



Graduate School
of Management
St. Petersburg University

7th International
GSOM Emerging Markets Conference 2020

**NEW REALITY
DURING & AFTER
COVID-19**



Track «Human capital, talent and diversity»

7th International research “Emerging Markets Conference -2020”
GSOM Saint-Petersburg, Russia

Day 1. November, 12th

**Program
Timezone (Moscow time)**

Session 1. Invited guest speakers

Session chair: Marina Latukha

09:00 – 09:45

Snejina Michailova, University of Auckland Business School
«Talent management in small advanced economies» Book presentation»

09:45 – 10:15

Snejina Michailova, University of Auckland Business School;
Dana Ott, Otago Business School - University of Otago
«The impact of Covid-19 on talent management in New Zealand»

10:15 – 11:00

Fabian Froese, University of Goettingen
«The Future of global mobility»

11:00-11:30

Break

Session 2. Papers' presentations

Session chair: Marina Latukha

- 11:30-11:50** **Anna Veselova**, Higher School of Economics;
Natalia Rebberink, University of Hamburg;
Marina Latukha, Graduate School of Management, SPbU;
Mila Veselova, Higher School of Economics
«Talent management, absorptive capacity and performance relationships: the moderating role of inclusiveness, internationalization and innovativeness»
- 11:50-12:10** **Liudmila Ruzhanskaya**, Ural Federal University;
Maxim Fokeev, Higher School of Economics;
Tatyana Volchenkova, Higher School of Economics
«The Influence of psychological characteristics of employees on voluntary turnover»
- 12:10-12:30** **Marina Latukha**, Graduate School of Management, SPbU;
Snejina Michailova, University of Auckland Business School;
Dana Ott, Otago Business School - University of Otago;
Daria Khasieva, Graduate School of Management, SPbU
«Female talent management and firm performance: Evidence from Russia»
- 12:30-12:50** **Mariia Shagalkina**, Graduate School of Management, SPbU;
Marina Latukha, Graduate School of Management, SPbU
«Returnees' presence, talent management and firms' innovative capabilities in the emerging market context»
- 12:50-13:10** **Daria Khasieva**, Graduate School of Management, SPbU
«Features of a female career in Russia: Kaleidoscope model»
- 13:10-13:30** **Irina Mihailova**, University of Eastern Finland
«Responses of EM managers and firms to institutions: What do we know about generational and cultural differences shaping these responses?»
- 13:30-14:30** **Lunch break**

Session 3. Papers' presentations

Session chair: Mariia Shagalkina

- 14:30-14:50** **Olga Mondrus**, Higher School of Economics;
Alexandra Osipova, Higher School of Economics
«External and internal factors shaping talent retention»
- 14:50-15:10** **Natalia Zerkina**, Nosov Magnitogorsk State Technical
University;
Galina Chusavitina, Nosov Magnitogorsk State Technical
University
*«Academic fraud: coronavirus pandemic negative impact on
higher education»*
- 15:10-15:30** **Mariia Shagalkina**, Graduate School of Management,
SPbU
*«High-skilled migration analysis through the human capital
lens: Implications of the pandemic crisis for the human
capital accumulation»*
- 15:30-15:50** **Natalia Fey**, Hanken School of Economics
Emma Nordbäck, Hanken School of Economics
Mats Ehrnrooth, Hanken School of Economics
Kirsi Mikkonen, University of Helsinki
*«The role of peer coaching in employee's well-being and
beyond in a self-managed organization: Evidence from a
Finnish digital engineering company»*
- 15:50-16:10** **Aleksandra Bordunos**, Graduate School of Management,
SPbU;
Sofia Kosheleva, Graduate School of Management,
SPbU;
Anna Zyryanova, The Russian Presidential Academy of
National Economy and Public Administration
*«Determinants of return to work after maternity leave in
Russia»*
- 16:10-16:30** **Anastasia Laskovaia**, Graduate School of Management,
SPbU;
Younggeun Lee, California State University;
Karina Bogatyreva, Graduate School of Management,
SPbU;
Pol Herrmann, Iowa State University
*«The influence of human capital on the relationship between
harmonious passion, effectuation, and firm performance»*

Day 2. November, 13th

Program
Timezone (Moscow time)

Session 1. Invited guest speakers

Session chair: Marina Latukha

15:00-16:00

Svetla Marinova, Aalborg University

«Diversity for creativity and innovation: the emergence of a born global business models»

Session 2. Papers' presentation

Session chair: Daria Khasieva

16:00-16:20

Andrey Kuzmin, St. Petersburg state university;

Elena Rodionova, Saint-Petersburg University

«Safety culture: a new integrated look at the traditional concept»

16:20-16:40

Louisa Selivanovskikh, Graduate School of Management, SPbU

«Exploring global talent management in emerging market organizations: A structured literature review»

17:00-17:20

Anastasia Golubkova, Graduate School of Management, SPbU

«Talent management based on gender diversity: Study of Russian companies»

17:20-17:40

Elizaveta Logacheva, Higher School of Economics

«Paradoxical leadership and employee innovative work behavior: The role of creativity, LMX and innovation climate»

17:40-18:00

Elena Kalabina, Maiya Gazizova, Ural Federal University named after the first President of Russia B.N. Yeltsin

«Kazakhstan's emerging labor market and trends»

