



## **The Research Centre of the Faculty of Economics**

cordially invites you to a research seminar

on **Thursday, 8<sup>th</sup> October 2015 at 12 p.m.** in room **P-109** at the  
**Faculty of Economics, University of Ljubljana**

Author: **Nada Zupan, PhD, University of Ljubljana, Faculty of Economics**

Coauthor: **Daša Farčnik, PhD, University of Ljubljana, Faculty of Economics**

will present the article:

### **"Applying the AMO model to explore the link between HRM and innovation in transitional firms"**

“Innovation has been identified as a key management challenge in modern firms and effective HRM is one of the means through which firms can achieve better innovation performance. However, the relationship between HRM and innovation has been only recently researched and results do not offer conclusive evidence, thus there is a need for more research. Especially in transitional countries, for which HRM is less developed and innovation is key to remain competitive. We apply the AMO model to identify combinations of HR practices which contribute to innovation. Based on our results we can conclude that some general patterns of HR practices can be depicted, however we could not identify universal best practices since the effects of contextual variables (country, size and industry) importantly affected the significant combinations of HR practices aimed at enhancing ability, motivation and opportunity to innovate.”

You can register for the free seminar by phone (01) 58-92-490, or via e-mail:

[research.seminars@ef.uni-lj.si](mailto:research.seminars@ef.uni-lj.si) by Wednesday, 7<sup>th</sup> October 2015.

**We look forward to seeing you!**