

CURRICULUM VITAE

Naemi Jacob, PhD

University of Lucerne
Center for Human Resource Management
Faculty of Economics and Management
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RESEARCH AND PROFESSIONAL EXPERIENCE

Since 03/2025	Senior Research Associate and Lecturer, Country Co-Investigator (Switzerland) – GLOBE Project (since 08/2026), Faculty of Economics and Management, Froburgstrasse 3, 6002 University of Lucerne
09/25 – 07/26	Associate Director (Deputy Associate Director since 10/2024), Senior Research Associate and Lecturer, Center for HRM (CEHRM), Froburgstrasse 3, 6002 University of Lucerne
02/20 – 02/2025	Research Assistant and PhD candidate, Center for Human Resource Management (CEHRM), Froburgstrasse 3, 6002 University of Lucerne
04/20 – 01/2021	Member Taskforce Teaching Center, representative Faculty of Economics and Management, Froburgstrasse 3, 6002 University of Lucerne
12/19 – 12/2019	Socio-educational youth worker, Stiftung Juvenat, Spisstrasse 1c, 6067 Melchtal
11/18 – 11/2018	Voluntary Psychology Internship in Ghana, Ridge Regional Hospital, P.O. Box 473, Accra
09/17 – 09/2018	Service coordinator conflict prevention program “chili”, Swiss Red Cross, Werkstrasse 18, 3084 Wabern
06/17 – 09/2017	Specialist health/integration/education, Swiss Red Cross, Werkstrasse 18, 3084 Wabern
02/17 – 06/2017	Psychology Internship, Swiss Red Cross, Werkstrasse 18, 3084 Wabern
09/15 – 02/2016	Trainee education and consulting, FuturX, Alpenstrasse 5, 6004 Lucerne
10/11 – 08/2017	Employee flash tube production, Eclatron AG, Altsagenring 11, 6048 Horw

EDUCATION

2020 - 2025	PhD in Economics and Management, Center for Human Resource Management (CEHRM), University of Lucerne Dissertation: <i>“Talent Identification – A Quantitative Investigation of Antecedents and Consequences”</i> supervisors: Prof. Dr. Bruno Staffelbach, Prof. Dr. Adam Smale
2015 - 2019	MSc UZH in Psychology, University of Zurich Master Thesis <i>„Muster im Tatverhalten bei Jugendlichen mit persistierenden Gewaltstraftaten“</i> supervisors: Prof. Dr. Guy Bodenmann, PD Dr. phil. Marcel Aebi
2012 - 2015	BSc in Psychology, University of Lausanne Bachelor Thesis : <i>“L’évaluation du risque de récidive – Les intérêts et limites des différentes méthodes”</i> supervisor: Prof. Dr. Jean-Philippe Antonietti

PUBLICATIONS

- Jacob, N.** (2026). Arbeitsplatzidentifikation. Wenn Orte Teil der Identität werden. In Staffelbach, Bruno (Hrsg.), *HR Insights: Neue Geistesblitze zur Personalführung* (S. 231-232). NZZ libro.
- Jacob, N.** (2026). Gleich und gleich. Wenn Ähnlichkeit zur Falle wird. In Staffelbach, Bruno (Hrsg.), *HR Insights: Neue Geistesblitze zur Personalführung* (S. 169-170). NZZ libro.
- Jacob, N.** (2026). Karrierepolitisches Verhalten. Machiavelli im Talentmanagement. In Staffelbach, Bruno (Hrsg.), *HR Insights: Neue Geistesblitze zur Personalführung* (S. 103-109). NZZ libro.
- Jacob, N.** (2026). Talentmanagement. Chancen, Risiken und Nebenwirkungen. In Staffelbach, Bruno (Hrsg.), *HR Insights: Neue Geistesblitze zur Personalführung* (S. 157-161). NZZ libro.
- Meyer, D. & **Jacob, N.**, (2026). Entfremdung am Arbeitsplatz. *personalSCHWEIZ*, 2, 30-31.
- Jacob, N.**, & Hofer, F. (2025). Klug entscheiden: Was Organisationen zukunftsfähig macht. *personalSCHWEIZ*, 10, 45-47.
- Meyer, D. & **Jacob, N.**, (2025). Nachhaltige Karrieren - Zukunft im Arbeitsleben gestalten. *personalSCHWEIZ*, 9, 32-33.
- Jacob, N.**, & Winkler, S. (2025). Die Kunst der Auswahl: Was gute Selektionsprozesse ausmacht. *personalSCHWEIZ*, 3, 28-30.
- Meyer, D., & **Jacob, N.** (2025). Mehr Kreativität durch kreative Führung? Eine Frage der Abhängigkeit. *HR Today*, 2, 37.
- Jacob, N.**, & Sapegina, A. (2024). Die dunkle Seite des Talentmanagements. *personalSCHWEIZ*, 10, 28-30.
- Jacob, N.**, & Pletscher, M. (2024). Auswirkungen der Talentidentifikation. *personalSCHWEIZ*, 7, 44-46.
- Jacob, N.** (2024). Der Arbeitsplatz als Teil des Selbst: Die Bedeutung der Arbeitsplatzidentifikation für Mitarbeitende. *HR Today*, 4, 45.
- Jacob, N.**, & Pletscher, M. (2024). Aufgepasst bei der Talentidentifikation! *cogito*. <https://www.unilu.ch/magazin/artikel/aufgepasst-bei-der-talentidentifikation/>
- Jacob, N.** & Pletscher, M. (2024). Talentidentifikation: Kopf oder Gefühl? *Jahresbericht Universität Luzern 2023*, 35.
- Jacob, N.** (2024). Die Rolle der Persönlichkeit im Arbeitskontext. *personal-SCHWEIZ*, 3, 48-49.
- Jacob, N.** (2022). Similarity Bias - Gleich und gleich gesellt sich gern. *personal-SCHWEIZ*, 8, 18–20.
- Jacob, N.** (2022). Überqualifikation am Arbeitsplatz. *HR Today*, 4, 57.
- Jacob, N.** (2021). Kontraproduktivem Arbeitsverhalten entgegenwirken. *HR Today*, 5, 61.
- Jacob, N.** (2020). Gleich und gleich gesellt sich gern. *HR Today*, 12, 61.

WORKING PAPERS

- Jacob, N.**, Meyer, D. & Hofer, F. [Manuscript under review]. *Personnel Review*.
- Jacob, N.**, & Smale, A. [Manuscript in preparation for submission to *HRMJ*].

PRESENTATIONS

Academic Conferences

- Jacob, N. (2026). Participation in Workshop, Pre-Colloquium Post-Doctoral & Early Career Scholars Workshop 2026, European Group for Organization Studies (EGOS), Bergamo, 2026.

- Jacob, N. (2026). "Blessing or Curse? The Role of Commitment and Performance Pressure in the Relationship between Talent Designation and Well-Being". 41st EIASM Workshop on Strategic HRM, March 12-13, 2026, Cagliari - Sardinia, Italy.
- Jacob, N. (2024). "From Talent Status to Organizational Deviance and Trust: The Mediating Role of Identification". 20th Workshop on Research Advances in Organizational Behavior and Human Resource Management, 28-29 May 2024, Paris, France.
- Jacob, N. (2024). "Striking a Balance: The Effect of Talent Status on Employee Well-Being through Talent Obligations and Performance Pressure". 39th EIASM Workshop on Strategic Human Resource Management, 18-19 April 2024, Barcelona, Spain.
- Jacob, N. (2023). "Striking a Balance: Talent Status, Burnout, and the Interplay of Employee Obligations and Performance Orientation". Lucerne Research Seminar in HRM, 07 December 2023, Lucerne, Switzerland.
- Jacob, N. (2023). "The Role of Organizational Identification in Mitigating Deviant Work Behaviors among Non-Talents". 12th EIASM Workshop on Talent Management, 02-03 October 2023, Lyon, France.
- Jacob, N. (2022). "Similarity Bias in Talent Identification". Lucerne Research Seminar in Economics and Management, 19 May 2022, Lucerne, Switzerland.
- Jacob, N. (2022). "Similarity Bias in Talent Identification: A Quantitative Investigation of Contextual Influence". European Academy of Management (EURAM) Doctoral Colloquium, 13-14 June 2022, Winterthur, Switzerland.
- Jacob, N. (2021). "Similarity Bias in Talent Identification - A Quantitative Investigation of Contextual Influence". 10th EIASM Workshop on Talent Management, 04-05 October 2021, online.
- Jacob, N. (2021). "Similarity Bias in Talent Identification - A Quantitative Investigation of Contextual Influence". 36th EIASM Workshop on Strategic Human Resource Management, 27-28 May 2021, online.

Presentations for Practitioners

- Jacob, N. (2021). "Bias in Talent Identification: Erste Ergebnisse aus einem laufenden SNF-Forschungsprojekt". 24. Netzwerktreffen Center für Human Resource Management (CEHRM), 27 October 2021, Lucerne, Switzerland.

TEACHING EXPERIENCE

Spring 2026 28.11.2025	Lecture <i>Human Resource Management</i> (bachelor level), University of Lucerne Introductory Lecture in Business Administration, topic "Talent Management", University of Lucerne
Since 2025	Co-Coordinator of <i>Research Seminar in HRM</i> with Prof. Dr. Bruno Staffelbach, University of Lucerne
Spring 2025	Co-Lecturer with Dr. Marina Pletscher, lecture <i>Human Resource Management</i> (bachelor level), University of Lucerne
2020 - 2024	Teaching Assistant, lecture <i>Human Resource Management</i> of Prof. Dr. Bruno Staffelbach (bachelor level), University of Lucerne
Since 2020	Supervision of bachelor, master and semester theses, CEHRM, University of Lucerne
2015-2016	Education intern (individual educational support in mathematics and German; delivery of educational modules for adolescents and young adults with special needs), FuturX, Lucerne
2017-2018	Service coordinator "chili" conflict-prevention programme (organisation and facilitation of professional conferences, workshops and group sessions), Swiss Red Cross, Bern

OTHER ACADEMIC ACTIVITIES & VOLUNTARY WORK

Since 2025	Continuing Education Committee, Representative of the Faculty of Economics and Management, University of Lucerne
Since 2025	Jury member, Social Sciences - Fokus Maturaarbeit
Since 2020	Reviewer for Central European Management Journal
2020 – 2021	Mid-Level Organization of the University of Lucerne (MOL) board member, representative Faculty of Economics and Management, University of Lucerne
2020 – 2021	MOL representative actionuni, University of Lucerne
Aug 2018	Voluntary psychology internship, Ridge Regional Hospital Accra, Ghana
2017 – 2018	Language tutor, students across borders, University of Zurich

MEMBERSHIPS

Since 2021	Swiss Psychological Society (SPS), member and mentee in mentoring scheme (mentor: Dr. Franziska Hofer)
Since 2021	MOL working group women* in academia
Since 2021	Verein Freunde des Kollegiums Stans

GRANTS AND AWARDS

2026	Best HRM Dissertation Award (2026), European Institute for Advanced Studies in Management (EIASM), 41 st Workshop on Strategic HRM, Cagliari, Italy.
2026 - 2027	Unilu Research Committee (FOKO) Grant for project "Identifying Intervention Targets for Individual Well-Being in Students, Healthcare Professionals, and Retirees" (CHF 9'780). Involved as project member and grant applicant (with Dr. phil. Julia Jeanne Schmid – project leader, Prof. Dr. Andrew Gloster, Prof. Dr. Bruno Staffelbach).
2020 – 2024	SNSF Grant for project "Biases in Talent Identification: A Quantitative Investigation of Contextual Influence" (CHF 484'950). Involved as project member (with Prof. Dr. Bruno Staffelbach, Sandra Furrer, Msc, Dr. Lea Rutishauser, and Marina Pletscher, MA) and operational project leader.
2018	2 nd rank Masterstudierenden- und Doktorierenden-Kongress (MaDoKo), Category Master, University of Zurich

LANGUAGES

German	Native
French	fluently spoken, academic and professional writing
English	fluently spoken, academic and professional writing
Spanish	basic speaking and writing skills A1.1 and A2.1 language course, University of Zurich (2018)
	Five-month travel through South and Central America (2019)
Chinese	rudimentary speaking and writing skills A1.1 and A1.2 language course, University of Zurich (2016/2017) Language stay, Beijing Foreign Studies University, Beijing (August 2017)

INTERESTS & ACTIVITIES

Diving, reading, travelling