



**Graduate  
School of Management**

St. Petersburg University



**International Research Conference “GSOM Emerging Markets Conference 2015: Business and Government Perspectives”**

**Human Resource Management in Emerging Market Firms**

**Track Chair: Elena Zavyalova (Professor, Organizational Behavior and Personnel Management Department, St. Petersburg University Graduate School of Management, Russia)**

**Track Co-chair: Marina Latukha (Associate Professor, Organizational Behavior and Personnel Management Department, St. Petersburg University Graduate School of Management, Russia)**

Place: Graduate School of Management, St. Petersburg State University, Campus at Mikhailovskaya Dacha

Working language: English

October 15, 2015

Time	Paper Title	Moderator/speaker/presenter	Affiliation
12.00 – 14.15	<b>Keynote speech: Dirani Khalil M., Associate Professor, EHRD Program Chair, Texas A&amp;M University / Board Member, Academy of HRD</b>		
	<b>Employee Training and Development as a Driver of Innovation Activity of Emerging Markets Firms</b>	Alsufyev Artem Zavyalova Elena	St. Petersburg State University, Graduate School of Management, Russia
	<b>Talent Management Practices in Emerging Market Firms: Evidence from BRIC Multinationals</b>	Latukha Marina	St. Petersburg State University, Graduate School of Management, Russia
	<b>Comparative analysis of talent management practices in IT companies from emerging markets</b>	Latukha Marina Selivanovskikh Louisa	St. Petersburg State University, Graduate School of Management, Russia
	<b>Balanced Leadership as a Basis of Successful Organizational Development (Сбалансированное лидерство как основа успешного развития организации)</b>	<b>Zamulin Andrey</b>	St. Petersburg State University, Graduate School of Management, Russia



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14:30 – 15:15	Lunch		
15:30 – 17:30	<b>Analysis of Effective Utilization of Human Capital (by Example of the Russian Oil and Gas Companies)</b>	<b>Zavyalova Elena Kucherov Dmitry Tsybova Victoria Kosheleva Sophia Alsufyev Artem</b>	St. Petersburg State University, Graduate School of Management, Russia
	<b>Organizational Investment in Employee Development and Turnover Intentions: The Mediating Role of Affective Commitment</b>	<b>Kucherov Dmitry Lysova Evgenia</b>	St. Petersburg State University, Graduate School of Management, Russia VU University Amsterdam, the Netherlands
	<b>Flexible Working Practices in the Russian Companies (Гибкие формы занятости в российских компаниях)</b>	<b>Kabalina Veronika</b>	National Research University “Higher School of Economics”, Russia
	<b>Cultural Dimension Values Differentials Influence on the Cross-Cultural Group Performance: A Case of Cross-Cultural Student Groups at GSOM SPbU</b>	<b>Blagov Evgeniy Gilenko Evgeniy Bashlykova Angelina</b>	St. Petersburg State University, Graduate School of Management, Russia
	<b>Improvement of the Reliability of Force Structures Personnel by Effective Professional Selection</b>	<b>Andreevsky Elisey Akhmedkhanov Muradkhan Daneykin Yuriy</b>	Saint-Petersburg State Electrotechnical University “LETI”, Russia Pushkin Leningrad State University, Russia Tomsk Polytechnic University, Russia
	<b>Development of Motivation Instruments in Management of Personnel Involved in Creative and Intellectual Work in Modern Enterprises (Формирование мотивационных инструментов при управлении работниками творческо-интеллектуального труда на современных предприятиях)</b>	<b>Vlasova Galina</b>	South Ural State University