

## **WORK2015 – Sustainability at work**

### **Chairs:**

Essi Saru, University of Turku, FI,

Maria Järnlström, University of Vaasa, FI

*The current uncertain economic situation and the scarcity of resources call for new approaches towards better understanding the social dimensions of working life. Sustainability at work challenges the managerial talk as well as research scope focusing just on rationality and financial outcomes and broadens the scope by valuing people management in organizations. The new avenues in human resources management research encourage cross-disciplinary insights. Social responsibility and long term viability are both increasingly present in the discussions of changing working life patterns and working contracts. How sustainability is related to precarious work and modern careers, employee wellbeing and diversity as well as to employees' changing needs over their life course? Authors are encouraged to submit papers that make contributions to the literature of human resource management and leadership as part of the ways of managing sustainable HR practices. We also welcome papers exploring the challenges of measuring organizational performance while accommodating well-being at work. Further research on these topics both from empirical and theoretical perspectives will shed light on the new meanings of work.*

### **Friday, 21 August at 8.30-10.00 - Session 7**

24.01

Human Resource Management (HRM) strategies and the impact on well-being of employees and effectiveness in Danish private and public firms  
Kjeld Nielsen, Denmark

24.02

Cancelled

24.03

“Do we have a conscience?” Ethical dilemmas of HRM professionals  
Sara Csillag, Hungary

### **Friday, 21 August at 13.30-15.00 - Session 8**

24.04

Worker Participation and Sustainable Work  
Sigurt Vitols, Germany

24.05

Sustainable work-life balance in knowledge-intensive sectors - aspirations and realities  
Charlotta Niemistö, Finland

24.06

Sustainable work over the life course in the European Union  
Greet Vermeulen, Ireland

**Friday, 21 August at 15.00-16.30 - Session 9**

24.07

A light in the shadows: Experts reveal the themes that inhibit sustainable careers  
and sustainable organizations  
Heather Hofmeister, Germany

24.08

Employee representatives' reflections on the sustainable HRM practices in private  
sector organizations  
Essi Saru, Finland

24.09

Improving social sustainability in apparel industry through use of social  
manufacturing  
Babak Mohajeri, Finland