

## **The 19<sup>th</sup> International Conference on Human Resource Development (2021 IHRD)**

### **Human Resource Development in the Era of Multilingualism: Implications of language Policies on Training and Development Practices**

- Organizer:** Graduate Institute of International Human Resource Development,  
National Taiwan Normal University (IHRD, NTNU)
- Co-organizer:** College of International Studies and Social Sciences, National Taiwan  
Normal University  
Higher Education Sprout Project Office, National Taiwan Normal  
University  
Association for International Development and Education (AIDE)  
Chun Shin Limited, ETS TOEIC Taiwan  
Association for Cross-cultural Training (ACT)
- Conference  
Chair:** Yi-Chun Jane Lin, Associate Professor & Director of IHRD, NTNU
- Program  
Chair:** Chih-Chien Steven Lai, Professor of IHRD, NTNU
- Organizing  
Committee:** Wei-Wen Vera Chang, Professor of IHRD, NTNU  
C. Rosa Yeh, Associate Professor of IHRD, NTNU  
Cheng-Chieh Lu, Assistant Professor of IHRD, NTNU

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林淑慧 教授 (國立中正大學)  
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陳淑媛 教授 (國立聯合大學)  
陳超明 教授 (致理科技大學)

張仁家 教授 (國立臺北科技大學)  
黃良志 教授 (國立中正大學)  
葉俊偉 教授 (東南科技大學)  
溫金豐 教授 (國立陽明交通大學)  
韓豐年 教授 (國立臺灣藝術大學)

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Jian-Sheng Chaw (Ethan)

Jun-Wei Tao (Aries)

Pin-Jung Chiu (Grace)

Po-Yi Lin (Ethan)

Sandeela Coonjbeharry (Sandeela)

## 2021 International Conference on Human Resource Development 議程表 Program

Date: 22<sup>nd</sup> – 23<sup>rd</sup> October, 2021

Location: National Taiwan Normal University

日期 (Date)	時間 (Time)	活動內容 (Event)				
連結(Link): <a href="https://zoomtw.zoom.us/j/94533911722">https://zoomtw.zoom.us/j/94533911722</a> 會議 ID：945 3391 1722						
22 <sup>nd</sup> October Friday	9:00 - 9:20	報到(Register)				
	9:20 - 9:30	開幕及貴賓致詞(Opening Ceremony & Remarks)				
	9:30 -10:10	主題演講(Keynote Speech) 講題(Title):Common Corporate Language at International Joint Ventures Chair: Andrew Wylegala Wei-Wen Vera Chang 演講者(Speaker): Ralf Bebenroth (Professor of Kobe University) 連結(Link): <a href="https://zoomtw.zoom.us/j/94533911722">https://zoomtw.zoom.us/j/94533911722</a> 會議 ID：945 3391 1722				
	10:10 -10:30	中場休息(Break)				
	10:30 -11:50	論文發表 (Paper Presentation)				
		Section A Chair: Shu-Yuan Chen		Section B Chair: Liang-Chih Huang		
		連結(Link): <a href="https://zoomtw.zoom.us/j/94533911722">https://zoomtw.zoom.us/j/94533911722</a> 會議 ID：945 3391 1722		連結(Link): <a href="https://zoomtw.zoom.us/j/99528055182">https://zoomtw.zoom.us/j/99528055182</a> 會議 ID：995 2805 5182		
		作者(Author)	論文題目 (Paper Title)	作者 (Author)	論文題目 (Paper Title)	
		Wan-Rou Lin	The Effect of Perceived Overqualification on Job Retention: A study of Fresh Graduate in Taiwan	張騰睿 林月雲	不當督導整合型架構：台灣文獻分析	
		Yu-Lun Chang and Chih-Chien Lai	Informativeness of Job Announcement and Applicants' Job Pursuit Intentions: The Moderating Role of Person-Organization Fit	林永儒 林坤誼 賴志樑	微學習學習動機與留任意願關係：以微學習訓練成效為中介變項	
		Jui-Chuan Hsu and Chao-Ming Chen	The Legitimation of Language Policy in MNCs: An Institutional Logics Perspective	Chia-Hsiang Wang and Chung-Chu Liu	運用 Q 方法探討組織文化類型對人工智慧導入之影響研究	

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日期 (Date)	時間 (Time)	活動內容 (Event)			
22 <sup>nd</sup> October Friday		Pin-Hsien Ou and C. Rosa Yeh	The Development of a Scale to Measure Language Management Practices in Higher Education Institutes	蔡雅薰 邱詩雯 張孟義	全球在地化華語文教學之 跨文化人才培訓與實踐— 以臺師大華語文教學系為 例
				林冠廷 張婉菁	真誠領導對工作敬業與工 作績效之影響-以工作負 荷為調節變項
	11:50 -13:30	午餐 (Lunch Break)			
	13:30 - 14:50	論文發表 (Paper Presentation)			
		Section C Chair: Chun-Hsiao Wang		Section D Chair: Miao-Ju Wang	
		連結(Link): <a href="https://zoomtw.zoom.us/j/94533911722">https://zoomtw.zoom.us/j/94533911722</a>		連結(Link): <a href="https://zoomtw.zoom.us/j/99528055182">https://zoomtw.zoom.us/j/99528055182</a>	
		會議 ID : 945 3391 1722		會議 ID : 995 2805 5182	
		作者(Author)	論文題目 (Paper Title)	作者 (Author)	論文題目 (Paper Title)
		Chin-Tien Hsu and Ye Chin Ong	Further Understanding the Indirect Effect of Female Expatriates' Experience on Career Success via Networking: A Moderated Mediation Model of Extraversion	Hung-Yue Suen and Sin-Wei Huang	The Impact of Different Artificial Intelligence Interview Interfaces on Applicants' Impression Management Behaviors
		Chien-Bin Hsu, Tzeng- Tian Huang, Min-Ju Yeh and Liang- Chih Huang	The relationship between proactive personality of nurse assistants, emotional labor, organizational identification, and work passion under COVID- 19	Yi-Ting Lee and Chih- Chien Lai	How Meaningful Work Moderating the Relationship between Perceived Impact of Change and Individual Readiness for Change under Pandemic
		Taylor Bood- Usher and Yi- Chun Lin	Leveraging Core Self Evaluations Against Turnover Intention: the Moderating Role of Training and Development among English Teachers working in Taiwan	Hung-Yue Suen and Syuan- Hong Chen	Pre-warning before asynchronous video interviews embedded by AI whether affect candidate's impression management behaviors
	14:50 - 15:00	中場休息(Break)			
		連結(Link): <a href="https://zoomtw.zoom.us/j/94533911722">https://zoomtw.zoom.us/j/94533911722</a> 會議 ID : 945 3391 1722			

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日期 (Date)	時間 (Time)	活動內容 (Event)
22 <sup>nd</sup> October Friday	15:00 - 15:40	<p>專題演講(Invited Speech)</p> <p>講題(Title):Global talent working globally: Talent identity work and implications for HRD</p> <p>Chair: Yi-Chun Jane Lin</p> <p>演講者(Speaker):Gwen Chen ( Senior Lecturer of Nottingham Trent University, UK )</p> <p>連結(Link): <a href="https://zoomtw.zoom.us/j/94533911722">https://zoomtw.zoom.us/j/94533911722</a></p> <p>會議 ID : 945 3391 1722</p>
	15:50 -16:30	<p>專題演講(Invited Speech)</p> <p>講題(Title):Considering changes in terminology in the organizational delivery of HRD within the UK and multi-national contexts</p> <p>Chair: Cheng-Chieh Allan Lu</p> <p>演講者(Speaker):Clive Trusson ( Lecturer of Loughborough University, UK )</p> <p>連結(Link): <a href="https://zoomtw.zoom.us/j/94533911722">https://zoomtw.zoom.us/j/94533911722</a></p> <p>會議 ID : 945 3391 1722</p>
	16:30 - 16:40	中場休息(Break)
	16:40 -17:10	<p>專題演講(Invited Speech)</p> <p>講題(Title):IJTD 介紹(Introduction of IJTD)</p> <p>Chair: C. Rosa Yeh</p> <p>演講者(Speaker):Volker Wedekind (AE of IJTD; Professor of University of Nottingham, UK)</p> <p>連結(Link): <a href="https://zoomtw.zoom.us/j/94533911722">https://zoomtw.zoom.us/j/94533911722</a></p> <p>會議 ID : 945 3391 1722</p>

日期 (Date)	時間 (Time)	活動內容 (Event)
<p>連結(Link): <a href="https://zoomtw.zoom.us/j/99598743582">https://zoomtw.zoom.us/j/99598743582</a></p> <p>會議 ID : 995 9874 3582</p>		
23 <sup>rd</sup> October Saturday	9:10 - 9:30	報到(Register)
	9:30 -10:10	<p>主題演講(Keynote Speech)</p> <p>Title:How does the national examination for talent selection in Taiwan meet the 2030 Bilingual National Policy?</p> <p>講題:臺灣人才甄選的國家考試如何配合 2030 雙語國家政策</p> <p>臺灣人才甄選的國家考試如何配合 2030 雙語國家政策</p> <p>Chair: Sheng-Ju Chan</p> <p>演講者(Speaker): Lung-Sheng Lee(Political Deputy Minister of Ministry of Examination, Taiwan)</p> <p>連結(Link): <a href="https://zoomtw.zoom.us/j/99598743582">https://zoomtw.zoom.us/j/99598743582</a></p> <p>會議 ID : 995 9874 3582</p>
	10:10 -10:20	中場休息(Break)
	10:20 -11:40	Forum

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日期 (Date)	時間 (Time)	活動內容 (Event)
		<p>Topic: Implications of Language Policies on Training and Development Practices in the Era of Multilingualism</p> <p>Moderator: Pai-Po Lee (Chairman of Association for International Development and Education, AIDE)</p> <p>Discussants</p> <p>Lung-Sheng Lee (Political Deputy Minister of Ministry of Examination, R.O.C.)</p> <p>Yao-Ting Sung (Executive Vice President of National Taiwan Normal University, R.O.C.)</p> <p>Chao-Ming Chen (Executive Director of Global Education Association in Taiwan, GEAT)</p> <p>Maxwell Peng (Chief Executive Officer, VMFi Inc.)</p> <p>連結(Link): <a href="https://zoomtw.zoom.us/j/99598743582">https://zoomtw.zoom.us/j/99598743582</a></p> <p>會議 ID : 995 9874 3582</p>
	11:40 -11:50	閉幕(Closing Ceremony)

## **Keynote Speech**

### **Common Corporate Language at International Joint Ventures**



**Dr. Ralf Bebenroth**  
*Professor of Kobe University, Japan*  
*Research Institute for Economics and Business Administration*

### **Profile**

Dr. Ralf Bebenroth serves as a board member for the journal: International Journal of Training and Development. He is a full and permanent Professor at Kobe university, a specially Appointed Professor at Kyoto University since April 1st 2018 and has long term lecture ships at Osaka University of Economics and at Ritsumeikan University at Ibaraki shi. In 2016 (May 31st to Sept.1st), he received an invitation to Harvard University for research on M&A. Ralf received lately two Best Paper Awards from Society of Interdisciplinary Business Research (SIBR). One for his paper: "Effect of disaggregated formal institutional distance variables on the choice of partial versus full acquisitions" 2019 and the other for his paper: "Communication Goal Structure as Imperative for Target Employees' Perceived Operative Post-Acquisition Integration Success". Kuala Lumpur, Malaysia, 2017.

### **Lastest publication**

Bebenroth, R. and Ahmed, K. (2021) Japanese firms' overpayments for cross-border acquisitions. International Finance, Wiley.

Ahmed, K. Jean-Francois Hennart, Bebenroth, R. (2020). Formal institutional risk and equity sought on foreign market entry: Does industry matter? Review of International Business and Strategy, Vol. 30, No.3, pp. 421-440.

Chen, F., Ahmed, K., Bebenroth R. (corresponding author). Chinese Cross-Border Acquisition Strategies in Japan – Changing from a Resource-Driven to a Market-Driven Approach. Organizations and Markets in Emerging Economies (OMEE), Vol.11, Issue 1, pp.35-54., 2020

Bebenroth R. and Froese F.J. : Consequences of expatriate top manager replacement on foreign subsidiary performance. Journal of International Management, Vol.26, Issue 2, pp.1-12., 2020.

## **Invited Speech**

### **Global talent working globally: Talent identity work and implications for HRD**



**Dr. Gwen Chen**

*Senior Lecturer in Human Resource Management  
Nottingham Business School of Nottingham Trent University, UK  
Academic Member of Chartered Institute of Personal Development (CIPD)  
Fellow of Royal Social of Arts (RSA)  
Fellow of Higher Education Academy (UK)  
Member of British Academy of Management (BAM)*

#### **Profile**

Gwen Chen is a senior lecturer in HRM and Course Leader for BA (Hons) International Business Management at the Nottingham Business School, Nottingham Trent University, UK. She works with international partners on undergraduate partnership provision and contribute to the NBS international strategy group. Her intensive teaching experiences in both undergraduate and postgraduate levels as well as supervision in all levels, doctoral students, understand and postgraduate (including CIPD programmes). Her research activity is focus in exploring identity work in the contemporary workplace context, her research is threefold: 1) change of psychological contract in relation to organisational change, 2) liminal identity, mobility and global talent, and 3) wellbeing and identity work of precarious labour. Her current projects are working with England Women Cricket Team in exploring elite athletes' liminal identity work, wellbeing and mobility, and the impact of Covid-19 to liminality and identity work.

#### **Lastest publication**

Chen, G., Tansley, C., and Chou, R (2021) "Towards liminality competence: a migrant's talent identity narratives for re-imagining talent management", *Journal of Organizational Effectiveness: People and Performance*. (Ahead of Print) <https://doi.org/10.1108/JOEPP-02-2021-0037>



**Invited Speech**  
**Considering changes in terminology in the organizational delivery of HRD  
within the UK and multi-national contexts**



**Dr. Clive Trusson**  
*PhD MA BA(Hons) PGCE Chartered FCIPD FHEA*  
*Lecturer in Human Resource Management and Organisational Behaviour*  
*Student Recruitment Event Coordinator*  
*School of Business and Economics*  
*Loughborough University, UK*

**Profile**

Clive has published research on the effects and consequences of information systems and digitalisation for work and society in a range of top-ranked journals including Human Resource Management Journal, Work, Employment and Society, New Technology Work and Society and Information Systems Journal.

Before starting his academic career, Clive enjoyed a fulfilling career working in IT and in Learning and Development. He started his career at the Inland Revenue, where after a spell in the Central Training Section he was selected for training as a COBOL programmer. After six years working at the Revenue's mainframe site in Telford, he relocated to Nottingham and subsequently worked at Experian for eight years in various IT technical, learning and development and operational management roles. During this time he qualified for Chartered Fellowship of the Chartered Institute for Personnel and Development and developed expertise in IT Service Management, subsequently working as an accredited trainer in this field. Whilst studying for a PhD at Loughborough University School of Business and Economics – gained in 2013 for his study of IT service support workers – he also taught, personal effectiveness, information management and research methods. After a spell as Senior Lecturer in HRM/D at University of Lincoln, he returned to Loughborough in February 2016 where he combines his research with teaching on the Masters in HRM programme.

**Lastest publications:**

Bisht, N., Trusson, C., and Siwale, J. (2021) Work degradation and job satisfaction: the work experiences of Indian microfinance workers following digitalisation of work practices.  
(Accepted for publication by *New Technology, Work and Employment* (special issue))

Jörden, N, Sage, D and Trusson, C. (2021) It's so fake: Identity performances and cynicism within a people analytics team. (Published as 'Early View' article in *Human Resource Management Journal*, 4th October, 2021.)

Trusson, D, Trusson, C and Casey, C (2021) Reflexive self-identity and work: working women, biographical disruption and agency. *Work, Employment and Society* 35(1): 116-136.

Zirar, A, Trusson, C, and Choudhary, A (2020) Towards a high-performance HR bundle process for lean service operations. *International Journal of Quality and Reliability Management* 38(1): 25-45).

## **Invited Speech**

### **Introduction of IJTD**



#### **Dr. Volker Wedekind**

*Professor*

*Deputy Head of School,*

*Director of Research Knowledge Exchange,*

*Faculty of Social Sciences*

*University of Nottingham, UK*

*AE (Account Executive) of IJTD (International Journal of Training and Development)*

### **Profile**

Professor Volker Wedekind is currently Deputy Head of School and Director of Research and Knowledge Exchange in the School of Education. He has spent most of his professional life working in South African universities and joined the University of Nottingham in 2017. He started working in the early 1990s doing teacher development work at a time when South Africa and the education system were undergoing major transitions. His teaching and research have focused on the intersection between societal and policy changes and how these affect the people working in the system. He has also been directly involved in policy processes at national level, serving on a number of ministerial committees, government task teams, statutory committees and consultancies. Within the universities he has served in various capacities including as Head of School and Deputy Dean. His previous position was the Research Chair in Vocational Education and Pedagogy at the University of Witwatersrand.

#### **Lastest publications:**

Elizabeth Walton, Joanna McIntyre, Salome Joy Awidi, Nicole De Wet-Billings, Kerryn Dixon, Roda Madziva, David Monk, Chamunogwa Nyoni, Juliet Thondhlana And Volker Wedekind, 2020. Compounded Exclusion: Education For Disabled Refugees In Sub-Saharan Africa *Frontiers In Education*.

Joyceline Alla-Mensah, Haya Fakoush, Simon Mcgrath And Volker Wedekind, 2019. Migrants In The Labor Market: Implications For TVET. In: Simon Mcgrath, Martin Mulder, Joy Papier And Rebecca Suart, Eds., *Handbook Of Vocational Education And Training: Developments In The Changing World Of Work 1*. Springer. 159-176

Chenjerai Muwaniki And Volker Wedekind, 2019. Professional Development Of Vocational Teachers In Zimbabwe: The Past, Present, And Future. In: Simon Mcgrath, Martin Mulder, Joy Papier And Rebecca Suart, Eds., *Handbook Of Vocational Education And Training: Developments In The Changing World Of Work 2*. Springer. 1649-1666

Volker Wedekind, 2019. Curriculum Responsiveness And Student Employability: An Institutional Analysis. In: Glenda Kruss, Angelique Wildschut And Il-Haam Petersen, Eds., *Skills For The Future: New Research Perspectives* HSRC Press. 79-93

**Keynote Speech**  
**How does the national examination for talent selection in Taiwan meet the  
2030 Bilingual National Policy?**



**Dr. Lung-Sheng Lee**  
*Political Deputy Minister of Ministry of Examination, Taiwan (MOEX) (2020-)*

**Profile**

Dr. Lee served as president of Central Taiwan University of Science and Technology (CTUST) (2015-2020), executive director of Higher Education Evaluation and Accreditation Council of Taiwan (HEEACT) (2012-2013), president of National United University (NUU) (2005-2012), dean of the College of Technology (2001-2004) and chairperson of the Department of Industrial Technology Education (1995-2001; now Department of Technology Application and Human Resource Development) at National Taiwan Normal University (NTNU) in Taipei, Taiwan, president of Association for Curriculum and Instruction in Taiwan (2006-2010), president of The Ohio State University Alumni Club of Taiwan (2007-2011), president of Industrial Technology Education Association of Taiwan (2013-2017), president of Association for Taiwan Educational Review (2015-2019), and also has served as ambassador of International Center of Taiwan, International Technology and Engineering Educators Association (ITEEA, 1997-).

He was a visiting researcher at Aichi University of Education in Aichi, Japan (2004-2005). He received his bachelor and master degree in industrial education from NTNU and a PhD in technology education from The Ohio State University in Columbus, Ohio, USA.

## HR Forum

## 人資論壇

### Implications of Language Policies on Training and Development Practices in the Era of Multilingualism

Moderator:



Pai-Po Lee  
(Chairman of Association for International Development and Education, AIDE)

Discussants:



Lung-Sheng Lee  
(Political Deputy Minister of Ministry of Examination, R.O.C.)



Yao-Ting Sung  
(Executive Vice President of National Taiwan Normal University, R.O.C.)



Chao-Ming Chen  
(Executive Director of Global Education Association in Taiwan, GEAT)



Maxwell Peng  
(Chief Executive Officer, VMFi Inc.)

### Participants List

Name	Nationality	Note
Chao-Ming Chen	Taiwan	Speaker
Clive Trusson	United Kingdom	Speaker
Gwen Chen	United Kingdom	Speaker
Lung-Sheng Lee	Taiwan	Speaker
Pai-Po Lee	Taiwan	Speaker
Ralf Bebenroth	Germany	Speaker
Volker Wedekind	United Kingdom	Speaker
Yao-Ting Sung	Taiwan	Speaker
Andrew Wylegala	America	Section Chair
C. Rosa Yeh	Taiwan	Section Chair
Chun-Hsiao Wang	Taiwan	Section Chair
Chen-Chieh Lu	Taiwan	Section Chair
Liang-Chih Huang	Taiwan	Section Chair
Miao-Ju Wang	Taiwan	Section Chair
Sheng-Ju Chan	Taiwan	Section Chair
Shu-Yuan Chen	Taiwan	Section Chair
Wei-Wen Chang	Taiwan	Section Chair
Yi-Chun Lin	Taiwan	Section Chair

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王群孝	Taiwan	Reviewer
林淑慧	Taiwan	Reviewer
陳心懿	Taiwan	Reviewer
陳淑媛	Taiwan	Reviewer
陳超明	Taiwan	Reviewer
張仁家	Taiwan	Reviewer
黃良志	Taiwan	Reviewer
葉俊偉	Taiwan	Reviewer
溫金豐	Taiwan	Reviewer
韓豐年	Taiwan	Reviewer
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Chia-Hsiang Wang	Taiwan	Author
Chien-Bin Hsu	Taiwan	Author
Chih-Chien Lai	Taiwan	Author
Chin-Tien Hsu	Taiwan	Author
Chung-Chu Liu	Taiwan	Author
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Chi-Hung Wen	Taiwan	Participant
Chia Kuan Su	Taiwan	Participant
En-Cih Hu	Taiwan	Participant
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Ethel Naheeb Ilias Simon	Honduras	Participant
Gale Quiroz	Belize	Participant
Hao-Wei Chang	Taiwan	Participant
Hoang Boi Ngo	Vietnam	Participant
Hsiang-Chieh Kuo	Taiwan	Participant
I-Hsien Lin	Taiwan	Participant



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Jun-Wei Tao	Taiwan	Participant
Karen Felisilda	Philippines	Participant
Kenya Louis	Saint Lucia	Participant
Kuang-Tzu Wang	Taiwan	Participant
Li-Lun Sun	Taiwan	Participant
Limi Rush	Honduras	Participant
Maisam Dawleh	Syria/Turkey	Participant
Man Hin Lee	Hong Kong	Participant
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Marina Papadopoulou	Belgium	Participant
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Shih-Yi Lin	Taiwan	Participant
Ton Kim Thanh	Vietnam	Participant
Yadel Mesafent	Hungary	Participant
Yan Shuo Chen	Taiwan	Participant
Yen Le	Vietnam	Participant
Yi-Chiao Lee	Taiwan	Participant
Ying-Chu Lo	Taiwan	Participant
Yi-Ting Lee	Taiwan	Participant
Yi Shan Huang	Taiwan	Participant
Yu-Lun Chang	Taiwan	Participant
Yu-Erh Hsiao	Taiwan	Participant

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Name	Nationality	Note
Yu-Jou Chien	Taiwan	Participant
Yu-Shan Huang	Taiwan	Participant
Yun-Tzu Chou	Taiwan	Participant
Xiao-Mei Huang	Taiwan	Participant
Zi-Ting Huang	Taiwan	Participant

Note. The list is updated on 15<sup>th</sup> October, 2021.