

**British Academy of Management HRM Special Interest Group
Workshop**

‘HRM in the Knowledge Economy’

Thursday 5th and Friday May 6th 2011

School of Management, Royal Holloway University of London

Venue: Arts Building (LT1)

Thursday 5th May

9.30 -10.30 Registration and coffee

10.30 – 10.45 Welcome (Alice Lam, Royal Holloway)

10.45 – 11.45 Keynote: Philip Brown (Cardiff University)
‘Global Corporate Strategies, HRM and the Future of Knowledge Work’ (Phillip Brown, Hugh Lauder and David Ashton)

Chair: Alice Lam (RH)

11.45 – 12.45 Paper session 1 Chair: Michael Gold (RH)

David Marsden (LSE)
‘The Growth of Extended ‘Entry Tournaments’ in the labour markets of knowledge intensive sectors in Britain since 1975’

Volker Spelthann and Axel Haunschild (University of Trier)
‘HR management in project heterarchies – the case of VFX production’

12:45 – 1.45 Lunch

1:45 – 2.45 Keynote: John Delery (University of Arkansas)
‘The Strategic Management of Human Capital: Research and Practice Implications of a Differentiated Workforce’

Chair: David Guest (Kings)

2.45 – 3.45 Paper session 2 Chair: Riccardo Peccei (Kings)

Elizabeth Houldsworth and Chris Brewster (University of Reading)
'Managing performance in the knowledge economy - the impact of context'

Martin Schneider (University of Paderborn)
'Organizational Divide, Demographic Divide, and Performance of R&D Teams: A Fuzzy-set Qualitative Comparative Analysis'

3.45 – 4.00 Break

4.00 – 5.30 Paper session 3 Chair: Chris Rees (RH)

Huiyan Fu (Oxford)
'Flexibility or Inequality? Japan's Dispatched Workers in a Neoliberal Era'

Almudena Canibano (LSE)
'Exploring the Negative Outcomes of Flexible Work Arrangements. The case of a consultancy firm in Spain'

Sandy Pepper (LSE)
The Labour Institutions of the London Financial Markets Before and After 27th October 1986

5.30 – 6.30 Paper session 4 Chair: Chin-ju Tsai (RH)

Juan Carlos Bou (Universitat Jaume I), Kim Hoque (Birkbeck) and Nicolas Bacon (Nottingham)
'Exploring the Impact of Human Resource Management on Employees: System, Configuration and Practice Effects'

Ning Wu (Nottingham), Kim Hoque (Birkbeck) and Nick Bacon
'Exploring high performance work systems and performance: the importance of firm size'

6.30-8.30 Drinks reception and dinner

Friday 6th May

9:30 – 10:00 Coffee

10:00 – 11:00 Keynote: Tim Morris (Oxford)
'New Career Models and Innovation in Professional Service Firms'

Chair: Alice Lam (RH)

11:00 – 12.30 Paper session 5 Chair: Axel Haunschild (Trier)

Juani Swart and Nick Kinnie (Bath)
'HRM and the Management of Knowledge Assets: Evidence from Professional Service Firms'

Helen Shipton (Aston) and John Sillince (Strathclyde)
'HRM, knowledge flows and organizational learning: validation, invalidation and emotion'

Katie Best (BPP Business School), Nigel Spencer (Simmons and Simmons LLP) and Des Woods
'The changed economy of legal knowledge: response through a radical change to the legal trainee career path'

12.30-1.30 Lunch

1.30 – 2.45 Paper session

Sue Durbin (University of West England)
'Knowledge Workers, Careers and Networks: a case study of senior female scientists in a UK public sector organization'

Fumi Kitagawa (Manchester Business School)
'Industrial Doctorates – Career Strategies and Employer Engagement in Research Training'

Hsing-fen Lee (Manchester Business School)
'The labour market of science and engineering PhDs'

2.45 – 4.15 Paper session 7 Chair: Fiona Moore (RH)

Aris Komporozos-Athanasiou (Judge Business School), Eivor Oborn (Royal Holloway) and Michael Barrett (Judge Business School)

'Innovation at the space of dissensus: negotiating knowledge in health care'

Joanne Carlier and Ann Davis (Aston)

'Knowledge workers and their relationships with organizations'

Bethania Antunes (LSE)

'Pay and rewards in non-profit organizations - An assessment of employee motivations in the Homeless Sector in England'.

4.15 - 4.45 Closing and coffee