

RESEARCH STUDENTS' SEMINAR SERIES

Monday 15 April, 2013
12:00 – 13:00

SEERC Conference Room
3rd Floor Strategakis Bldg

“High performance work systems and organizational performance in multinational subsidiaries operating in the Balkan region. Theoretical perspectives and pilot testing”

By

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ABSTRACT

Recently, a number of studies focused on the positive relationship between HPWS and organizational performance and its mediating by different variables. The majority of studies focused on unidirectional relationships in Anglo-Saxon or Asian samples. European countries in general and former communist countries is particular have been largely overlooked. Furthermore, there is a lack of consensus of the HPWS organizational performance link is operating. The universalistic perspective emphasizes on the universalistic nature of HPWS and their impact on organizational performance. On the other hand, the contingency perspective argues that the relationship is not as simple and direct as previously stated, maintaining that a number of variables will mediate the HPRW organizational performance relationship. The present study follows the contingency stance, trying to explore the mediating values of employee performance in the HPWS organizational performance link. The paper defines employee performance as a construct of employee motivation, job satisfaction, organizational commitment and employee empowerment. The study focuses on the HPWS organizational performance link as mediated by employee performance in foreign MNC subsidiaries operating in the Balkan region. A number of 6 countries are considered for the study: Albania, Bulgaria, Romania, Serbia, FYROM, and Greece. The paper presents the results of the pilot study.

The seminar series is open to all members of *staff* and *students* of CITY and to any *externals* that wish to attend.