting ZHANG	Western New England Univeristy	United States

Labour Union Density in Pakistan and Future Prospects (An Empirical Investigation - from 1947 to 2016)

Muhammad ASIF*	Kohinoor Textile Mills Limited	Pakistan
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Trade union renewal. A comparative study of the occupation of establishments in an adjustment context (Argentina 2015-2017)

Julieta HAIDAR*	IIGG-UBA	Argentina
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CS042 Social Dialogue

July 25

09:00-10:40

European sectoral social dialogue for better employment conditions – coordinating interests in the private and public sector

Barbara BECHTER*	Durham University Business School	United Kingdom
Sabrina WEBER	Pforzheim University	Germany

Revitalising the comparison of Australia and New Zealand's differing experiences of social dialogue and labour market reform: Implications for comparative research and industrial relations system theory

Kurt WALPOLE*	University of Sydney	Australia
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Social Negotiation: Example of a win / win relationship in light rail sector

Youssef ELMARIZGUI*	Transdev Rabat Salé	Morocco
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THE CEMENT OF SOCIAL DIALOGUE: THE PIVOTAL ROLE OF TRUST FOR THE EFFICACY OF COLLECTIVE BARGAINING SYSTEMS

Bernd BRANDL*	Durham University Business School	United Kingdom
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CS043 Technological Change and Labor

July 25

09:00-10:40

Decent Work in the Gig Economy under European Union Law: Utopia or Dystopia?

Bartłomiej BEDNAROWICZ*	Government and Law Research Group	Belgium
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Digitalization and new forms of inequality

Robert HELMRICH*	Federal Institute for Vocational Education and Training (BIBB)	Germany
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Michael TIEMANN	Federal Institute for Vocational Education and Training (BIBB)	Germany
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Effects of Technological Progress and Labor Turnover on Employment

Insong JANG*	Korea Labor Institute	Korea, South
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The Back-End of Information & Communication Technology: Labour in Informal E-waste Management in India

Somjita LAHA*	Institute for Human Development	India
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CS044 Union Identity and Unionism

July 25

09:00-10:40

Indian Unions joins to seek inclusive and humane economic growth

Pravin SINHA* Indian Industrial Relations Association India

The Leadership Component of Kelly's Mobilisation Theory: Contribution, Tensions, Limitations and Further Development

Ralph DARLINGTON* University of Salford United Kingdom

Trade unions in Europe – are the working class still members?

Carsten Strøby JENSEN* University of Copenhagen Denmark

Union identity revisited – what is the nature of German unionism?

Martin BEHRENS* Institute for Economic and Social research (WSI)/Hans-Boeckler-Foundation Germany

Andreas H. PEKAREK The University of Melbourne Australia

CS045 Labor Issues in Developing Countries I

July 25

09:00-10:40

An investigation into labour broking as a new form of employment in Zimbabwe: the case of a Zimbabwean labour broker.

Tatenda C. NYANHETE* Midlands State University Zimbabwe

EFFECTIVENESS OF LABOR INTEGRATION OF STUDENTS IN LATIN AMERICA: PRESENT AND FUTURE TOOLS

Álvaro Javier San Martín RODRÍGUEZ* Harvard University Spain

Cesar Álvarez ALONSO* Harvard Law School United States

STABILITY, EMPLOYABILITY AND SUSTAINABILITY: YOUTH EMPLOYMENT CHALLENGES AND YOUTH ENTREPRENEURSHIP POLICIES IN THE PHILIPPINES

Ronahlee A. ASUNCION* University of the Philippines Diliman Philippines

CS046 labor union I

July 25

09:00-10:40

Chinese workers' psychological mechanism of solidarity by Organizing in collective action-----A Case Study on Labor dispute of Guangzhou LiDe Shoemaking Factory

Yiren WANG* Remin University of China China

Present in Absentia: Rethinking the Role of Labour Formations in Higher Education Institutions

Elias CEBEKHULU* UKZN South Africa

Ibukun Olorunisola KOLAWOLE University of KwaZulu Natal South Africa

RENEWING THE SOCIAL CONTRACT THROUGH AN ACTIVE TRADE UNION PARTICIPATION: THE CASE OF LABOUR REFORMS IN URUGUAY

Juan Jacobo VELASCO* ILO DWT and Country Office for the South Cone of Latin America United Kingdom

Trade Unions in India: Demise or Resurgence? Understanding the Story Behind the Numbers.

Vidu BADIGANNAVAR* Aston University United Kingdom

Presenters are marked with an asterisk (*).

PL003 Plenary Session III : Labor Market Dualization and Institutional Responses

July 25

11:00-12:30

Lifting the bottom: The Role of Minimum Wage Policy in Fostering Inclusive Prosperity

Anil VERMA* University of Toronto Canada

The Politics of Job Creation in Economic Crisis: A Comparative Analysis of Active Labor Market Policies in OECD Countries

Jong Sun LEE* Korea University Korea, South

The Study on the Effectiveness of Quasi-union: Comparisons of Expectation and Satisfaction between Contingent Workers' Union and Quasi-union

Kyungyeon KIM* Korea University Korea, South

Dong-One KIM Korea University Korea, South

PL004 Plenary Session IV : Workforce Diversity, Labor Market Inequality and Social Integration

July 25

14:00-15:30

Are Asian countries converging towards gender equality at work?

Rupa KORDE FLAME University India

Kanish DEBNATH FLAME University India

Ahana SIROHI* FLAME University India

Comparing the effectiveness of codes of governance vs. legislative quotas to achieve gender balance in boards: a study of the French and British experiences

Sophie HARNAY* Université Lorraine France

Fabienne LLENSE Université Paris Nanterre France

Antoine REBÉRIOUX Université Paris Diderot France

Gwenaël ROUDAUT Ecole Polytechnique Paris France

The impact of the Quota for women on supervisory boards of German Corporations, esp. on employer representation and HRM, esp. skill development and training

Julia HANSCH* DHBW Mannheim Germany

Cornelia HAAG HAW Kempten Germany

VOICE AND SILENCE OF FILIPINO MIGRANT WORKERS IN TAIWAN: A GROUNDED THEORY ANALYSIS

Jingjing WENG Yuan Ze University Taiwan

Ying-Che HSIEH National Tsing-Hua University Taiwan

Miguel Tanpiuco QUIMPO* Yuan Ze University Taiwan

Nhan Thanh PHAM National Tsing Hua University Taiwan

Presenters are marked with an asterisk (*).

CS047 Labour relations in Latin America: similarities and differences in the region

July 25

16:00-17:40

Session Organizer

Cecilia Senen GONZALEZ UNIVERSIDAD DE BUENOS AIRES Argentina

Discussant

Carolina MERA University of Buenos Aires (UBA) Argentina

Viviana VEGA University of Buenos Aires Argentina

Bridging Divides, Building Networks. Organizational Experiences of Paid Domestic Workers in Uruguay and Paraguay

Raquel Rojas SCHEFFER* Freie University Berlin Germany

Colombia, labor relations and challenges of peacebuilding in the 21st century

Laura Carla Moisés ELICABIDE* National University of Colombia Colombia

Nicolás Alberto Moreno REYES State University of Campinas Brazil

Labor Relations and Unions in Argentina in the 21st century: a balance of the last decade and some questions about future horizons

Cecilia Senén GONZÁLEZ* University of Buenos Aires (UBA) Argentina

Labor relations in Mexico, the predominance of informality

Octavio MAZA* Universidad Autónoma de Aguascalientes Mexico

Francisco Javier Ruvalcava COYASO Universidad Autónoma de Aguascalientes Mexico

Dolly Otriz LAZCANO Universidad Autónoma de Aguascalientes Mexico

The flexibilization of labour relations in Brazil and in the Republic of Korea: a Methodological Approach

María PIÑÓN* Center for Unionism and Labor Economic Studies (CESIT) - Economic Institute - State University of Campinas (UNICAMP) Brazil

CS048 TRAVAILS OF WORK AND EMPLOYMENT RELATIONS IN THE 21st CENTURY: INTERROGATING THE FUTURE OF WORK AND THE LABOR MOVEMENT IN NIGERIA

July 25

16:00-17:40

Session Organizer

Olusegun MATANMI Lagos State University Nigeria

Discussant

Olusegun MATANMI Lagos State University Nigeria

Kehinde KESTER University of Ibadan Nigeria

GLOBAL ECONOMIC CHALLENGES AND COLLECTIVE INTERESTS OF WORKERS: EMPIRICAL EVIDENCE FROM NIGERIA

Kabiru Ishola GENTY* Lagos State University Nigeria

Managing the Dynamics of Global Employment Relations: Government, Employer and Trade Union Strategies in Nigeria

Yunus Adeleke DAUDA* Lagos State University Nigeria

Managing work-related stress in the 'uniformed' special services in Nigeria: a continuing challenge of the future of work

Ehi IDUBOR* University of Benin Nigeria

The Decline and Renewal of the Power Labour Movement in Nigeria

Ibukun Olorunisola KOLAWOLE* Lagos State University Nigeria

Presenters are marked with an asterisk (*).

CS049 Social Protection Extension in Developing World Context: Informal Economy and Non-Standard Workers

July 25

16:00-17:40

Session Organizer

Marius OLIVIER Northwest University South Africa

Avinash GOVINDJEE Nelson Mandela University South Africa

Discussant

Evance KALULA University of Cape Town South Africa

Expanding the boundaries of social security protection for informal economy workers in developing countries

Marius OLIVIER* Northwest University South Africa

Informality and social protection in Latin America: Critical analysis of the current situation

Pablo Arellano ORTIZ* Pontificia Universidad Católica de Valparaíso Chile

Social Protection and Vulnerable Women Workers in the Informal Economy

Elmarie FOURIE* University of Johannesburg South Africa

Social protection extension to non-standard workers in South Africa

Avinash GOVINDJEE* Nelson Mandela University South Africa

CS050 International Perspectives on Workplace Conflict and Dispute Settlement: Varieties of Experience in Different Countries

July 25

16:00-17:40

Session Organizer

Greg BAMBER Monash University Australia

Fang Lee COOKE Monash University Australia

Discussant

Mia RÖNNMAR Lund University Sweden

Young-Bum PARK Hansung University Korea, South

Worker Voice in America: A Current Assessment and Exploration of Options

Thomas A KOCHAN* Massachusetts Institute of Technology United States

Duanyi YANG* Massachusetts Institute of Technology United States

William KIMBALL Massachusetts Institute of Technology United States

Erin L. KELLY Massachusetts Institute of Technology United States

Workplace conflict and dispute settlement in China: Institutional innovations and sustainability

Fang Lee COOKE* Monash University Australia

Xiliang FENG* Capital University of Economics and Business China

Workplace Conflict and Dispute Settlement: Perspectives from a pre- and post-Brexit United Kingdom (UK)

Paul L. LATREILLE* Sheffield University United Kingdom

Richard SAUNDRY* Plymouth University United Kingdom

Workplace conflict resolution and dispute settlement in Australia: Employee voice and employees' intentions to quit

Greg J. BAMBER* Monash University Australia

Bernadine Van GRAMBERG* Swinburne University of Technology Australia

Julian TEICHER* CQU University Australia

Brian COOPER* Monash University Australia

Presenters are marked with an asterisk (*).

CS051 Current challenges for South East Asian Employment relations

July 25

16:00-17:40

Session Organizer

Ngan COLLINS RMIT UNIVERSITY Australia

Discussant

Russell LANSBURY University of Sydney Australia

Ngan COLLINS RMIT University Australia

Casualisation and Irregular Work in South Korea

Michael O'DONNELL* UNSW Canberra Australia

Seung-Ho KWON* UNSW Australia

Current challenges for South East Asian Employment Relations: A View from Thailand's Initiation of the ASEAN Labour Standards

Chokchai SUTTAWET* Mahidol University Thailand

Human resource management in Vietnam's SOEs: Examining relationships between compensation and perception of pay equity

Ngan COLLINS RMIT University Australia

Anh NGO* Institution of Economics Viet Nam

Women leaders in Indonesia: paving the road to the top

Sari SITALAKSMI* Gadjah Mada University Indonesia

Work-Life Balance and The Meaning of Work: The Perspective of Doctors and Nurses in East Malaysia

Oscar DOUSIN* Universiti Malaysia Sabah Malaysia

Ngan COLLINS RMIT University Australia

CS052 Emerging Types of Employment

July 25

16:00-17:40

Building a safety net for the 21st century workforce "Social Innovation: How social partners in the employment industry create portable social protection, learnability and employability in the Future of Work."

Jochem De BOER* World Employment Confederation Belgium

Tommaso GROSSI World Employment Confederation Belgium

Flexible Employment based on Network Platforms in China: From HRM to HRG?

Liping LI* Sichuan University China

Dan LI Sichuan University China

Study on the Labor Process and the Labor Rights Chinese Express Delivery Men

Xiaotian LEI* Capital University of Economics and Business China

The Fairwork Foundation: assessing and responding to the online gig economy

Jamie WOODCOCK* University of Oxford United Kingdom

Mark GRAHAM University of Oxford United Kingdom

Presenters are marked with an asterisk (*).

CS053 Issues on Future of Work

July 25 16:00-17:40

Digital Economy and the Future Work

Wen-Wen JI* China University of Labor Relations China

Meng DA-HU Beijing Normal University China

Individualization of the Labor Market and the Future of Work -- How should unemployment and atypical employment be dealt with?

Kazuo TAKADA* Hitotsubashi University Japan

The Future of Work in the Fourth Industrial Revolution

Hyo-Soo LEE* Yeungnam University Korea, South

Work 'or' Employment in the 21st Century?

Peter HOLLAND Monash University Australia

Chris BREWSTER* University of Reading United Kingdom

CS054 Social Institutions and HRM

July 25 16:00-17:40

Analysis of the appropriation mechanisms of savings fund for workers' retirement in Mexico

Teresa Lizeth Alanis GUTIÉRREZ* Autonomous University of Zacatecas Mexico

EMPLOYMENT PRACTICES, LABOUR FLEXIBILITY AND THE GREAT RECESSION

Stewart JOHNSTONE* Newcastle University United Kingdom

Research on the Development of China's Human Resources Service Industrial Zone and its Countermeasures

Zengyan HOU* Chinese Academy of Labour and Social Security China

The Impact of Minimum Wage on Low Skill Workers and Management in Selected Electrical and Electronics Companies in Malaysia

Vally SENASI* University Utara Malaysia (UUM) Malaysia

Samihah KHALIL University Utara Malaysia (UUM) Malaysia

Bal Krishnan PARASURAMAN Universiti Malaysia Kelantan (UMK) Malaysia

CS055 Actors of Industrial Relations

July 25 16:00-17:40

Representation and collective voice: Examining industrial relations actors' collective action of employer and employee associations

Joey SOEHARDJOJO* University of Warwick United Kingdom

Lauren SCHROCK Warwick Business School United Kingdom

Trade Union Rivalry and its Impact on Labour Relations: The Case of Botswana

Theophilus Tebetso TSHUKUDU* University of Namibia Namibia

What makes a good union leader: Evidence from the Harvard Trade Union Program

Michelle KAMINSKI* Michigan State University United States

CS056 Chinese Labor Market II

July 25

16:00-17:40

Deeper Gap or Faster Integration? The Employment Status of Return Migrant Workers and Influences on the Dualization of Labour Market in Contemporary China

Shuwan ZHANG* Chinese Academy of Social Science China

Evaluate the effect of China's "Law on Mediation and Arbitration of Labor Disputes"

Yueting JI Renmin University of China China

Jing CHAI* Renmin University of China China

Kuang TANG Renmin University of China China

The Dynamic Evolution and Plight of Labor Remuneration Legal Protection : An Institutional Logic Perspective

Haojie SONG* Renmin University of China China

Yanyuan CHENG Renmin University of China China

Too bad to be true The Impact of the EPL Reform on the Private Firm Performance in China

Dawei JIANG* RUC China

Zhong ZHAO RUC China

CS057 Collective Actions

July 25

16:00-17:40

A Pacified Labour? The Transformation of Labour Conflict

Lorenzo FRANGI* University of Quebec in Montreal Canada

Sung-Chul NOH Saitama University Japan

Robert HEBDON McGill University Canada

More Than Just Words: Credible Strike Threats in the US, 2012-2016

Robert OVETZ* San Jose State University United States

The Rule-Expediency Balance: How China's Local Authorities in Association Govern Labor Strikes

Xiao WANG* China University of Labor Relations China

TRADE UNION AND COLLECTIVE ACTION IN MALAYSIA: CASE STUDY OF RUM

Mahadirin Hj. AHMAD* Universiti Malaysia Sabah (UMS) Malaysia

Reevany BUSTAMI Universiti Sains Malaysia (USM) Malaysia

When do non-standard and dirty worker take part in strike?

Jeong-Hun KIM* Korea University Business School Korea, South

Workers' solidarity – A "labour of Sisyphus" or collectivity in action?

Emmett CARAKER* Aalborg University Denmark

Henning JØRGENSEN Aalborg University Denmark

CS058 Compliance and HRM

July 25

16:00-17:40

A new labour perspective for a sustainable Society: private compliance initiatives for health and safety at work

Stefano Maria CORSO* University L. Bocconi of Milan Italy

Dismissing employees with mental health problems?

Alexander MAES* UHasselt Belgium

Rank Has Its Privileges: Explaining Why Regulatory Compliance Is So Difficult

Gokce BASBUG* Sungkyunkwan University Korea, South

Ayn CAVICCHI Massachusetts Institute of Technology United Kingdom

Susan SILBEY Massachusetts Institute of Technology United Kingdom

The Enforcement of Occupational Safety and Health (OSH) Legislation in Malaysia: Evidence from Manufacturing Industry

Sharija SHAARI* Universiti Malaysia Sabah Malaysia

Presenters are marked with an asterisk (*).

CS059 Flexible Working Time

July 25 16:00-17:40

Employment contract and working time flexibility, and its efficient management in Romania

Dănuți TOP*	Association for the Study of the Professional Labour Relations	Romania
Alexandru ȚICLEA	Association for the Study of the Professional Labour Relations	Romania

Importance of national context in explaining the impact of flexible working on work-family outcomes across 30 European countries

Heejung CHUNG*	University of Kent	United Kingdom
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TELECOMMUTING INTENSITY AND WORK-FAMILY OUTCOMES: A META-ANALYTIC

Anoop A. JAVALAGI*	University of Illinois at Urbana-Champaign	United States
Ravi S. GAJENDRAN	Florida International University	United States

Working Time Flexibility in an Entrepreneurial Firm: An Comparative study of Women's Perspective from a Matrilineal and a non-matrilineal Society in India

Dimasa Kumar BRAHMA*	North Eastern Hill University	India
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Working time flexibility: management and policy challenges in the new world of work

Agnieszka PIASNA*	European Trade Union Institute	Belgium
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CS060 Future of Work from Diverse Fields

July 25 16:00-17:40

FUTURE OF LABOR LAW

Nelson MANNRICH*	University of São Paulo (USP)	Brazil
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Integrating Work and Life: A Case of the Urban Shared Spaces in Hong Kong and Taiwan

Teresa Shuk-Ching POON*	the Open University of Hong Kong	Hong Kong
Anthony Yuk-Sun WONG	the Hong Kong Polytechnic University	Hong Kong

Redesigning Artificial Intelligence and Employment Generation for the Fourth Industrial Revolution

Sulaiman Olusegun ATIKU*	University of KwaZulu-Natal	South Africa
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THRIVING IN THE FUTURE OF WORK: EMPLOYERS' RECOMMENDATIONS FOR ACTION

Alessandra ASSENZA*	International Organisation of Employers	Switzerland
Roberto Suarez SANTOS	International Organisation of Employers	Switzerland

CS061 Globalization and Labor Relations

July 25 16:00-17:40

Global Collective Agreements: Policy Instruments for Unions in the Global Economy

Fabiana Avelar PEREIRA*	Lund University	Sweden
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Globalisation, social justice and transnational voice mechanisms

Klara BOONSTRA*	VU University Amsterdam	Netherlands
Imke Van GARDINGEN	Confederation of Trade Unions in The Netherlands FNV	Netherlands

Impediments to ILO core standards becoming jus cogens

Bill TAYLOR*	City University of Hong Kong	Hong Kong
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Internal Marketing as an Alternative Form of Employee Voice: Perspectives from the Indian Banking Sector

Partha SARKAR*	THE UNIVERSITY OF BURDWAN	India
Indranil DEBGUPTA	CYBER RESEARCH AND TRAINING INSTITUTE	India

LABOR RELATIONS IN A GLOBALIZING WORLD

Harry C. KATZ*	Cornell University	United States
Thomas A. KOCHAN	MIT	United States
Alexander J. S. COLVIN	Cornell University	United States

Presenters are marked with an asterisk (*).

CS062 Human Capital II

July 25

16:00-17:40

Apprentice to Artisan: Trials and tribulations of apprentices in a dual system apprenticeship programme in South Africa

Darryn Von MALTITZ* Swiss South African Cooperation Initiative (SSACI) South Africa

Responses to changing labour market trends through skills development of workers in South Asia – Key issues and priorities

T I M Nurunnabi KHAN* Freelancer - self-employed Bangladesh

STATE AND CONTRADICTIONS ON SKILLS DEVELOPMENT IN NIGERIA

Joseph O. JIBOKU* Olabisi Onabanjo University Nigeria

Peace A. JIBOKU Olabisi Onabanjo University Nigeria

CS063 International Issues

July 25

16:00-17:40

How can taxes help ensure a fair globalization?

François LANGOT Le Mans University (Gains-TEPP), Paris School of Economics & Cepremap France

Rossana MEROLA* ILO (International Labour Office) Switzerland

Samil OH University of Cergy-Pontoise & Cepremap France

Social dimension of Sustainability Practices and their Determinants: A Global Study in the Context of International Trades.

Santanu Kumar GHOSH* The University of Burdwan India

Sova GHOSH India

The institutional construction of unfree labor regimes in Canada. The case of migrant workers in Quebec.

Loic MALHAIRE* Universidad del Valle de Guatemala (UVG) Guatemala

The Labour Market Effect of migration in East and South-East Asia: Comparing Korea, Japan and Singapore

Woontaek LIM Keimyung University Korea, South

Steve CHAN* Keimyung University Korea, South

CS064 Skill Development

July 25

16:00-17:40

A Cross-Level Research on the Influence of Managerial Coaching on Job Crafting: The Role of Perceiving Goals as Invariable and Risk Aversion

Zhisong CUI* Jilin University China

Hongyu WANG Jilin University China

Entrepreneurship curriculum development in institutions of higher learning: a realistic remedy to unemployment challenges facing Zimbabwe

Dominic UZHENYU* Zimbabwe Open University Zimbabwe

SKILL DEVELOPMENT AS AN ENABLER OF MANUFACTURING SECTOR GROWTH IN INDIA: PERSPECTIVES AND PROPOSITIONS

Amir JAFAR* ALIGARH MUSLIM UNIVERSITY CENTRE MURSHIDABAD India

Partha SARKAR THE UNIVERSITY OF BURDWAN India

The effect of workers' educational attainment on firm performance in developing Asia: The case of Vietnam, Indonesia, and the Philippines

Minjung LEE* Hanyang University Korea, South

Joonkoo LEE Hanyang University Korea, South

Presenters are marked with an asterisk (*).

CS065 Social Dialogue in Asia

July 25

16:00-17:40

A Study on the Mechanism of Social Pacts Development in the Korean Film Industry

Jong-Soo LEE Korea Labor & Society Institute Korea, South

Soo Yeon KANG* Hanyang University Korea, South

Japanese Experience of the Social Dialogue between the Labor, the Management and the Government for the mutual understanding on the labor issues ~ the history and the recent drastically changing situation

Mitsuyasu MAEDA* Nippon Kanzei co.,ltd. Japan

Making institutional changes by interdependence between the weaks - comparing training with employment practices in the case of Korean plant construction industry

Sang-Hoon LIM* Hanyang University Korea, South

Sang-Beom WOO Hanyang University Korea, South

Social Pacts – An Account of Tripartism in the Indian Sub-Continent

Iftikhar AHMAD* WageIndicator Foundation Pakistan

The tripartite consultation mechanism research of china's labor relations

Changcheng WANG* Zhongnan University of Economics and Law China

CS066 Labor Issues in Developing Countries II

July 25

16:00-17:40

Changing Focus of Work Innovations and Labour Response: A Comparative Review of situations in Nigeria and South Africa

Ibukun Olorunisola KOLAWOLE* University of KwaZulu-Natal Nigeria

Elias CEBEKHULU University of KwaZulu-Natal South Africa

DECENTRALIZED GOVERNMENTS AND FIRM PRODUCTIVITY GROWTH: EVIDENCE FROM ASIAN COUNTRIES

Cuong Tat DO* Ho Chi Minh National Academy of Politics Viet Nam

State, Labour and Capital in Industrial Relations in the Era of Globalization in India – Story of Tensions, Contradictions and Complexities

K.R. Shyam SUNDAR* XLRI India

CS067 Conflict Management

July 25

16:00-17:40

Sourcing and Quality of Third-Party Neutrals and ADR Practices: Evidence from a Survey of Fortune 1000 Companies

Aibak HAFEEZ* University of Illinois at Urbana-Champaign United States

J. Ryan LAMARE University of Illinois at Urbana-Champaign United States

What is the role of HR Practitioners in resolving conflict?

Deborah HANN* Cardiff University United Kingdom

David NASH* Cardiff University United Kingdom

CS068 Workers with Disability and Social Inclusion

July 25

16:00-17:40

Anti-discrimination legislation and work placement for disabled. A comparison between Italy and Japan.

Pierluigi DIGENNARO* MEIJI University Japan

DISABILITY AND THE CHALLENGE OF EMPLOYMENT IN ZIMBABWE: A SOCIAL PROTECTION PERSPECTIVE

Edmos MTETWA* UNIVERSITY OF ZIMBABWE Zimbabwe

Employment for Persons with Disabilities in Thailand: Opportunity and Challenge for Inclusive Market

Tavee CHEAUSUWANTAVEE* Mahidol University Thailand

Presenters are marked with an asterisk (*).

CS069 High Performance Work System

July 25

16:00-17:40

High-performance work practices and organizational innovativeness: The mediating effect of relational coordination competencies and the moderating effect of market turbulence

Seung-Yoon RHEE*	Hongik University	Korea, South
Ju-Yeon PARK	Hongik University	Korea, South
Hyung Duk SHIN	Hongik University	Korea, South

High-Performance Work Systems with Internal and External Contingencies: The Moderating Roles of Organizational Slack and Industry Instability

Chiho OK*	Jeonju University	Korea, South
Kwanghyun KIM	Korea University	Korea, South
Kiwook KWON	Konkuk University	Korea, South
Sungchoon KANG	Seoul National University	Korea, South
Johngseok BAE	Korea University	Korea, South

Revisiting the Causality between High Performance Work System and Firm Performance: The Moderating Roles of Unionized and Female Workforce Ratio

Youngsang KIM	The Chinese University of Hong Kong	Hong Kong
Andrea KIM	Sungkyunkwan University	Korea, South
David Jinwoo CHUNG*	Sungkyunkwan University	Korea, South
Kyongji HAN	Baylor University	United States

Why Do Organizations Implement HR Practices?: A Focus on the Role of Female Middle Managers

Min-Kyu JOO*	University of Houston	United States
Gyu-Chang YU	Hanyang University	Korea, South

CS070 Social Protection in a Brave New World

July 26

09:00-10:30

Session Organizer

Helmut ELISCHER	Friedrich-Ebert-Stiftung Zambia/Southern African Social Protection Experts Network SASPEN	Zambia
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Discussant

Vince CHIPATUKA	Friedrich-Ebert-Stiftung Lusaka, Zambia Office	Zambia
Luis FROTA	International Labour Organisation (ILO)	South Africa
Isobel FRYE	Southern African Social Protection Experts Network (SASPEN)	Zambia
Helmut ELISCHER	Friedrich-Ebert-Stiftung Zambia/Southern African Social Protection Experts Network SASPEN	Zambia

Preparedness of Social Protection for the Gig Economy in Africa.

Luis FROTA*	International Labour Organisation (ILO)	South Africa
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Rights-Based Social Protection in a Brave New World

Vince CHIPATUKA*	Friedrich-Ebert-Stiftung Lusaka, Zambia Office	Zambia
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Social security as part of a system of comprehensive social protection in a Brave New World. Early thoughts on a crucial conversation

Hoplang SELEBALO	Studies in Poverty and Inequality Institute	South Africa
Isobel FRYE*	Southern African Social Protection Experts Network (SASPEN)	Zambia

welcome remarks/background information of the session

Helmut ELISCHER*	Friedrich-Ebert-Stiftung Zambia/Southern African Social Protection Experts Network SASPEN	Zambia
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Presenters are marked with an asterisk (*).

CS071 Pension Reforms and Participation

July 26

09:00-10:30

Session Organizer

Pablo Arellano ORTIZ Pontificia Universidad Católica de Valparaíso Chile

Lilach LURIE Tel-Aviv University Israel

Discussant

Marius OLIVIER Faculty of Law, Northwest University (South Africa) Australia

Pension reform and participation in Chile

Pablo ARELLANO* Pontificia Universidad Católica de Valparaíso Chile

Pension Reform and Participation in Spain

Eusebi COLÀS-NEILA* Univ. Pompeu Fabra Spain

Pension Reforms and Participation in Israel

Lilach LURIE* Tel-Aviv University Israel

CS072 Work and Employment Relations vis-à-vis the 'Make in India' Paradigm: Perspective and Prospect

July 26

09:00-10:30

Session Organizer

Partha SARKAR The University of Burdwan India

Discussant

Hasan Taiab IMAM Novartis (Bangladesh) Limited Bangladesh

Abhishek MISHRA Mahatma Gandhi Kashi Vidyapith India

'MAKE IN INDIA': AN OVERTURE

Partha SARKAR* THE UNIVERSITY OF BURDWAN India

'MAKE IN INDIA':THE INDUSTRY PERSPECTIVE

Ranjan SARKAR* Eptisa India Private Limited India

"Make in India" and its Impact on Employment Relations in the Indian SMEs

Amir JAFAR* Aligarh Muslim University Centre Murshidabad India

Impact of Foreign Direct Investment on Employment Outcomes:Empirical Evidence from India's Make in India Programme

Rahul Suresh SAPKAL* MAHARASHTRA NATIONAL LAW UNIVERSITY India

Jobs Creation versus Condition of Jobs Created in India

Pravin SINHA* Indian Industrial Relations Association India

Make in India and Labour Regulation Reforms in India – Towards Greater Informality!

K.R. Shyam SUNDAR* XLRI India

Presenters are marked with an asterisk (*).

CS073 Shared Capitalism: The Ancient Future of Work

July 26

09:00-10:30

Session Organizer

Saehee KANG Rutgers, The State University of New Jersey United States

Discussant

Dong-One KIM Korea University Korea, South

Joseph BLASI Rutgers, The State University of New Jersey United States

A cross-cultural comparison of shared capitalism influences in the United States and South

Andrea KIM* Sungkyunkwan University Korea, South

Kyongji HAN Baylor University United States

David Jinwoo CHUNG Sungkyunkwan University Korea, South

Does participation in a workplace spill over into political participation? A perspective on the role of shared capitalism

Jung Ook KIM* Rutgers University United States

Extending Ownership to Leverage Racially Diverse Workforce: The Effects of Racial Diversity on Firm Performance Outcomes under the Use of Broad-Based Stock Options

Joo Hun HAN* Rutgers, The State University of New Jersey United States

William G. CASTELLANO

Profit Sharing and Attitudinal Contagion: Can Attitudes Catch On?

Weltmann, D.* Western Connecticut State University United States

Kruse, D. L.

CS074 Labour Market Flexibility, Non-standard Employment and Decent Work in China

July 26

09:00-10:30

Session Organizer

Xiangquan ZENG Renmin University of China China

Discussant

Russell LANSBURY University of Sydney Australia

Jiyeun CHANG Korea Labor Institute Korea, South

Digital Platform-based Employment and Decent Work in the Chinese 'Sharing Economy'

Wei HUANG Renmin University of China China

Torsten GEELAN* University of Cambridge United Kingdom

Non-standard Employment around the World

Janine BERG* ILO Switzerland

Non-standard employment of university graduates and decent work in China

Fang Lee COOKE* Monash University Australia

Research on the job quality of non-standard forms of employment in China

Xiangquan ZENG Renmin University of China China

Yufei MAO* Renmin University of China China

Xiaoman LI Capital University of Economics and Business China

Presenters are marked with an asterisk (*).

CS075 Pay for Performance

July 26

09:00-10:40

Adoption and Abandonment of Employee Stock Incentives in Taiwanese Enterprises – The Impacts of the Expensing Employee Stock-based Compensation

Nien-Chi LIU* National Central University Taiwan

Shao-Hang HUANG National Central University Taiwan

Does Reward for Performance Result in Burnout in College Teachers? The Role of Psychological Needs and Autonomous Motivation

Longfei SHENG* Capital University of Economics and Business China

CS076 Pay Structures and Their Outcomes

July 26

09:00-10:40

Pay Structure and Firm Innovation: Evidence from Chinese Manufacturing Companies

Sisi LI Industrial Bank China

Ting REN Peking University China

Qing WANG* Peking University China

Pay Structure and Workers' Satisfaction in Japan: Revisit for the Effects of Seniority Pay System

Hideki SHIMIZU-TANAKA* Kyoto Gakuen University Japan

Itaru NISHIMURA* The Japan Institute of Labor Policy and Training Japan

Situational Factors Affecting the Relationship Between Horizontal Pay Dispersion and Organizational Performance

B. NAMGUNG Hanyang University Korea, South

H.J. LEE Hanyang University Korea, South

G.C. YU* Hanyang University Korea, South

The effect of Seniority-based Pay on Firm Performance

Heejoon PARK* Seoul National University Korea, South

CS077 Alternative Forms of Worker Voice

July 26

09:00-10:40

Is Joint Consultation Committee Compatible with Collective Bargaining

Aryana SATRYA* Universitas Indonesia Indonesia

Riani RACHMAWATI Universitas Indonesia Indonesia

George Martin SIRAIT Atma Jaya Catholic University Indonesia

Balakrishnan PARASURAMAN Universiti Malaysia Kelantan Malaysia

Legal Research on the Right to Rest of Laborers

Min SONG* Qingdao University of Science and Technology China

Organizing Migrant Workers: a Case Study on the Temporary Foreign Workers Association in Montreal

Loïc MALHAIRE* Universidad del Valle de Guatemala - UVG Guatemala

Presenters are marked with an asterisk (*).

CS078 Changes of Employee Attitudes

July 26

09:00-10:40

Conceptualization, Development, and Validation of a Change-Based Work Adjustment Scale

Chen TANG* University of Illinois at Urbana - Champaign United States

Hui MENG East China Normal University China

Exploring the nature of the Psychological contract of academics in a new managerialist context.: A Qualitative study

Shaun RUGGUNAN* University of KwaZulu-Natal South Africa

Romona SEWPERSAD University of KwaZulu-Natal South Africa

Linking Work Meaningfulness with Job Crafting: Moderating Role of Social Identification

Sang-Hoon LEE* University of Illinois at Urbana-Champaign United States

Yuhyung SHIN Hanyang University Korea, South

Mihee KIM Korea University Korea, South

Research on Job Satisfaction of Traditional Industrial Workers under Internet Background

Hui DU* Beijing Union University China

He QIN Beijing Union University China

CS079 Employment and Labor Relations in the Emerging Markets

July 26

09:00-10:40

A new political economy of insecurity? AKP and socio-economic actors in re-institutionalisation of Turkish industrial relations

Didem OZKIZILTAN* Freie Universitaet Germany

Evolutionary Industrial Relations System (e-IRS): A framework for the analysis of employment relations

Rodrigo Morem Da COSTA* Fundação de Economia e Estatística (FEE) Brazil

Carlos Henrique V. HORN Universidade Federal do Rio Grande do Sul –UFRGS Brazil

Impact of economic and social-institutional factors on employment relations in an emerging market economy: findings from Nigeria

Olusegun MATANMI* Lagos State University Nigeria

Labour relations in South America: challenges and differences in the region in the 21st century

Cecilia Senén GONZÁLEZ* Gino Germani Institute Argentina

The Impact of Wage System Design and Implementation on the Aggregation of Wage Demands at the Plant Level: a Case of the Chinese Auto Part Industry

Patricia Fuk Ying TSE* University of Warwick United Kingdom

CS080 Firm and Employee Performances of Labor Unions

July 26

09:00-10:40

Are unionized foreign-based multinational corporations more productive in China? A mixed method study

Tony FANG*	Memorial University	Canada
Ying GE	University of International Business and Economics	China
Youqing FAN	Western Sydney University	Australia

Do Local Union Strategies Explain the (Unexpected) Union Pay Premium in China?

Yao YAO*	University of Toronto	Canada
Morley GUNDERSON	University of Toronto	Canada

Effects of the Japanese national labor union confederation (JTUC-Rengo) for creating good labor market conditions and improving solidarity in its new challenge

Itaru NISHIMURA*	JILPT	Japan
Hodaka MAEURA*	JILPT	Japan

Employer and Employee Relations Impact on Integrity and Corporate Governance - Sarawak Economic Development Corporation Experience

Datuk Talib ZULPHILIP	Sarawak State of Malaysia	Malaysia
Balakrishnan PARASURAMAN*	UNIVERSITI MALAYSIA KELANTAN (UMK)	Malaysia
Intan TAJUDDIN	the Sarawak Government	Malaysia

CS081 Gender Issues in the Emerging Markets

July 26

09:00-10:40

Dynamics of gender pay gap and its implications for industrial relations: A comparative study of India, Pakistan and Sri Lanka

Rupa KORDE	FLAME University	India
Devansh PARIKH*	University of Sydney	Australia
Biju VARKEY	Indian Institute of Management Ahmedabad	India

Labour rights for women in the Philippines, Indonesia, Myanmar and Vietnam: Protection, Equality or Disruption?

Marian BAIRD*	The University of Sydney	Australia
Elizabeth HILL	University of Sydney	Australia
Sophie JOHNSON	University of Sydney	Australia

The Effect of Social Position and Institutions on Motherhood Effects in Self-Employment

Janna BESAMUSCA*	University of Amsterdam	Netherlands
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Work and Industrial Relations in Manufacturing Work of Women Laborers in the Philippines

Jinky Leilanie LU*	University of the Philippines Manila	Philippines
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Working Conditions in Garment Industries: A Challenge for Female Workers in Indonesia

Aryana SATRYA	Universitas Indonesia	Indonesia
Permata WULANDARI	Universitas Indonesia	Indonesia
Muthia PRAMESTI	Universitas Indonesia	Indonesia
Sari WAHYUNI*	Universitas Indonesia	Indonesia
M. ZUHDI	Universitas Indonesia	Indonesia

CS082 Global HRM

July 26

09:00-10:40

GLOBAL STRATEGIC TALENT ASSEMBLY: A CO-EVOLUTIONARY PERSPECTIVE

Elaine FARNDALÉ*	The Pennsylvania State University	United States
Mohan THITE	Griffith University	Australia
Akram Al ARISS	Toulouse Business School	France
Bora KWON	The Pennsylvania State University	United States

International comparative study for motivational factors between Germany, Russia and Japan

Toshiko SUDA*	Aoyama Gakuin University	Japan
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Technological Innovation and Global Banking Industry Performance: Challenge to Employment Relations in Nigeria.

Yunus Adeleke DAUDA*	Lagos State University	Nigeria
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The Changing Face of Global Staffing Policy in Taiwanese Multinational Companies

Nien-Chi LIU	National Central University	Taiwan
Hung-Mei CHANG*	National Central University	Taiwan

The evolution and transformation of HRM in MNCS in the political and emerging market economy context

Joey SOEHARDJOJO*	University of Warwick	United Kingdom
Guglielmo MEARDI	Warwick Business School	United Kingdom
Nigel DRIFFIELD	Warwick Business School	United Kingdom

CS083 Industrial Relations Reforms and Changes

July 26

09:00-10:40

Actor legitimacy and industrial relations reform in New Zealand, Australia, the United Kingdom and Ireland

Chris F. WRIGHT*	University of Sydney	Australia
Colm MCLAUGHLIN*	University College Dublin	Ireland

Learning to bargain in the workplace: the case of bargaining for skills in the UK.

Jo CUTTER*	University of Leeds	United Kingdom
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Legitimation, Autonomy and Institutional Change – Sectoral-Level Collective Bargaining in Israel's Private Sector

Assaf S BONDY*	Tel-Aviv University	Israel
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Structural Changes in the labor market, generation-units and unions' internal dynamics: The case of the Israeli Social Workers Union

Gadi NISSIM*	Ruppin Academic Center	Israel
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CS084 Labor-Management Partnership

July 26

09:00-10:40

A Comparison of Labor Management Partnerships in the Health Care Industries of Scotland and the United States

Paul F. CLARK	Penn State University	United States
Darlene A. CLARK*	Penn State University	United States

Employees' Perceived Effectiveness on Labor Union and Works Council in Korea

Jun Ha CHOI*	Ministry of Employment and Labor	Korea, South
Young-Myon LEE	Donguk University	Korea, South

From participation to collaboration?: Challenges to sustaining institutional change in enterprise level management and employment relations

Catherine CASEY*	University of Leicester	United Kingdom
Helen DELANEY	The University of Auckland	New Zealand

PARTNERSHIP AGREEMENT BETWEEN MANAGEMENT AND UNION A NEW ERA DIRECTION

Balakrishnan PARASURAMAN*	University of Malaysia Kelantan (UMK)	Malaysia
Attridge Mwelwa MWAPE	Binary University Malaysia & University of Zambia	Zambia

Presenters are marked with an asterisk (*).

CS085 Women's Work and Family

July 26

09:00-10:40

Job Insecurity and Sleep Quality: The Role of Spillover, Gender, and Family

Yun-Kyoung KIM*	University of Illinois at Urbana-Champaign	United States
Amit KRAMER	University of Illinois at Urbana-Champaign	United States
Sunjin PAK	University of Illinois at Urbana-Champaign	United States

MATERNITY AND WORK

Mayra Mora OLMOS*	University of Guadalajara	Mexico
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Parental leave system and women labor rights: Application of international leave policies and practices to China

Xing ZHAN*	University of Illinois at Urbana-Champaign	United States
Yanling LIN	China Institute of Industrial Relations	China

CS086 Work-Life Balance

July 26

09:00-10:40

Family-friendly policies and corporate performance: Focusing on the characteristics of HR department

Se-Rin BANG*	Ewha womans university	Korea, South
Bu Kyung CHOI	Ewha womans university	Korea, South
Ji-Young AHN	Ewha womans university	Korea, South

WORK-LIFE BALANCE AS A PANACEA FOR STRESS MANAGEMENT: A STUDY OF THE BANKING SECTOR IN NIGERIA

Eniola. A. SOKEFUN*	Mountain Top University	Nigeria
James. O. AKINBODE	Federal Polytechnic Offa	Nigeria

Work-Life Balance Practices in the Healthcare Industry: The Case of East Malaysia

Oscar DOUSIN*	College of Business, RMIT University	Australia
Ngan COLLINS	College of Business, RMIT University	Australia

WORK-LIFE INTEGRATION IN MALAYSIAN WORKPLACES: ACCOMMODATING OR CONSTRAINING?

Dzurizah IBRAHIM*	Universiti Malaysia Sabah	Malaysia
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CS087 Carework and Workers' Outcomes

July 26

09:00-10:40

"If I look at the paycheck, I won't do it. It's just that you have to give the services": Cash-for-care home care support workers talk about their job.

Laurence HAMEL-ROY*	Université de Montréal	Canada
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A job is a job: Contesting the vocational view of carework

Katherine RAVENSWOOD*	Auckland University of Technology	New Zealand
Marcus HO	Auckland University of Technology	New Zealand

Exploring the impact of tax measures on the (informal) domestic work

Leila ADIM*	University of Barcelona	Spain
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Presenters are marked with an asterisk (*).

CS088 Labor Unions and Labor Markets

July 26

09:00-10:40

Do Fragmented Employers Produce Fragmented Work? A Comparison of Employers' Associations in Denmark and Sweden

Virginia DOELLGAST*	ILR School, Cornell University	United States
Christian Lyhne IBSEN	Michigan State University	United States
Lisa Ahsen SEZER	De Montfort University	United Kingdom

IS THE ROLE OF TRADE UNIONS IN EMPLOYMENT CREATION AND SUSTENANCE EFFECTIVE? A CASE STUDY OF BOTSWANA AND SOUTH AFRICA

Ogaufi Matildah MASAME*	Institute of Labour and Employment Studies	Botswana
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Korean trade union responses to contingent workers

Hyemin HAN*	Seoul National University	Korea, South
Heejoon PARK	Seoul National University	Korea, South

The Effects of Organizational Shocks on Workplace Conflicts: Evidence from Employment Arbitration Outcomes at Financial Firms

Weihao LI*	University of Illinois at Urbana-Champaign	United States
J. Ryan LAMARE	University of Illinois at Urbana-Champaign	United States

CS089 Minimum Wages and Work Hours

July 26

09:00-10:40

Analysis of Labor Effects by Reduction of Worked Hours

Nam-Hyun KIM*	Sungkyunkwan University	Korea, South
Hae-Chun RHEE	Sungkyunkwan University	Korea, South
Yee SEUNG-YEOL	Korea Labor Institute	Korea, South

Assessing the Role of the Statutory Minimum Wage in Different Institutional Contexts: Comparing France and South Korea

Jerome GAUTIE*	University Paris 1 Panthéon-Sorbonne	France
Eunjong SHIN	Dankook University	Korea, South

Work-Time Reduction, Financial Constraints, and Employment: Evidence from Korean Firms

Ji-Young AHN*	Ewha Womans University	Korea, South
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CS090 Labor Issues in Developing Countries III

July 26

09:00-10:40

Greasing the Wheels of Cross-Strait Integration? Labor Law Reform and the Politics of Emancipation in Taiwan

Andi KAO*	Cornell	United States
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Improving Labour Rights through Trade: A Study on Pakistan

Iftikhar AHMAD*	WageIndicator Foundation	Pakistan
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Non-compliance with labour laws by registered Small to Medium Enterprises in Harare, a cause for concern for industrial and labour relations

Dominic UZHENYU*	Zimbabwe Open University	Zimbabwe
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The Brazilian Labour Law Reform: can this path lead to development?

Ana Virginia Moreira GOMES*	University of Fortaleza - UNIFOR	Brazil
Anil VERMA	University of Toronto	Canada

Presenters are marked with an asterisk (*).

CS091 Labor Law Issues

July 26

09:00-10:40

Emotional Labour: How Can it Develop the Concept of Good Administration?

Robert SIUCIŃSKI* Institute of Comparative Administrative Procedure Poland

Mapping the role of labour law in the achievement of decent work in China

Weidong ZHANG* Leiden University Netherlands

SEXUAL HARASSMENT AND MOBBING: RECENT AMENDMENTS IN THE PORTUGUESE LAW

Teresa Coelho MOREIRA University of Minho Law School Portugal

David Carvalho MARTINS* University of Lisbon Law School Portugal

Social security for skilled professionals from the perspective of GATS

Mp OLIVIER* Northwest University South Africa

A GOVINDJEE* Nelson Mandela University South Africa

The Continuing Evolution of "Ordinary Wage"

Robert FLEMER Kim & Chang Korea, South

Deok-II SEO* Kim & Chang Korea, South

CS092 Workers' Strategies for Future of Work

July 26

09:00-10:40

Crowdworking and platform economy in Germany - The trade unions and employers' associations perspective on the future of work, regulations, and new forms of governance

Samuel GREEF* University of Kassel Germany

Benedikt SCHREITER* University of Kassel Germany

Emerging Skills and Occupations in the Industry 4.0: How to Respond to Changing Work Demands?

Aneta TYC* University of Lodz Poland

How social media transforms the relationship between activists and union

Pauline De BECDELIEVRE IGS RH France

Jack FIORITO Florida State University United States

François GRIMA* UPEC France

Organizing On-Demand: Representation, Voice, and Collective Bargaining in the Gig Economy

Hannah JOHNSTON Queens University Canada

Chris LAND-KAZLAUSKAS* ILO Switzerland

PL005 Plenary Session V : Work and Employment Relations in Emerging Market Economies

July 26

11:00-12:30

Between Representation and Regulation: Union Strategies on Non-Standard Employment in Selected Industries in the Philippines

Melisa R. SERRANO* University of the Philippines Philippines

Conflict and mobilization under China's 'one country, two systems': the 2013 dock strikes in Yantian and Hong Kong

Xuebing CAO* Keele University United Kingdom

Chris K C CHAN City University of Hong Kong Hong Kong

The Global Supply Chain 'Sourcing Squeeze' in the Apparel, and its Impact on Work and Employment Relations in the Emerging Market Economies

Mark ANNER* The Pennsylvania State University United States

Trade union renewal and the modernization of employment relations in Chile: an illustrative case of a Chilean drinks manufacturing company.

Daina Bellido De Luna MAYEA* The University of Manchester United Kingdom

Presenters are marked with an asterisk (*).

PL006 Plenary Session VI : The Future of Work

July 26

14:00-15:30

Defending Meaningful Work with More Income and Less Exploitation - Perspectives from Freelance Workers

Yiluyi ZENG* Warwick Business School, University of Warwick United Kingdom

How traditional trade unions recruit and defend nonstandard workers: The case of Uber and Deliveroo in France

Pauline De BECDELIEVRE IGS RH France

François GRIMA* UPEC France

Industry 4.0, Work and Works Councils in the Ger-man Manufacturing Sector

Thomas HAIPIETER* University of Duisburg-Essen Germany

CS093 Third Party Neutrals in Dispute Resolution

July 26

15:40-18:40

Session Organizer

Christopher ALBERTYN Albertyn Arbitration Inc. Canada

Discussant

Christopher ALBERTYN Albertyn Arbitration Inc. Canada

Advancing Dispute Resolution by Unpacking the Sources of Conflict: Toward an integrated framework

John W. BUDD* University of Minnesota United States

Alexander J.S. COLVIN Cornell University United States

Dionne POHLER University of Toronto Canada

Damages Awards for Psychological Harm in Canadian Labour & Employment Awards

Patrick KELLY Ontario Labour Relations Board Canada

Voy STELMASZYNSKI Ontario Labour Relations Board Canada

Tracey HENRY Cavalluzzo Canada

Christopher ALBERTYN Albertyn Arbitration Inc. Canada

Decision-Maker and Context Effects in Employment Arbitration

Mark GOUGH* Penn State University United States

Alexander J.S. COLVIN ILR School, Cornell University United States

Expediting Dispute Resolution in Unionized Correctional Facilities – A Mode

Susan STEWART* Ontario Labour-Management Arbitrators' Association Canada

Globalization: Reverse or Reform?

Brian BURKETT* Fasken Martineau Canada

Interest Arbitration: Achieving Independence

Jeffrey SACK* Canada

Models of Dispute Resolution and Voice Substitution: Variation in Organizational Responses to Union Decline

Ariel C. AVGAR* Cornell University United States

The Role of Independent Third Parties in the Transition from Adversarialism to Cooperation

Mark BRAY* The University of Newcastle Australia

Johanna MACNEIL The University of Newcastle Australia

Presenters are marked with an asterisk (*).

CS094 The role of trade unions in managing economic crises and business restructuring from a comparative perspective

July 26

15:40-17:20

Session Organizer

Federico FUSCO Lund University Sweden

Discussant

Andreas INGHAMMAR Lund University Sweden

Adriana TOPO University of Padova Italy

A CRITICAL ANALYSIS OF THE ROLE OF SOUTH AFRICAN TRADE UNIONS IN SOUTH AFRICA IN CORPORATE RESTRUCTURING

Kirsten Hanna EISER* Webber Wentzel Attorneys (law firm) South Africa

BETTING ON THE FUTURE: A COMPARISON BETWEEN TRADE UNION'S STRATEGY IN THE RESTRUCTURING OF FIAT AND VOLVO CARS

Federico FUSCO* Lund University Sweden

CRISIS MANAGEMENT AND TRADE UNION REACTIONS TO FINANCIAL CRISIS: CAMBODIA

Sopha CHEA* Pannasastra University of Cambodia Cambodia

FACING THE BRAZILIAN 2017 LABOUR REFORM: THE NEW CHALLENGE FOR UNIONS

Eduardo Pragmácio FILHO* Faculdade Farias Brito (Farias Brito Law School) Brazil

CS095 Labor migration and dualism in foreign and local labor market policy in ASEAN and other countries

July 26

15:40-17:20

Session Organizer

Maragtas S.V. AMANTE School of Labor & Industrial Relations / UP Open University Philippines

Panel Chair

Maragtas S.V. AMANTE School of Labor & Industrial Relations / UP Open University Philippines

Cooperation on safe labor migration among the ASEAN community in promoting human resources development: a case study of Vietnam

Nguyen Thi Van DONG* Hanoi Open University Viet Nam

Labor Competencies of Overseas Filipino Workers: Opportunities for Online Education

Jean A. SALUDADEZ* UP Open University Philippines

Donalyn PIAMONTE* UP Open University Philippines

Labor migration and dualism in foreign and local labor market policy in Thailand and Laos

Manoon TOYAMA* Sukhothai Thammathirat Open University Thailand

Vasu SUVANNIHOK* Sukhothai Thammathirat Open University Thailand

Labor migration and protection policy in Indonesia

Made Yudhi SETIANI* Universitas Terbuka Indonesia

Ari JULIANA* Universitas Terbuka Indonesia

Presenters are marked with an asterisk (*).

CS096 The Employment Standards Enforcement Gap in Ontario, Canada

July 26

15:40-17:20

Session Organizer

Leah VOSKO

York University

Canada

A Tattered Quilt: Exemptions and Special Rules under Ontario, Canada's Employment Standards Act (2000)

Leah F. VOSKO*

York University

Canada

Explaining the Deterrence Gap in Employment Standards Enforcement

Eric TUCKER*

York University

Canada

Recovering Unpaid Wages: A Weak Link in the Enforcement Proc

Alice HOE*

York University

Canada

Strengthening Participatory Approaches to the Enforcement of Employment Standards

Guliz AKKAYMAK*

York University

Canada

CS097 Flexible Work Arrangements for a Sustainable Society

July 26

15:40-17:20

Session Organizer

Anoop JAVALAGI

University of Illinois at Urbana-Champaign

United States

Discussant

Yun-Kyoung KIM

University of Illinois at Urbana-Champaign

United States

Anoop JAVALAGI

University of Illinois at Urbana-Champaign

United States

Can Leader-Member Exchange Backfire? LMX and Organizational Justice: The Moderating Role of Group Faultline

Seung Whan RYU*

University of Illinois at Urbana-Champaign

United States

Exploring Mediating Effects of Role Ambiguity between Job Crafting and Work Engagement

Sanghoon LEE*

University of Illinois at Urbana-Champaign

United States

Flexible Work Arrangements: A Discussion of Theory and Empirical Findings

Anoop JAVALAGI*

University of Illinois at Urbana-Champaign

United States

Skills Complementary to Technological Change: Evidence from U.S. Job Posting Data

Ki-Jung KIM*

University of Illinois at Urbana-Champaign

United States

The Gender Gap in Leadership: How Does Gender Identity Influence Women's Decisions to Assume Leadership Roles?

Yun-Kyoung KIM*

University of Illinois at Urbana-Champaign

United States

CS098 Labour Dispute Resolution in Cambodia: the Role of the Arbitration Council

July 26

15:40-17:20

Session Organizer

Phallack KONG

Arbitration Council of Cambodia

Cambodia

Discussant

Olle HAMMARSTROM

Swedish Arbitration Authority

Sweden

Russell LANSBURY

University of Sydney

Australia

Labour Dispute Resolution in Cambodia: the Role of the Arbitration Council

Phallack KONG*

Arbitration Council of Cambodia

Cambodia

TBA

Michael GAY*

Fair Work Commission of Australia

Australia

Presenters are marked with an asterisk (*).

CS099 New Technology and HRM

July 26 15:40-17:20

Horizontal and Vertical Partnership HRM Model (in the context of advancement of AI and the Internet of Things)

Ken YAMAZAKI* Japan Institute for Labour Policy and Training Japan

IMPACT OF TECHNOLOGICAL ADVANCEMENT ON DIFFERENT ORGANIZATIONAL VALUES IN TEXTILE SECTOR OF PAKISTAN

Summiya ZAHIDI* International Islamic University Pakistan

International Comparison and Improvement proposals of Relationship Governance between Ride-sharing Service Platforms and Drivers in Sharing Economy

Jing REN* Southwest University of Political Science&Law China

Internet in the Workspace: An Impediment or a Catalyst for Vulnerable Employment?

Joelle NWABUEZE* UNISA South Africa

Research on human resource management of localization staff in overseas enterprises in China: A case study of Huawei

Hui DU* Beijing Union University China

Qin HE Beijing Union University China

CS100 한국의 고용관계1(Korean Session)

July 26 15:40-17:20

근로자의 가족 친화경영, 공정성에 대한 지각과 조직시민행위 의향: 사회적 교환이론의 탐색적 적용

Youngwol CHOI* Changwon National University China

Soonsik KWON Changwon National University Korea, South

성과 지향 인사시스템, 종업원 참여, 그리고 조직성과에 관한 실증 연구 (An Empirical Study on the Relationship among Human Resource Systems oriented Performance, Employee Participation, and Organizational Performance)

Eul-Teo LEE* Kunsan National University Korea, South

풀무원 역할급 도입 사례에 대해서

Sangmok AHN* Pulmuone Inc. Korea, South

CS101 Structure of Collective Bargaining

July 26 15:40-17:20

Decentralization without fragmentation? Institutional and socio-economic dynamics in French company-level collective bargaining

Arnaud MIAS* Paris-Dauphine University France

Elodie BÉTHOUX Ecole Normale Supérieure Paris-Saclay France

Four phases of institutional change to wage and condition-setting in Australia 1983-2013: An Historical Institutional analysis and explanation

Kurt WALPOLE* University of Sydney Australia

National Reforms of Collective Bargaining in South Asia from a Comparative Perspective in Pakistan- A Meta Analysis

Nida RAHIM* Allama Iqbal Open University Pakistan Pakistan

Muhammad Asif COMBOH Allama Iqbal Open University Pakistan Pakistan

CS102 Active Labor Market Policies

July 26 15:40-17:20

Employment Service Strategy for a Sustainable Society : The Case of South Korea

Kilsang YOO* Korea Tech Korea, South

Study on the Public Employment Service System Reengineering

Yongkui WANG* Chinese Academy of Labour and SocialSecurity (CALSS) China

Presenters are marked with an asterisk (*).

CS103 Employee Turnover

July 26 15:40-17:20

Downsizing Effect on Survivors' Turnover Intention through Relationship with Employer: The Moderating Role of High Performance Work Systems

Mijeong KIM*	Korea University Business School	Korea, South
Jihae KIM	Korea University Business School	Korea, South
Johngseok BAE	Korea University Business School	Korea, South

Perceptions of HR practices and employee turnover: Evidence from South Korea

Jinuk OH*	University of Guelph	Canada
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The effect of personality, job characteristics, and job satisfaction on turnover intention

Tun-Chun HUANG	National Changhua University of Education	Taiwan
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Chih-Yun WU*	Tunghai University	Taiwan
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Pi-Yuan YEH	SGS(Société Générale de Surveillance)	Taiwan
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Voice or Exit: path choice of Chinese state-owned enterprises employee in the labor dispute

Zhenzhen YI*	ECNU	China
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CS104 Future of Work and Labor Relations

July 26 15:40-17:20

Japan's Industrial and Labor Policies Against the Changes by the 4th Industrial Revolution

Byeongsik KIM*	Korea University Business School	Korea, South
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THE FUTURE OF WORK AND THE FIGHT AGAINST CORRUPTION

Carlos R. CARRIÓN-CRESPO*	International Labour Office	Switzerland
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CS105 Innovation and HRM

July 26 15:40-17:20

COGNITIVE DIVERSITY AND SUSTAINABLE COMPETITIVE ADVANTAGE: THE ROLE OF ORGANIZATIONAL CREATIVITY AND INNOVATION, ORGANIZATIONAL CULTURE, AND HR SYSTEM

Yin LEE*	University of Illinois at Urbana-Champaign	United States
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Managing Technological Innovation for Sustainable Development in ECOWAS Region: Employment Relations Perspective.

Yunus Adeleke DAUDA*	Lagos State University	Nigeria
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Role of workers and trade unions on the adoption of innovation in an organization: Multiple case studies of eco-friendly vehicle production system

Hongseok LEE*	Korea University	Korea, South
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The Web of Recruitment: Emerging Hiring Technologies and Methods in India's Urban Labour Market

Bhim REDDY*	Institute for Human Development	India
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Tarini J. SHIPURKAR	Institute for Human Development	India
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Shantanu Kant DUBEY	Institute for Human Development	India
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CS106 Societal Effect of Training

July 26 15:40-17:20

Education and Labor Market Bargaining Power: Theory and Empirical Research of China

Ming FAN*	Henan University	China
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Industry-led Technical Vocational Education and Training: Life Skills Learning as the Game Changer

Ivan SANTAMARIA*	Aboitiz Construction	Philippines
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THE IMPACT OF SOCIETAL FACTORS ON TRAINING TRANSFER AMONG MEMBERS OF THE NIGERIAN MEDICAL ASSOCIATION, FEDERAL MEDICAL CENTRE, BIDA, NIGER STATE CHAPTER

Abdullahi MOHAMMED*	Federal Polytechnic	Nigeria
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Presenters are marked with an asterisk (*).

CS107 Third-Party Resolution of Labor Dispute

July 26

15:40-17:20

Codes of Conduct: Are Three Generations Sufficient to Ensure the Effective Enforcement of Labour Rights?

Aneta TYC* University of Lodz in Poland Poland

CONCILIATION AND ARBITRATION Roles and Processes

Faisal Mahmood GHANI* Advocate Supreme Court Pakistan

CONSIDERING THE SOCIAL PROCESS OF COLLECTIVE CONCILIATION AND THE ROLE OF CONCILIATORS

Adejoke Yemisi IGE* University of Lagos Nigeria

What labor mediators do? A grounded theory analysis of mediation strategy and its determinants in collective labor disputes in China

Pengxin XIE* Southwestern University of Finance and Economics China

Jiaojiao FENG Renmin University of China China

CS108 Work Family Conflict

July 26

15:40-17:20

Exploring the dark side of Citizenship Pressure on WFC: The role of work connectivity behavior after hours and Psychological Detachment

Tao QING* Southwestern University of Finance and Economics China

Youxin ZHANG Southwestern University of Finance and Economics China

Jun ZHAO Southwestern University of Finance and Economics China

Impacts of National Cultures on Work-Family Conflicts and Work/Life Satisfaction are Different across Countries.

Chun Hsien LEE* National Kaohsiung Normal University Taiwan

Mei Ling WANG Tamkang University Taiwan

Yi Hsuan LI National Kaohsiung Normal University Taiwan

Pi So CHEN National Kaohsiung University of Applied Science Taiwan

MECHANISMS OF POSITIVE AND NEGATIVE ASSESSMENTS OF WORKING HOURS: A META-ANALYTIC INVESTIGATION OF THE RELATIONSHIP BETWEEN WORKING HOURS AND WORK-TO-FAMILY INTERFACE

Sunjin PAK University of Illinois at Urbana & Champaign United States

Amit KRAMER University of Illinois at Urbana & Champaign United States

Ki-Jung KIM* University of Illinois at Urbana-Champaign United States

CS109 HRM in the Service Sector

July 26

15:40-17:20

COMPETITIVE INTELLIGENCE AND SMALL BUSINESS SUSTAINABILITY IN A PRECARIOUS WORKING ENVIRONMENT: EVIDENCE FROM SELECTED CLEANING SERVICE COMPANIES IN LAGOS STATE.

Emmanuel. I. UWEM Babcock University Nigeria

Joy O. EKWOABA* University of Lagos Nigeria

Managing the Hearts and Minds of Front Line Service Employees in Sri Lankan Hotels

Shalini Dananja Kumari The University of New South Wales Australia

WANNINAYAKE*

Sue WILLIAMSON The University of New South Wales Australia

Presenters are marked with an asterisk (*).

CS110 The Impact of Personnel Management and Working Conditions

July 26

15:40-17:20

EFFECT OF ENVIRONMENTAL, SOCIAL AND GOVERNANCE ON CORPORATE PERFORMANCE OF LISTED MANUFACTURING FIRMS IN NIGERIA

Ahmed MOHAMMED* Federal Polytechnic Bida Nigeria

Onipe Adabenege YAHAYA Nigerian Defence Academy Kaduna Nigeria

Impact of Work Schedule and Work Conditions of Bus and Truck Drivers on Road Crash in Metro Manila

Sophia Francesca Dp. LU* University of the Philippines Manila Philippines

Reconsidering the negative impact of the labor friendly Post M&A process on corporate performance

Jinwoo, KIM* Korea University Korea, South

Variable Pay and/or Collective Wage Bargaining? Are They Like Cats and Dogs?

Barbara BECHTER University of Durham United Kingdom

Nils BRAAKMANN Newcastle University United Kingdom

Bernd BRANDL* University of Durham United Kingdom

CS111 Training Policies and Their Outcomes

July 26

15:40-17:20

New direction in career management of Japanese companies

Makoto FUJIMOTO* The Japan Institute for Labour Policy and Training Japan

The Effect of Training and Education on Human Resource Performance and Corporate Performance of Workers - Focusing on the Moderating Effect of BSC Use

Young-Chan AHN* Dongguk University Graduate School Korea, South

Young-Myon LEE Dongguk University Business School Korea, South

Why does employee training investment pay off? Test of a missing link between training investment and employee attitudes

Yuhee JUNG* Gakushuin University Japan

Norihiko TAKEUCHI Waseda University Japan

Presenters are marked with an asterisk (*).

CS112 Challenges of European Collective Labour Law (discussion session)

July 26

17:30-18:40

Session Organizer

Attila KUN	Károli Gáspár University of the Reformed Church in Hungary, Faculty of Law (KRE ÁJK)	Hungary
Beryl Ter HAAR	Leiden Law School	Netherlands
Discussant		
Attila KUN	Károli Gáspár University of the Reformed Church in Hungary, Faculty of Law (KRE ÁJK)	Hungary
Beryl Ter HAAR	Leiden Law School	Netherlands

Collective bargaining as a fundamental right

Vincenzo PIETROGIOVANNI* Linnaeus University Sweden

Council of Europe: European Social Charter and European Convention on Human

Elena SYCHENKO Saint Petersburg State University Russia

Elena GERASIMOVA* National Research University "Higher School of Economics" Russia

European Sectoral Social Dialogue

Antonio García-Muñoz Castilla-La Mancha University Spain

ALHAMBRA*

Information and consultation rights

Elisabeth BRAMESHUBER* Vienna University of Economics and Business Austria

Social dialogue and corporate social responsibility

Attila KUN* Károli Gáspár University of the Reformed Church in Hungary, Faculty of Law (KRE ÁJK) Hungary

The role of employees (representatives) in restructuring of companies

David Carvalho MARTINS* University of Lisbon Portugal

Teresa Coelho MOREIRA Portugal

Transnational Company Agreements

Beryl Ter HAAR* Leiden Law School Netherlands

Presenters are marked with an asterisk (*).

CS114 The Emerging Industrial Relations System in Vietnam

July 26 17:30-18:40

Session Organizer

Chang Hee LEE International Labour Organisation Viet Nam

Discussant

Van Binh NGUYEN MOLISA Viet Nam

Changhee LEE ILO Country Office for Viet Nam Viet Nam

'Human resource management in Vietnam's SOEs: Examining relationships between compensation and perception of pay equity'

Ngan COLLINS* RMIT University Australia

Anh NGO Ho Chi Minh National Academy of politics Viet Nam

Evolution of collective labour law in China and Vietnam since the mid-2000s

Sean COONEY University of Melbourne Australia

Hai Ha DO* University of Economics and Finance Viet Nam

Evolution of industrial relations legislation in the context of Vietnam's transition towards market economy and global integration and the future of industrial relations

Van Binh NGUYEN* MOLISA Viet Nam

Changhee LEE* ILO Country Office for Viet Nam Viet Nam

Global Supply Chains in Garment, Footwear and Electronics in Vietnam: Between the monopsony power of brands and the domination of foreign-invested companies

Do Quynh CHI* Research Center for Employment Relations Viet Nam

Special book launch: Industrial Relations in Emerging Economies (Elgar)

Susan HAYTER* ILO Switzerland

Changhee LEE* ILO Country Office for Viet Nam Viet Nam

CS116 Chinese Labor Market III

July 26 17:30-18:40

Does Labor Union Improve Labor Share? Theoretical Analysis and Evidence from Private Firms in China

Zhiqiang DONG* South China Normal University China

Jiuli HUANG

Yehui LAO

Xiahai WEI Huaqiao University China

Is judicial remedy effective in resolving collective labour disputes in China?

Xiang LI* Leiden University Netherlands

The Long-term Consequences of Ordeals: Evidence from the Chinese Sent-Down Movement

Shuhong PENG* Jiangxi University of Finance and Economics China

CS117 Labor Dispute Resolution in China

July 26 17:30-18:40

State led informal disputes settlement in China

Bill W K TAYLOR* City University of Hong Kong Hong Kong

Qi LI Capital University of Business and Economics Australia

The governance of collective labor conflicts under the new normal in China

Zhengxi YANG* South China Agricultural University China

Presenters are marked with an asterisk (*).

CS118 Migration of Skilled Labor

July 26

17:30-18:40

Migrant labour and prairie capitalism: Foreign workers in the resource based economy

Andrew Stevens* University of Regina Canada

Ready for job search? An integration of the planned behavior theory (TPB) and the social cognitive model of career self-management (CSM) on job search self-efficacy and intention

Nam Tien DUONG* Yuan Ze University Taiwan

Yuhsuan CHANG Yuan Ze University Taiwan

When East meets West: Experience of Indians working in the Netherlands

Ernesto NORONHA Indian Institute of Management Ahmedabad India

Premilla D'CRUZ* Indian Institute of Management Ahmedabad India

CS119 Other Topics on Future of Work

July 26

17:30-18:40

An Empirical Study on the Employment Relationship via Internet—take ELE as the research object

Jie QIU* East China Normal University China

Global Labor Standards v. Korean Labor Standards

Robert FLEMER Kim & Chang Korea, South

Chun-Wook HYUN* Kim & Chang Korea, South

High-Performance Work System and Organizational Citizenship Behavior: The Moderating Role of Employment Relations Ideology

Ki-Jung KIM* University of Illinois at Urbana Champaign United States

Yoon-Ho KIM Korea University of Technology and Education Korea, South

The Need for a New Global Labour Governance: How to Improve Compliance with Transnational Labour Standards?

Aneta TYC* University of Lodz Poland

CS120 Policy Implications for Future of Work

July 26

17:30-18:40

Labour market policy as a learning system: policy responses to the emerging world of "Work 4.0"

Sven RAHNER German Federal Ministry of Labour and Social Affairs Germany

Michael SCHÖNSTEIN* German Federal Ministry of Labour and Social Affairs Germany

National Social Dialogue Institutions: A relevant governance tool to shape the future of work?

Angelika MULLER* International Labour Office (ILO) Switzerland

THE AUTOMATIZATION ERA: A CHALLENGE FOR WORK, EMPLOYMENT, AND SOCIAL SECURITY STABILITY

Jd. Angel Edoardo RUIZ* UNIVERSIDAD DE GUADALAJARA Mexico

THE PORTABILITY OF RIGHTS AS A GUARANTEE FOR EFFECTIVE ACCESS TO THE HUMAN RIGHTS OF SOCIAL SECURITY IN THE WORLD

Stephanie Calvillo BARRAGÁN* Universidad de Guadalajara Mexico

CS121 Reforms of Employment and Labor Relations in the Emerging Markets I

July 26

17:30-18:40

A toothless tiger or a mighty hero? The International Labour Organization's engagement in Myanmar

Jinyoung PARK* Cornell University United States

Labor Reform and Strategic Choices in Brazil

Hélio ZYLBERSTAJN* University of São Paulo Brazil

Presenters are marked with an asterisk (*).

CS122 Collective Bargaining in the Emerging Markets

July 26

17:30-18:40

A Study on the Collective Bargaining Structural Formation in Korea - Comparison between Brewery and Textile Industries

Hyun Min CHO* hanyang university Korea, South

Yong Cheol PARK Korea Labor society Institute Korea, South

Comparative study of Sino-Norwegian collective bargaining system

Liang LU* Zhongnan university of economic and law China

Zengke AN zhongnan university of economic and law China

Why So Strong? The Social Background of Union Bargaining Power in Malaysia

Nobuyuki YAMADA* Komazawa University Japan

CS123 labor union II

July 26

17:30-18:40

Two Faces of China Unions: Worker Institution or Employer Paper Union

Xiaoying LI* Sun Yat-sen University China

Richard FREEMAN NBER and Harvard United States

Unions and Overtime Work Revisited: Mitigating Estimation Bias Using Matched Employer-Employee Data from China

Liqiu ZHAO* Renmin University of China China

Unity-conflict of the trade unions in strike resolutions - the Chinese trade unions' role, aim and approach in resolving strikes

Chang CHENG* Capital University of Economics and Business China

CS124 labor unions and social responsibility

July 26

17:30-18:40

Do unions make firms more charitable? A dialectical stakeholder perspective

Sang-Bum PARK* Korea University Korea, South

Rivalry relationship between Corporate Social Responsibility activity and union activity

Sun Woo NAM* Korea University Korea, South

Whether and When Does It Pay to Be Good in China? Financial Returns on Corporate Social Performance and the Moderating Role of Industry

Yao YAO* University of Toronto Canada

Presenters are marked with an asterisk (*).

CS125 Migration and its social outcomes in China

July 26

17:30-18:40

A study of Chinese rural migrant workers returning home to start a business: characters, problems, contributing factors and promoting ways — Based on 3 typical cases analysis

Xinyu WANG*	Beijing Union University	China
Xiongying CHEN	Beijing Union University	China
Jiangang ZOU	Beijing Union University	China
Qimin REN	Beijing Union University	China

Does Internet Use Reduce the Income Gap between Urban Residents and Migrants? Evidence from CGSS Data

Yufei MAO*	Renmin University of China	China
Xiangquan ZENG	Renmin University of China	China
Wen WANG	Beijing Forestry University	China

The determinants of intra-household decision making in China's migrant families : Are men responsible for external affairs and women only for internal matters?

Yi ZHOU*	Jinan University	China
Zicheng WANG	Jinan University	China

CS126 Reforms of Employment and Labor Relations in the Emerging Markets II

July 26

17:30-18:40

Decent Jobs are critical to the Future of Developing Countries – The Case of India

Pravin SINHA*	Indian Industrial Relations Association	India
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Employment Relations or Partnership? ----- An Analysis on the Nature of Worker-Business Relationships in the Internet Economy

Kai CHANG*	Renmin University of China	China
Zheng XIAOJING	Renmin University of China	China

CS127 Vulnerability of Migrant Workers

July 26

17:30-18:40

Precarious work of migrant workers - the example of Ukrainians in Poland in the light of regulations of (R)ESC

Izabela FLORCZAK*	University of Lodz	Poland
Marcin WUJCZYK*	Jagiellonian University	Poland

Race, Masculinity, and Market: Nepali men in the Indian Unarmed Security Sector

Sandhya A.S*	South Asian University	India
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THE PRECARIOUS LIVES OF ZIMBABWEAN MIGRANT WORKERS IN JOHANNESBURG

Chipo HUNGWE*	Midlands State University	Zimbabwe
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Presenters are marked with an asterisk (*).

CS128 Worker Groups and Future of Work

July 26

17:30-18:40

Gaps and traps for women: now and in the future of work

Rae COOPER*	University of Sydney Business School	Australia
Marian BAIRD	University of Sydney	Australia
Elizabeth HILL	University of Sydney	Australia
Ariadne VROMEN	University of Sydney	Australia
Elsbeth PROBYN	University of Sydney	Australia

Gender in the long-term future of work and inequality

David PEETZ*	Griffith University	Australia
Georgina MURRAY*	Griffith University	Australia

In Search of the Direction and Nature of Work Change in the Information Technology Sector: A Cross-country Perspective

Partha SARKAR*	THE UNIVERSITY OF BURDWAN	India
Ranjan SARKAR*	Eptisa India Private Limited	India
Abhishek MISHRA*	Mahatma Gandhi Kashi Vidyapith	Indonesia
Hasan Taiab IMAM*	Novartis (Bangladesh) Limited	Bangladesh

Work, identity and coping with precarity: the changing boundaries of employment in young people's lives in Germany and Poland

Adam MROZOWICKI	University of Wrocław	Poland
Vera TRAPPMANN	Leeds University Business School	United Kingdom
Jule-Marie LORENZEN	Freie Universitaet Berlin	Germany
Mateusz KAROLAK	University of Wrocław	Poland
Agata KRASOWSKA	University of Wrocław	Poland
Alexandra SEEHAUS*	Freie Universitaet Berlin	Germany

CS129 HRM in the Non-Profit Sector

July 26

17:30-18:40

CHALLENGES IN TALENT ACQUISITION AND RETENTION: A STUDY OF NON PROFIT SECTOR IN INDIA

Sunildro L.S. AKOIJAM*	North Eastern Hill University	India
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International Experience and Enlightenment of Promotion, Salary Adjustment and Salary Gap of Civil Servants — An Comparative Analysis based on Foreign Civil Servants' Pay Scales

Wenxin HU*	Renmin University	China
Yufei MAO	Renmin University	China
Xiangquan ZENG	Renmin University	China

Organisational commitment through participation in decision-making: Case study municipality Hengelo

Saraï SAPULETE	Ecorys	Netherlands
Bob VERMAAK*	e-Democracy	Netherlands

Sustainable job performance in the Philippine police disciplining body: People's law enforcement through citizens' desk

Celeste Felice CAPOTE*	Department of Interior and Local Government	Philippines
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Presenters are marked with an asterisk (*).

CS130 The ILO at 100 Years: Social Justice and Human Rights at work (discussion session)

July 27 09:00-10:30

Session Organizer

Janice BELLACE	The Wharton School University of Pennsylvania	United States
Beryl Ter HAAR	Leiden Law School	Netherlands

From Workers' Rights to Human Rights at Work

Janice BELLACE* Wharton School, University of Pennsylvania United States

Fundamental Rights and German Labour Law

Manfred WEISS* Johann Goethe University, Frankfurt Germany

Labour and Human Rights from a Swedish and Nordic Perspective

Mia RÖNNMAR* Lund University Sweden

The CSR-policy of the EU in a global context with specific regard to its uneven regional implementation across Europe

Beryl Ter HAAR* Leiden University Netherlands

CS131 Declining Inequality in China? Recent Evidence from the China Household Income Project (CHIP)

July 27 09:00-10:30

Session Organizer

Shi LI Beijing Normal University China

Discussant

Ximing YUE Renmin University of China China

Haiyuan WAN Beijing Normal University China

Yumei YANG Beijing Normal University China

Overview of Recent Trends in Inequality in China: Latest Findings from the China Household Income Project (CHIP)

Chuliang LUO* Beijing Normal University China

Social Policy and Economic Distances in China:2002-2013

Qin GAO* Columbia University, USA United States

Urban China's Gender Wage Gap: New Directions?

Jin SONG* Chinese Academy of Social Science China

Work after the statutory pension age in urban China and urban Russia

Haiyuan WAN* Beijing Normal University China

Bjorn GUSTAFSSON University of Gothenburg Sweden

Ludmila NIVOROZHKINA Rostov State Economic University Russia

CS132 Diversification of Women's Work in Japan

July 27 09:00-10:30

Session Organizer

Yanfei ZHOU The Japan Institute for Labour Policy and Training Japan

Discussant

Satoshi NAKANO The Japan Institute for Labour Policy and Training Japan

Ryo HOSOKAWA The Japan Institute for Labour Policy and Training Japan

Yota YAMAMOTO The Japan Institute for Labour Policy and Training Japan

Empowerment of Women and the Japanese Employment System

Shingou IKEDA* The Japan Institute for Labour Policy and Training Japan

Japan's Married Stay-at-home Mothers in Poverty

Yanfei ZHOU* The Japan Institute for Labour Policy and Training Japan

The Problem of Gender Segregation at Work in Japanese Companies

Tomohiro TAKAMI* The Japan Institute for Labour Policy and Training Japan

Presenters are marked with an asterisk (*).

CS133 Labor Rights in the Garment Industry in Bangladesh, Vietnam, Cambodia, and China

July 27 09:00-10:30

Session Organizer

John LOGAN San Francisco State University United States

Discussant

Wei HUANG Renmin University of China China
John LOGAN San Francisco State University United States

Michael BRIDE* Bangladesh Accord of Fire and Factory Safety Bangladesh
Ben HENSLER* Worker Rights Consortium United States
Ha NGUYEN* International Labor Organization Viet Nam
Golda BENJAMIN* Business and Human Rights Resource Center Philippines

CS134 Skills formation and development in Korea

July 27 09:00-10:30

Session Organizer

Me Rhan KIM Korea Research Institute for Vocational Education & Training Korea, South

Discussant

An Gook KIM Korea Research Institute for Vocational Education & Training Korea, South
Daeseok KANG Inha University Korea, South
Hong-Geun CHANG Korea Labor Institute Korea, South

Characteristics of human resource development in enterprises: Training development and organizational development

Sang Min LEE* Hanyang University Korea, South

Recent Trend in Production Workers' Skills at Workplace in Korea: Evidences from HCCP

Yongjin NHO* Seoul National University of Science & Technology Korea, South

Trends of Investments in VET and employment practices at enterprises

Me Rhan KIM* Korea Research Institute for Vocational Education & Training Korea, South

Line PARK Korea, South
Gwi Hwan SEOL Korea, South

CS135 Issues of Migrant Labor in North America

July 27 09:00-10:40

Employment Vulnerability and Discouragement among Recent Canadian Immigrants

Rupa BANERJEE* Ryerson University Canada
Danielle LAMB Ryerson University Canada
Anil VERMA University of Toronto Canada

Health Wanted: Social determinants of health among migrant workers in Saskatchewan

Farha AKHTAR University of Saskatchewan Canada
Andrew STEVENS* University of Regina Canada
Sean TUCKER University of Regina Canada

Their Lives in the Shadow — Fearful, often Abused, Exploited

Heerak PARK* Rutgers, The State University of New Jersey United States

Presenters are marked with an asterisk (*).

CS136 한국의 고용관계2(Korean Session)

July 27 09:00-10:40

공공부문 노조의 집단교섭 사례연구- 부분적인 성과와 노조의 전략 부재 -

Byung Hong YOO* Korea Labor & Society Institute Korea, South

독일 인더스트리 4.0과 노동의 변화

Jun Hwa KWON* Industrial Bank of Korea Korea, South

복수노조가 산별교섭 성과에 미친 영향 분석

Won Hee LEE* Korea University Graduate School of Labor Studies Korea, South

CS137 Psychological Perspectives for HRM

July 27 09:00-10:40

A Person-Environment Fit Approach to Human Resource Systems: The Moderating Role of Performance Orientation and Psychological Collectivism

Saehee KANG* Rutgers University United States

Min-Kyu JOO University of Houston United States

DOES SEEING "EYE TO EYE" MATTER? THE EFFECTS OF CONGRUENCE BETWEEN MANAGERS' AND EMPLOYEES' PERCEPTIONS OF HR PRACTICES ON EMPLOYEES' PSYCHOLOGICAL WELL-BEING

Ying WANG* University of New South Wales Australia

Sunghoon KIM University of New South Wales Australia

Alannah RAFFERTY Griffith University Australia

Exploring the Concept and Nomological Net of Micro-Breaks from a Cross-Level Perspective

Sooyeol KIM* University of Illinois at Urbana-Champaign United States

Seung Whan RYU University of Illinois at Urbana-Champaign United States

HRM Systems and Attribution: Consequences for Work Engagement and Burnout

Elaine FARNDAL* The Pennsylvania State University United States

Rikki NOURI The Pennsylvania State University United States

CS138 Special Issues on Industrial Relations in China

July 27 09:00-10:40

Reshaping wage consultation at the workplace: Chinese unions' response to the challenge to their legitimacy

Xuebing CAO* Keele University United Kingdom

Quan MENG Capital University of Economics and Business China

The Effect of Direct and Representative Employee Voice on Job Satisfaction in China: Evidence from Employer-Employee Matched Data

Kritkorn NAWAKITPHAITOON* Renmin University of China China

Wei ZHANG Tsinghua University China

The Organization Pattern for Industrial Collective Bargaining in Administrative Regions above County Level in China—An example from the catering industry

Xia WANG* Chinese Academy of Labor and Social Securities China

Trade Union Reform: Towards a Better and More Effective Union System with Chinese Characteristics ? — A Case Study of the 2016 Shanghai Reform of Mass Organizations

Jian QIAO* China Institute of Industrial Relations China