

WORK2019

Real Work in Virtual World

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CHANGING MODES OF DIGITALISATION AND ITS IMPACT ON WORK

Finlandia Hall, room 21

Chair: Ismo Kantola, University of Turku, Finland

Wednesday, 14 August, at 16:00-17:30 - Session 3

- 1.01 Metal workers in an Industry 4.0 context
Felix Lundmark
- 1.02 The Backstage of Online Sales
Asaf Darr
- 1.03 Industry 4.0: what are the likely impacts on work?
Julia Connell

Thursday, 15 August, at 08:30-10:00 - Session 4

- 1.04 Combining digital leap and competitive tendering in reorganizing public health care. Did something go wrong?
Ismo Kantola
- 1.05 Creating knowledge with robots: university students in Tampere and Singapore
Johanna Hautala
- 1.06 Communal workplace learning in financial administration digitalization
Laura Bordi
- 1.07 Examining three historical phases of the automation debate: similarities, differences and learning potential
Tuomo Alasoini

Thursday, 15 August, at 10:15-11:45 - Session 5

- 1.08 The possibilities of utilizing facial expression analysis in food sensory evaluation work
Ulriikka Savela-Huovinen (cancelled)
- 1.09 Digital competences in organizations
Eva Collanus, Anne-Marie Tuikka
- 1.10 Isolation by digitalisation? Coping with spatial and temporal flexibility
Carin Håkansta, Ann Bergman
- 1.11 Technological, Organisational and Interactional Competences in Digital Work
Kirsi Lainema

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CREATIVE METHODS TO STUDY WORK

The National Museum, Ateljé (Thursday), Finlandia Hall, room 22 (Friday)

Chairs: Professor Anne Kovalainen, University of Turku & Project manager Jatta Jännäri, Salo Region Educational Federation of Municipalities, Finland

Thursday, 15 August, at 10:15-11:45 - Session 5

- 2.01 Text mining and Information extraction from Job advertisement
Philipp Martin
- 2.02 Approaches to studying uses of virtual reality technologies in working life
Minna Vasarainen
- 2.03 Games as boundary objects enhancing creativity at work
Mirva Hyypiä

Friday, 16 August, at 08:00-09:30 - Session 7

- 2.04 Quantifying the human interface of digital change - case public sector services
Tero Kuusi
- 2.05 Management Consultants' working lives in context: Issues, alternatives, and challenges in analysing multi-sensory life history data
Navneet Agnihotri
- 2.06 Three Methods in One Dissertation – New Insights into Research Project about Industrial Relations in Turku Harbour by Mauno Koivisto
Tapio Bergholm
- 2.07 The experience of paid employment for people with Intellectual or Developmental Disabilities; an exploratory research design
Diana Ramsey

Friday, 16 August, at 13:00-14:30 - Session 8

- 2.08 Toward a Collective Consciousness-Based Platform Economy
Marja Turunen
- 2.09 Observing (with) the virtual. Use of observational methods to study work in a digitally mediated world
Anni Paalumäki, Suvi Satama
- 2.10 Combining coaching, narrative analysis and gendered strategies to study behavioural ambidexterity and well-being at work
Ani Raiden
- 2.11 Seller influence tactics in digital customer encounters
Johanna Vuori, Jarkko Niemi

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DIGITAL TRANSPARENCY AND INVISIBILITY AT WORK

Finlandia Hall, room 16

Chairs: Senior Researcher Laura Seppänen & PhD, Docent, Research professor Tuomo Alasoini, Finnish Institute of Occupational Health, Finland

Thursday, 15 August, at 10:15-11:45 - Session 5

- 3.01 When Work Becomes Visible: An Analysis of Knowledge Brokering Behaviors
Ward Van Zoonen
- 3.02 Agential and structural factors that enable and constrain personal internet use at work: A depth examination of workplace autonomy
Julie Monroe

Thursday, 15 August, at 16:00-17:30 - Session 6

- 3.03 Negotiating the sociotechnical practices of communication in LTC work
Antti Hämäläinen
- 3.04 Why not use the phone – digitalization and nurses' communication in a large hospital
Minna Salminen-Karlsson
- 3.05 Digitalization-related competencies: A closer look on middle managers
Dennis Grenda

DIGITALIZATION AND ROBOTICS: EFFECTS ON WORKER'S PRODUCTIVITY AND WELLBEING

The National Museum, room Karhunpesä

Chairs: Research Manager Martti Kulvik, ETLA, Researcher Tero Kuusi, ETLA & Senior Researcher Annina Ropponen, Finnish institute of Occupational Health, Finland

Wednesday, 14 August, at 14:15-15:45 - Session 2

- 4.01 A milestone for the long and winding road towards effectiveness with automatization
Maija Vähämäki, Martti Kulvik
- 4.02 Ergonomic and productive design of modern human-robot-collaborations
Sascha Stowasser
- 4.03 Robot team members challenge the in-group identification with the work team
Nina Savela

Wednesday, 14 August, at 16:00-17:30 - Session 3

- 4.04 Healthy software developers equals happy workplace
Mirva Hyypiä, Outi Tuisku
- 4.05 How are job resources and demands associated with perceived benefits of technology at customer work in a financial organization?
Sanna Nuutinen

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- 4.06 The impact of robots on employment and labour productivity – evidence from seven European countries during 1993-2015
Merja Kauhanen
- 4.07 Measuring and Developing Well-being and Human Productivity with Quality of Working Life
Aino-Inkeri Kuula

EDUCATION, WORK, EMPLOYMENT

The National Museum, Auditorium

Chairs: PhD Annukka Jauhiainen & Adjunct professor Anne Laiho, University of Turku, Finland

Wednesday, 14 August, at 16:00-17:30 - Session 3

- 5.01 Exploring the Impact of Culture on Intergenerational Knowledge Sharing in a South-Korean organization
Lea Wöbbekind
- 5.02 Grounded theory study about self-oriented career change process
Leena Ikonen
- 5.03 Development of Psychological Readiness of Future Specialists for Shift Work in the Arctic
Yana Korneeva

Thursday, 15 August, at 08:30-10:00 - Session 4

- 5.04 Transitioning from Education to Employment in the Asia Pacific
Alan Montague, Julia Connell
- 5.05 Building Real Management Skills in the Virtual World
Peter Holland, Tse Leng Tham
- 5.06 Task composition and vocational education and training – A firm level perspective
Anett Friedrich (Cancelled)
- 5.07 Economic Growth, Youth Unemployment, and the Informal Economy: A study of policies and outcomes in Post-Arab Spring Egypt, Morocco, Jordan, and Tunisia
Heath Prince

Thursday, 15 August, at 10:15-11:45 - Session 5

- 5.08 Young people's employment paths and working life guidance in scope
Mirja Määttä
- 5.09 The Role and Effectiveness of Coaching in Increasing Self-Efficacy, Outcome Expectancies and Employability Efforts of Higher Education Students
Joanna Moly
- 5.10 Making explicit the links between second-language identity and professional identity construction in the multilingual workplace
Marise Lehto
- 5.11 Same Level of Education - Various Wage Returns? An Analysis over Time and across Occupations in Germany
Sandra Hirtz

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EMERGING FORMS OF CARE: INFORMAL CARERS, PROFESSIONALS, TECHNOLOGY AND INNOVATIONS

The National Museum, room Mansku

Chairs: Ph.D. Lina Van Aerschoot, University of Jyväskylä & Researcher Antero Olakivi, University of Helsinki, Finland

Wednesday, 14 August, at 16:00-17:30 - Session 3

- 6.01 Overburden and poor management: what makes employees in old-age care consider quitting their jobs?
Lina Van Aerschoot, Antero Olakivi
- 6.02 Making Work in Outpatient Care Services More Attractive With Mobile Digital Devices
Britta Busse
- 6.03 Renewing Dialogues in Social and Health Care – Leadership, Well-being and Productivity
Kati Tikkamäki, Sirpa Syvänen, Kaija Loppela
- 6.04 Women Mid-Managers and Gendered Elder Care
Marjut Jyrkinen

Thursday, 15 August, at 08:30-10:00 - Session 4

- 6.05 ‘The poor carer’: ambivalent social construction of the home care worker in elder care services in Ireland
Luciana Lolich
- 6.06 Enhancing competences on client involvement among social and health care professionals
Anna-Leena Kurki
- 6.07 Supporting change of work and occupational paths in social and health care
Heli Heikkilä

GENDERING WORK

Finlandia Hall, Aurora Hall

Chairs: Professor Em. Päivi Korvajärvi & PhD Minna Nikunen, University of Jyväskylä, Finland

Thursday, 15 August, at 10:15-11:45 - Session 5

- 7.01 Affective atmosphere of start-up-entrepreneurial event and gender
Minna Nikunen
- 7.02 Staying true to the self: Young women and commodification of personality in new media work
Emma Lamberg
- 7.03 “I love working with women”- A study of gender and conflicts among welfare occupations in Sweden
Britt-Inger Keisu
- 7.04 Different career paths to the ICT industry - how to attract more women to make a successful career change to the ICT industry
Sonja Hyrynsalmi

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Thursday, 15 August, at 16:00-17:30 - Session 6

- 7.05 The real work of gender and age
Vanessa Beck
- 7.06 Acculturation and Obesity among Female Migrants in the United Arab Emirates
Elpidoforos Soteriades
- 7.07 The menopause taboo and work: The impact of menopause on the working lives of women in the police force
Fiona Carmichael, Joanne Duberley
- 7.08 Gendering paradoxes in research and innovation work
Päivi Korvajärvi, Marja Vehviläinen

Friday, 16 August at, 08:00-09:30 - Session 7

- 7.09 The Gender Agenda of Cultural Work: Fashion Work as a precarious semi-professional Project
Alexandra Manske
- 7.10 The battle over kindergarten teachers' wages: Outsider-driven deinstitutionalization of a gendered labour market practice
Paula Koskinen Sandberg
- 7.11 Is gender inequality in supervisory and managerial positions persistent in the Nordic work life? Perspectives from comparative research
Armi Mustosmäki
- 7.12 Mommy bloggers as enterprising individuals - exploring 'new' forms of gendered labour across virtual spaces where entrepreneurship, self-promotion and digital technologies intertwine
Suvi Satama

HYBRID WORK

Finlandia Hall, room 16

Chairs: Dr. Isabell Stamm, Technische Universität Berlin, Prof. Dr. Hans J. Pongratz, Ludwig-Maximilians-Universität München, Dr. Alexandra Manske, Hafen City City Universität Hamburg, Germany

Wednesday, 14 August, at 14:15-15:45 - Session 2

- 8.01 Hybrid Work and Hybridization – Empirical Evidence and Conceptualization
Isabell Stamm
- 8.02 Multiple job holding – practices and institutional frame
Arja Haapakorpi
- 8.03 Fragmented workdays: Split shifts and the boundaries between paid work, unpaid work, and non-work
Karin Sardadvar

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Wednesday, 14 August, at 16:00-17:30 - Session 3

- 8.04 Building a meaningful career - creating a personal journey
Pia Heilmann, Marianne Ekonen
- 8.05 Emerging Patterns of Worker Identities in the Swiss Gig Economy
Thomas Ryser

LABOUR MARKETS AND LABOUR POLICIES

Finlandia Hall, room 21

Chair: Research director Rita Asplund, ETLA, Finland

Thursday, 15 August, at 16:00-17:30 - Session 6

- 9.01 Emotional Injuries of Platform Workers in the Virtual World
Suyoung Kim, Myungjoo Kang
- 9.02 The effect of retiring on cognitive functioning and subjective health – an empirical study using pиаac data
Angela Djupsjöbacka

LEADERSHIP, WORK AND INNOVATION

Finlandia Hall, Aurora hall

Chairs: PhD, Docent Eija Helena Karsten, Åbo Akademi University & PhD, Docent, Research professor Tuomo Alasoini, Finnish Institute of Occupational Health, Finland

Wednesday, 14 August, at 14:15-15:45 - Session 2

- 10.01 Human Recourse Management Practices enhancing and constraining Creativity in Finnish Growth Organizations
Kaija Collin
- 10.02 Organizational leadership and innovation: role of information skills
Gunilla Widén
- 10.03 Employees' views of workplace innovativeness in the Finnish public sector: what is the role of psychosocial resources?
Laura Pekkarinen
- 10.04 How can practitioners in supporting functions embrace a strategic knowledge worker role in organizations
Eija Kärnä

Wednesday, 14 August, at 16:00-17:30 - Session 3

- 10.05 Managers as moral leaders: Moral identity in the context of work
Mari Huhtala (cancelled)
- 10.06 Gendered lean leadership in public welfare services

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Timo Aho, Eeva Jokinen

- 10.07 Working-life intuition – a new meta-skill for future work
Satu Mättö
- 10.08 Searching for collegueship – A look at 25 years of research
Maarit Laiho

LEGAL ASPECTS OF WORK AND EMPLOYMENT

The National Museum, room Mansku

Chair: Professor Niklas Bruun, University of Helsinki, Finland

Thursday, 15 August, at 10:15-11:45 - Session 5

- 11.01 When Big Data Becomes Small Data: The Data Protection Implications for Service Providers in the Sharing Economy
Gail Maunula
- 11.02 Employer funded Education and Transitions in Working Life – two Examples
Jari Murto
- 11.03 Quest for Work-Life Balance: New EU Member State Perspective
Helga Spadina
- 11.04 The regulation of zero-hour and marginal part-time contracts in Finland and the Netherlands
Markku Sippola, Paul Jonker-Hoffrén

NEW CONCEPTIONS OF WORK IN A DIGITAL AGE

Finlandia Hall, room 25

Chair: Professor Heather Hofmeister, Goethe University, Frankfurt, Germany

Wednesday, 14 August, at 14:15-15:45 - Session 2

- 12.01 'The times, they are a-changing'. Availability, flexibility and desynchronised work
Adrian Madden
- 12.02 Co-Working in the Social Factory: Freelancing and the Residual Cultures of Work
George Morgan
- 12.03 Work and Leisure in the Digital Age
Mattia Rainoldi
- 12.04 Travel bloggers as new workers within a digital age
Nina Willment

Wednesday, 14 August, at 16:00-17:30 - Session 3

- 12.05 Virtual Work and Work-Life Boundaries: Exploring the Cultural Context of the Virtual University of Pakistan
Sarah Salahuddin
- 12.06 Theorizing and investigating playbour as digital work
Sirpa Leppänen
- 12.07 Blurring boundaries of work in a no management organization

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Mira Karjalainen

Thursday, 15 August, at 08:30-10:00 - Session 4

- 12.08 Digitization of social work with children and youth in positions at risk – new challenges for the social worker
Michael Christensen
- 12.09 The effects of compressed modernity on the work of health care and social services professionals
Piia Silvennoinen
- 12.10 Virtual Assistants, Demanding Clients: Shifting and Blurring Boundaries between Paid and Unpaid Work in the Virtual Service Industry
Johanna Hofbauer

NEW EDUCATION FOR THE NEW WORK? REQUIREMENTS, COMPETENCES AND QUALIFICATIONS IN THE VIRTUAL WORK

The National Museum, Meeting room

Chair: Professor Dr. Robert Helmrich, Federal Institute for Vocational Education and Training (BIBB), Germany

Wednesday, 14 August, at 14:15-15:45 - Session 2

- 13.01 Effects of the digitalisation on work Tools and Tasks: An analysis on the question of the development of digitalisation in German companies
Anna Cristin Lewalder
- 13.02 Does company-driven vocational education provide answers to educational needs caused by a rapid technological development? Case study: KONE Elevators Ltd
Kaisa Hytönen
- 13.03 The role of vocational training for the employability of middle-qualified labour force at the digitalisation driven labour market in Germany
Sabine Schindler

Wednesday, 14 August, at 16:00-17:30 - Session 3

- 13.04 Development of change management skills and Serious Games
Manon Keusch-Bessard
- 13.05 Competencies in digitalized work
Matti Vartiainen
- 13.06 How to design useful virtual environments – a human factors approach illustrated by an OSH training application
Katrin Gomoll
- 13.07 Automated extraction, structuring and analysis of competences from job advertisements
Philipp Martin

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NEW FORMS OF ORGANISING

Finlandia Hall, room 23

Chairs: D.Sc. (Econ.) Anni Paalumäki & D.Sc. (Econ.) Maija Vähämäki, University of Turku, Finland

Wednesday, 14 August, at 16:00-17:30 - Session 3

- 14.01 New ways of working initiated by software supported collaboration – three case studies
Thomas Hardwig, Marliese Weissmann
- 14.02 Leadership and self-organizing campaign groups of volunteers in social media
Heli Inkinen
- 14.03 Coworking and the Elusive Concept of Community
Steven Sawyer

Thursday, 15 August, at 08:30-10:00 - Session 4

- 14.04 Work Well-Being in the Startup Scene
Katri Pöllänen
- 14.05 Orchestrating innovation in organization context
Hannele Väyrynen
- 14.06 Career paths in time and space
Niina Nummela
- 14.15 Organization as a field - towards a more in-depth systems understanding of the organization's performing logic
Petri Uusikylä (last min. add.)

Thursday, 15 August, at 10:15-11:45 - Session 5

- 14.07 Technologies, agencies, and organizing - Understanding the role of technology-related nonhuman agency within the process of organizing
Tomi Laapotti
- 14.08 Cognitive Assistance Aystems as Boundary Objects. Theorizing and analyzing digitally networked communication practice in Organizations
Alinde Keller, Evelyn Fischer
- 14.09 Liminality in the emerging role of the building information modelling (BIM) coordinator
Hannele Kerosuo
- 14.10 Human impact assessment of video-supported teaching and learning
Satu Parjanen

Friday, 16 August at, 08:00-09:30 - Session 7

- 14.11 'Platform Cooperatives' as an Ahistorical Concept: The Case of Finnish Taxi Dispatch Cooperatives
Arto Lanamäki
- 14.12 Finnish Esports Leadership - Charting the Terrain
Minna Kallinen-Kuisma
- 14.13 Consciousness-based view as a new form of organizing in the digital age

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Marja Turunen

- 14.14 Estimation of discomformity of environmental factors for workers of the shift forms of labor in South Russia

Marina Arefina, Yana Korneeva, Natalia Simonova

NEW IS (NOT) ALWAYS BETTER – FLEXIBLE WORK ARRANGEMENTS IN A DIGITALIZED LABOR MARKET

Finlandia Hall, room 16

Chair: Dr. Alexandra Mergener, Federal Institute for Vocational Education and Training (BIBB), Germany

Thursday, 15 August, at 08:30-10:00 - Session 4

- 15.01 The impact of work related ICT use on blurring boundaries between work and private life. Who benefits who gets into trouble?

Timothy Rinke

- 15.02 Flexplaces and Overeducation – Can home-based telework close the overeducation gender gap among working persons in Germany?

Ana Santiago Vela

- 15.03 Flexibility and work in the age of platform economy – is it new, is it better?

Sanna Rouhiainen

OPEN STREAM

Finlandia Hall, room 22

Chairs: Research Professor Jari Hakanen & Project Manager, Researcher Sari Käpykangas, Finnish Institute of Occupational Health, Finland

Thursday, 15 August, at 10:15-11:45 - Session 5

- 16.01 Negative Expertise and the Erosion of Professional Authority in the Post-Industrial Society

Anne Koski

- 16.02 Self-exploitation – a theoretical approach

Hans J. Pongratz

- 16.03 The questions on discrimination at work: functionality and need for development

Marjut Pietiläinen

- P16.04 Poster presentation: Organisational values in daily leadership from the perspective of trust

Jaana Salmi

Thursday, 15 August, at 16:00-17:30 - Session 6

- 16.05 OHS professionals in the digital revolution - the use of technology and changing skill requirements

Elina Weiste

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- 16.06 The Digitalization of Migrants' Labour Market Integration Services. Boosting or Hindering Social Inclusion?
Satu Aaltonen
- 16.07 Finnish CEOs in Twitter: Tweeting for work purposes
Laura Paatelainen
- 16.08 Understanding team communication complexity in changing working life
Mitra Raappana

OPEN STREAM / Sustainability Agency

The National Museum, room Mansku

Chair: Senior researcher Tiina Onkila, Jyväskylä University, Finland

Wednesday, 14 August, at 14:15-15:45 - Session 2

- 17.01 The debate regarding agents and sustainability transitions – a review of the literature
Katariina Koistinen
- 17.02 The Ecologies of Self-Realization: Work, Autonomy, and Environmental Concern
Lauri Lahikainen
- 17.03 Sustainability agency inside West African Palm Oil
Matti Karinen

PLATFORM WORK: THEORY, RESEARCH, AND POLICY

Finlandia Hall, Terrace hall

Chairs: Professor Steven Vallas, Northeastern University, US, Senior Research Fellow, Docent Seppo Poutanen, University of Turku, Professor Anne Kovalainen, University of Turku, Research Director Petri Rouvinen, ETLA, Finland

Wednesday, 14 August, at 14:15-15:45 - Session 2

- 18.01 Expertise, entrepreneurialism and upskilling of work at platforms
Anne Kovalainen
- 18.02 Platform workers in Finland
Anna Pärnänen, Hanna Sutela
- 18.03 A structured mapping of the challenges related to working conditions of platform work: identifying drivers and potential responses
Ine Smits
- 18.04 Digital Work and the Re-composition of Contemporary Labour
Wifak Gueddana

Wednesday, 14 August, at 16:00-17:30 - Session 3

- 18.05 What does theorizing with 'activity concepts' tell about platform work?
Laura Seppänen
- 18.06 Multiparty Work Relationships and Work in the Internet-based "Gig economy": How to Advance on Statistical Measurement for Evidence-based Policy?
Monica Castillo

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Thursday, 15 August, at 08:30-10:00 - Session 4

- 18.07 Platform cooperativism in Italy: a collaborative answer to the challenges of platform economy
Fransesca Martinelli
- 18.08 Platform sourcing as an occasion for re-organizing external knowledge work: Evidence from a comparative case study
Greetje F. Corporaal
- 18.09 The increasing heterogeneity within platform work – one size does not fit all
Irene Mandl

Thursday, 15 August, at 10:45-11:45 - Session 5

- 18.10 Towards understanding academia and digitalisation in their relationship of strong relationality (with some notes on related 'entrepreneurship')
Seppo Poutanen
- 18.11 Chasing the Job: Seeking Freelance work online and off
Steven Sawyer
- 18.12 Platform work as "free labour": Hungarian platform workers interpretation of their work in accommodation services
Tibor T. Meszmann

PRECARIOUS EMPLOYMENT AND DIGITAL WORLD

Finlandia Hall, room 16

Chair: D.Sc. (Econ.) Merja Kauhanen, Labour Institute for Economic Research, Finland

Friday, 16 August, at 08:00-09:30 - Session 7

- 19.01 Does the digital transformation of the labor market foster atypical forms of employment? Firm-Level Evidence from Germany
Felix Lukowski
- 19.02 Do old and new labour market risks overlap? Automation, offshorability, and non-standard employment
Miguel Malo
- 19.03 Dualization or normalisation of part-time work in Finland and Norway: work insecurity and mobility over time
Jouko Nätti

Friday, 16 August, at 13:00-14:30 - Session 8

- 19.04 Unemployment Experts: New Forms of Professional Precarious Work
Patrick Sheehan
- 19.05 Disappearing Jobs: Evidence from Labour Process Changes in Hungarian Automotives
Tibor T. Meszmann

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SKILLED EMPLOYEES – SUCCESSFUL LABOUR MARKET

The National Museum, Meeting room

Chair: Senior Researcher, SRC Research Programme Manager Eveliina Saari, Finnish Institute of Occupational Health, Finland

Thursday, 15 August, at 08:30-10:00 - Session 4

- 20.01 The industrial ethos and wider skills conceptions
Esa Jokinen
- 20.02 'Hybrid Professionals' as change agents in the digital transition of health care
Sari Käpykangas

Thursday, 15 August, at 10:15-11:45 - Session 5

- 20.03 Work participation trajectories before entering a nationwide vocational training programme
Taina Leinonen
- 20.04 Client-centered counselling in virtual settings – Professional Master's Degree students' perceptions of how digitalization changes counselling in health and social care sector
Piia Silvennoinen
- 20.05 Educators as designers of learning environments in entrepreneurship education
Sanna Ilonen

THE CHANGING WORK OF ENTREPRENEURS AND SELF-EMPLOYED

Finlandia Hall, room 22

Chair: D.Sc. (Econ.), Professor, Academy Research Fellow Monika E. von Bonsdorff, University of Vaasa, School of Management, Kokkola University Consortium Chydenius, Finland

Wednesday, 14 August, at 14:15-15:45 - Session 2

- 21.01 Lack of sales know-how in Finnish SMEs - preliminary insights
Mirja Väänänen
- 21.02 Elderly entrepreneurs challenging theories and understanding of working life, age and entrepreneurship
Elisabeth Sundin
- 21.03 Entrepreneur's bridge-employment processes and the motives for bridging
Monika von Bonsdorff

Wednesday, 14 August, at 16:00-17:30 - Session 3

- 21.04 Coping with Adversities and Failure as a Startup Entrepreneur
Henri Koskinen
- 21.05 The concept of microentrepreneurs' peer-to-peer network. Community of practice and a research platform combined

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Riitta Forsten-Astikainen

TRANSFORMATION OF PUBLIC SECTOR WORK

Finlandia Hall, room 25

Chair: Associate Professor Mervi Hasu, University of Oslo, Finnish Institute of Occupational Health, Finland

Thursday, 15 August, at 16:00-17:30 - Session 6

- 22.01 Institutional logics of unions of professionals: Dilemmas, challenges and opportunities for employee participation between unionism and professionalism
Arnhild Bie-Drivdal
- 22.02 'Digital by default' on the front line: The experiences of UK benefit advisors during the implementation of social security reforms
Laura Anne Hickman
- 22.03 Trust-based management and organizational change in home care. An example from Sweden
Magdalena Elmersjö, Elisabeth Sundin
- 22.04 Behavior Measurement in Nursing-Care Service for Service Process Improvement
Hiroyasu Miwa

Friday, 16 August at, 08:00-09:30 - Session 7

- 22.05 What is University? Expansion and transformation of academic work
Liubov Vetoshkina
- 22.06 Transformation of Work in Finnish Municipalities
Niilo Hakonen
- 22.07 Changing competence requirements in public services: consequences of digitization in general and highly specialized work (CORPUS – a new research project starting June 2019)
Mervi Hasu

WELLBEING AT WORK

Finlandia Hall, Hall B

Chair: Professor (emer.), Docent Jyrki Liesivuori, University of Turku & Docent Paula Naumanen, University of Oulu, Finland

Wednesday, 14 August, at 14:15-15:45 - Session 2

- 23.01 The Relationship Between Intragroup Conflicts and Well-Being in Women Dominated Work
Susanne Tafvelin
- 23.02 The role of servant leadership in well-being at work and hostile work environment
Piia Leppämäki

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- 23.03 Measuring the occupational well-being of child protection social workers – challenges and opportunities
Andreas Baldschun

Wednesday, 14 August, at 16:00-17:30 - Session 3

- 23.04 Producing that status of 'a good employee' in return to work negotiations – asset or restraint?
Hanna-Leena Ristimäki
- 23.05 When supervisor support affects knowledge workers' life satisfaction - The role of person-job fit
Ilona Toth
- 23.06 Self-reported Health Problems and Work Disability: A Prospective Cohort Study of Employees from Different Industries
Minna Pihlajamäki

Thursday, 15 August, at 08:30-10:00 - Session 4

- 23.07 To have or not to have leaders? If not, what about employee wellbeing?
Natalia Fey, Kirsi Mikkonen
- 23.08 Social media usage and work engagement among Finnish workers – Link to organizational identification and social support
Reetta Oksa
- 23.09 Caring sciences, responsible innovation and robotics: new challenges for nursing profession
Ines Monteiro
- 23.10 The severity of professional deformities in the employees of the Office of Internal Affairs of the Russian Federation (on the example of the Arkhangelsk region)
Olga Kuznetsova, Yana Korneeva, Mariia Korekhova

Thursday, 15 August, at 10:15-11:45 - Session 5

- 23.11 Whose support is most important for expatriate? The relationship between Ostracism, Leader-Member Exchange, Perceived Organizational Support and intention to leave a job abroad
Jussi Tanskanen
- 23.12 Working Safely Abroad: improving health, safety and wellbeing in mobile work
Päivi Rauramo
- 23.13 Promoting Employees' Affective commitment and Well-being through Job and Personal Resources
Shaghayegh Ghaffaripour
- 23.14 Positive aspects of professional deformation in law-enforcement officers
Anna Zelyanina

Thursday, 15 August, at 16:00-17:30 - Session 6

- 23.15 Stress as a Risk Factor for Voice Disorders in Teachers
Hanna Vertanen-Greis

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Real Work in Virtual World

- 23.16 Men and women should work together – not apart
Katrin Ólafsdóttir
- 23.17 A systematic qualitative review of factors related to entrepreneurs' well-being 108
Salla Ahola
- 23.18 Healthy food strategies efficiency among nursing and health professionals: a randomized controlled trial
Ines Monteiro

WORK AND FAMILY

The National Museum, room Karhunpesä

Chairs: Academy Research Fellow Mia Tammelin, University of Tampere, Assistant Professor Charlotta Niemistö, Hanken & Postdoctoral researcher Suvi Heikkinen, University of Jyväskylä, Finland

Thursday, 15 August, at 10:15-11:45 - Session 5

- 24.01 The work-life balance framework: evaluating its applicability to real work in the virtual world
Tracey Warren
- 24.02 Who can reject the “ideal worker” norm? Fathers, mothers, and others in the biotech branch in transition across academic and industry careers
Heather Hofmeister
- 24.03 The Relationship among Family-to-Work Spillover, Work Engagement and Creativity in Japanese R&D Employees
Hideki Shimizu-Tanaka

Thursday, 15 August, at 16:00-17:30 - Session 6

- 24.04 What's in a label? Mompreneurship among the Hungarian minority from Romania
Réka Geambasu
- 24.05 Towards Family-Friendly Engineering Workplaces? Perceptions and Usage of Parental Leave by Higher Engineering Professionals in Finland
Susanna Bairoh
- 24.06 Regulations of temporal availability at work for engineers in France and Finland and the construction of time balance equations
Maëlezig Bigi
- 24.07 Managing work-life boundaries in global work
Mia Tammelin (last-min. add.)

POSTERS

Open stream

- P.01 Digital health services and telemedicine technologies in occupational health services
Johanna Koroma