



Permanent study group III, EPGA 2010

Provisonal program

Wednesday, 8 September 2010

16.30 – 18.30 Wednesday session (4 papers): Diversity policies

Chair: Lotte Bøgh Andersen

- Groenveld, Sandra (Erasmus University, The Netherlands) . *"Effective Policies or Empty Shells? The Effectiveness of Diversity Management Policies in Improving the Representation of Ethnic Minorities in Dutch Public and Private Sector Organisations "*
- Op de Beeck, Sophie (Katholieke Universiteit Leuven, Belgium) and Hondeghem, Annie (Katholieke Universiteit Leuven, Belgium). *"Evaluation of the Flemish Government's Diversity Policy"*
- Platteau, Eva (Katholieke Universiteit Leuven, Belgium). *"What can we learn from a generational perspective on age diversity? Exploring intergenerational conflict in the case of Flemish local governments."*
- Leisink, Peter (Utrecht University, The Netherlands) and Knies, Eva (Utrecht University, The Netherlands). *"Life-stage related diversity: a meaningful concept for personnel policies?"*

Thursday, 9 September 2010

11.00 – 12.30 Thursday first session (4 papers): Diversity, values and attitudes

Chair: Wouter Vandenabeele

- Gron, Caroline Howard (University of Copenhagen, Denmark). *"My definition of loyalty or yours? A case?study of value based management in a multicultural organisation "*
- Giauque, David (University of Lausanne, Switzerland) and Anderfuhren-Biget, Simon (University of Lausanne & University of Geneve, Switzerland). *"Managing values diversity in Swiss local government"*



- Den Dulk, Laura (Erasmus University, The Netherlands), van Doorne-Huiskes, Anneke (Erasmus University, The Netherlands) and van der Lippe, Tanja (Erasmus University, The Netherlands). *"Senior managers and work-life policies: a comparison between Dutch public and private sector managers "*
- Andreescu, Francesca (University of Westminster, United Kingdom). *"Changing the Roles of the HR Function in the context of two commercialised public sector agencies in the United Kingdom: a longitudinal analysis of the evolution of strategic HRM"*

14.00 – 16.00 Thursday second session (4 papers): Diversity and motivation

Chair: Peter Leisink

- Kim, Sangmook (Seoul National University of Technology, South Korea), Vandenabeele, Wouter (Utrecht University, The Netherlands) and others. *"Developing a comparative public service motivation instrument: public service motivation and international diversity"*
- Andersen, Lotte B. (Aarhus University, Denmark) and Kjeldsen, Anne Mette (Aarhus University, Denmark). *"Motivation in the public and private sector: Sector differences in the importance of different types of motivation for job satisfaction"*
- Emery, Yves (Swiss Graduate School of Public Administration, Switzerland) and Gerber, Sonia (Swiss Graduate School of Public Administration, Switzerland). *"The diversity of motivational patterns of public sector employees in Switzerland"*
- Pedersen, Lene H. (Danish Institute of Governmental Research, Denmark). *"Political Diversity and PSM - Bringing Politics Back in!"*

16.30 – 18.30 Thursday third session (4 papers): Structural and organizational aspects of diversity management

Chair: Lotte Bøgh Andersen

- Hansen, Morten Balle (University of Southern Denmark, Denmark) and Steen, Trui (Leiden University, The Netherlands). *"Top civil servants and the horizontal coordination of state administration - a comparative perspective"*



- Vermeeren, Brenda (Erasmus University, The Netherlands). *"Diversity in HRM Implementation and its Effect on Performance"*
- Kroos, Daniela (University of Bremen, Germany), Hils, Sylvia (University of Bremen, Germany) and Streb, Sebastian (University of Bremen, Germany). *"Are good competitors bad employers? Competition structures and their impact on public personnel policies "*
- Berg, Anne-Marie (Lillehammer University College, Norway). *"Lean and mean or fat and nice?" - on the importance of organizational redundancies and diversity "*

Friday, 10 September 2010

08.30 – 10.00 Friday first session (3 papers): Leadership and diversity

Chair: Wouter Vandenaabeele

- Andersen, Lotte B. (Aarhus, University), Eriksson, Tor (Aarhus University, Denmark), Kristensen, Nicolai (Aarhus University, Denmark) and Pedersen, Lene H. (Danish Institute of Governmental Research, Denmark). *"Attracting Public Service Motivated Employees. How to design extrinsic compensation packages in diverse societies"*
- Stenvall, Jai (University of Lapland, Finland), Nyholm, Inga (Ministry of Finance, Finland), Airaksinen, Jenni (University of Tampere) and Rannisto, Pasi-Heikki (University of Tampere). *"Polyphonic leadership and the management of entirety"*
- Janvier, Ria (University of Antwerp, Belgium) and Henderickx, Erik (University of Antwerp, Belgium). *"Diversity or discrimination: A paradox within Belgian public management? "*

10.30 – 12.30 Friday second session (4 papers): Personal characteristics, diversity and performance

Chair: Peter Leisink

- Steijn, Bram (Erasmus University, The Netherlands). *"Sectoralization and its consequences in the Dutch public sector"*



- Jacobsen, Christian B. (Aarhus University, Denmark). *"Motivation crowding theory revisited. Common grounds for theories on motivation crowding and public service motivation"*
- Andersen, Lotte B. (Aarhus University, Denmark) and Salomonsen, Heidi (Aalborg University, Denmark). *"Gender in Public Organizations: How Does it Affect Individuals? Behaviour? And Why?"*
- Carusan, Mihaela (National School of Political Studies and Public Administration, Romania). *"Creating differences in a society of equal chances. Case study - Romania"*