**06.10.2023 Managing Human Capital for Resilience**

Track Chairs:

Marina Latukha, Graduate School of Management at St Petersburg University (GSOM SPbU), Russia

Dmitry Kucherov, GSOM SPbU, Russia

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| **10:00-12.40****Online** | **Managing Human Capital for Resilience-1** | Session Chair: Dmitry Kucherov, GSOM SPbU, RussiaSession Language: English, RussianSession Type: Online |

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| # | Time | Authors | Affiliation | Title |
|  | 10:00-10:20 | Valentina Ananina, Anastasia Vertinskaya | Higher School of Economics, Russia | Высококонкуретная сфера ИТ: какие навыки и компетенции нужны работодателям? (Rus) |
|  | 10:20-10:40 | Mikhail Yermolayev | Higher School of Economics, Russia | Внутренняя интеграция организации: управление организационными субкультурами посредством генерации смыслов (Rus) |
|  | 10:40-11:00 | Andrija Djokic | Graduate School of Business, HSE University, Russia | Влияние организационного климата на выгорание сотрудников (Rus) |
|  | 11:00-11:20 | Ahmed Charai | GSOM SPbU, Russia  | The Role of AI in Talent Acquisition and Retention Strategies in Russian IT Firms |
|  | 11:20-11:40 | Elena Lazareva, Julia Gavrilova | Southern Federal University, Russia | Effective HR-ecosystem Management as a Priority for Achieving the Target Model of «Sustainable University» |
|  | 11:40-12:00 | Anna Kriklivetc, Marina Latukha | GSOM SPbU, Russia | What Generation Z brings to the table in Family Business? |
|  | 12:00-12:20 | Kira Oksas |  GSOM SPbU, Russia | Социально-ответственное управление человеческими ресурсами в менеджменте организации (Rus) |
|  | 12:20-12:40 | Dmitry Kucherov, Victoria Tsybova |  GSOM SPbU, Russia | Applying instrumental-symbolic framework in digital employer branding |

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| **14:00-16.40****Online** | **Managing Human Capital for Resilience-2** | Session Chair: Victoria Tsybova, GSOM SPbU, Russia Language: English, RussianSession Type: Online |

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| # | Time | Authors | Affiliation | Title |
|  | 14:00-14:20 | Tatiana Markova | Ural State University of Economics, Russia | The impact of flexible work schedules on working mothers’ time-to-children |
|  | 14:20-14:40 | Elena Yakhontova, Dmitry Kutyavin | RANEPA, Russia | Development of Human Capital in FMCG Companies in Russia |
|  | 14:40-15:00 | Natalya A. Zaichenko, Daria P. Khurda | Higher School of Economics, St Petersburg, Russia | The Ethical Capital of an Educational Organization in the Context of Digitalization |
|  | 15:00-15:20 | Marina Latukha, Polina Yakovleva, Kaifeng Yan | GSOM SPbU, Russia | Adaptive leadership and Multilevel Resilience in the context of grand challenges |
|  | 15:20-15:40 | Krupenich Elizaveta Alekseevna | Higher School of Economics, Russia | Factors and Mechanisms of Organizational Resilience in the face of Unanticipated Global Crises on the example of the HSE Lyceum |
|  | 15:40-16:00 | Liudmila Galiullina | Maastricht University, the Netherlands | Modeling the grading effects on student effort: the roles of targets, beliefs, and explanatory styles |
|  | 16:00-16:20 | Fengchen Wang | Higher School of Economics, Russia | How Does Talent Development Enhance Corporate Resilience for Residential Real Estate Developers Amid Economic Uncertainty? |
|  | 16:20-16:40 | Sofya Chernogortseva |  Higher School of Economics, Russia | The ethical dimension of transforming competence models when interacting with emerging technologies |