

The Research Centre of the Faculty of Economics
cordially invites you to a research seminar
on **Thursday, 21st April 2016 at 1 p.m.** in room **P-212** at the
Faculty of Economics, University of Ljubljana

Author: **Prof. Karin Sanders (School of Management, UNSW Business School, Sydney, Australia)**

will present the article:

"Employees' perception and understanding of HRM: The influence of national culture"

“In the presentation Karin firstly will explain more about the HRM Process approach, and present some experimental and field studies, she conducted with colleagues. Secondly Karin will present a study she conducted with many co-authors on the influence of national culture in the HRM process. More specific, this study investigates the effects of two internal (performance-related rewards and HR strength) and one external factor (uncertainty avoidance) on employee innovative behaviors. Drawing on a structuring framework, first it is hypothesized that performance-related rewards will influence innovative behaviors in a positive direction; second, that this relationship is stronger when employees can understand Human Resource Management (HRM) as was intended by management (HR strength), and finally, we take into account the effect of uncertainty avoidance of a country. While the two-level data from 2741 employees and 383 supervisors in 55 organizations across 11 countries did not show a relationship between performance-based rewards and innovative behavior, the results show that HR strength positively moderate and uncertainty avoidance negatively moderate this relationship. The results offer novel insight into how firms can use internal factors in a systematic manner to promote innovative behavior in their workplace, but highlight the limitations of sustaining innovative behaviors in high uncertainty avoidance countries.”

You can register for the free seminar by phone (01) 58-92-490, or via e-mail:
research.seminars@ef.uni-lj.si by Wednesday, 20th April 2016.

We look forward to seeing you!