

FRONTIERS OF BUSINESS RESEARCH IN CHINA CONFERENCE
“New Frontiers in HR Practices and HR Processes”

Time: October 23, 2020 (2-5pm Beijing time; 4-7pm Sydney time; 7-10am UK time)

Organizers: Karin Sanders, Lynda Jiwen Song, Zhen Wang and Timothy Colin Bednall

Objectives of the conference

In Bowen and Ostroff's (2004) seminal article, they argued that lack of clarity regarding the relationship between HR practices and (employee and organizational) performance was the predominant question of HR research. Consequently, theory and research has begun to study the process by which HR practices are implemented to understand their relationship with performance (see for example, Ostroff & Bowen, 2016; Sanders, Shipton & Gomes, 2014). Since that time, scholars have explored the psychological process by which employees attach meaning to HR. They have sought to understand the role of employee perceptions of the implementation—also known as HR strength—and employee beliefs of organizations' intentions behind the implementation of HR practices, also known as HR attributions.

In addition to these developments in the HR process research, there are also remaining questions in the HR practices research. For instance, Boon, Den Hartog & Lepak (2019) suggest that the increasingly broad conceptualization and measurement of HR systems and the lack of clarity on the HR systems construct at different levels have hampered research progress. They also conclude that much of the research to date does not align with the fundamental assumption of synergies between HR practices in a system. This conference is paying attention to these developments. The conference is related to a Special Issue with the same title, deadline for papers: **December 31, 2020** (see also <https://fbr.springeropen.com/new-frontiers-in-hr-practices-and-hr-processes>).

Program of the Conference (Beijing time):

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Chair: Prof Lynda Jiwen Song (University of Leeds, Leeds)

2:00-2:10pm	Opening by Prof Lynda Jiwen Song
2:10-2:45pm	Keynote speech by Prof Karin Sanders (UNSW, Sydney): Attribution of Messages to staff: An International COVID-19 Project
2:45-3:15pm	Lijun Wang (Renmin University of China, Beijing): The relationship between Digital HRM and HRM effectiveness: An empirical study
3:15-3:30pm	Short break, and informal part
3:30-4:00pm	Dr Timothy Bednall (Swinburne, Melbourne): HR professional credibility: What does it mean from the perspective of HR professionals and line managers?
4:00-4:30pm	Prof Xiufeng Li (Shandong Normal University, Jinan): How and when high-commitment HRM relates to job insecurity and job-related well-being: A perspective of conservation of resources theory
4:30-5:00pm	Prof Jianwu Jiang (Shenzhen University, Shenzhen): The trickle-down effect in HRM implementation
5:00-5:15pm	Closing by Prof Zhen Wang (Central University of Finance and Economics, Beijing)

Joining the conference?

Please register by sending an email to fbr@rmbs.ruc.edu.cn with name and affiliation, before October 10, 2020.

About Frontiers of Business Research in China (FBR)

Created in 2007, FBR (ISSN 1673-7326; e-ISSN 1673-7431; CN11-5746/F) is a double-blind refereed quarterly journal in business research jointly managed by Business School, Renmin University of China, SpringerOpen, and Higher Education Press. FBR encourages interdisciplinary studies and interactions between Chinese and international researchers in the broad area of business administration. FBR is abstracted and indexed in major international databases including EconLit, ESCI, INSPEC, SCOPUS, and ProQuest. In 2019, FBR is awarded “The Highest International Impact Academic Journal of China (Humanities and Social Sciences)”.

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