

Lucerne Research Seminar

What is good for HRM is good for society? Reflections on the societal contributions of HRM research.

o. Univ.-Prof. Dr. *Wolfgang Mayrhofer*, Wirtschaftsuniversität Wien, Österreich

HRM remains more often than not quiet when it comes to contributing to major problems of society. In the presentation I argue that becoming more societally relevant is a make-or-break point for the future of HRM in academia (and practice, for that matter) and that the society urgently needs HRM's contributions as part of the efforts for dealing with global problems. The talk identifies major routes for developing HRM research that is a more societally relevant.

o. Univ.-Prof. Dr. Wolfgang Mayrhofer



Wolfgang Mayrhofer is Full Professor and head of the Interdisciplinary Institute of Management and Organisational Behaviour, Department of Management, WU (Vienna University of Economics and Business), Austria. He previously has held research and teaching positions at the University of Paderborn, Germany, and at Dresden University of Technology, Germany, after receiving his diploma and doctoral degrees in Business Administration from WU.

He conducts research in comparative international human resource management and leadership, work careers, and systems theory and management and has received several national and international rewards for outstanding research and service to the academic community. His teaching assignments at the doctoral, graduate and executive level and his role as visiting scholar led him, among others, to the Copenhagen Business School (Denmark), United Nations (Geneva), ESADE (Barcelona, Spain), Estonian Business School (Tallinn, Estonia), Hertie School of Governance (Berlin, Germany), INCAE (Costa Rica), ISCTE (Lissabon, Portugal), ISM (Vilnius, Lithuania), Rotterdam School of Management (The Netherlands), Stanford University (Palo Alto, U.S.), UKSW (Salatiga, Indonesia), Universidad Carlos III (Madrid, Spain) and University of Istanbul (Turkey). He regularly consults to both private and public sector organisations, with an emphasis on leadership, team and self-development by outdoor training/sailing.

Wolfgang Mayrhofer is a member of the editorial/advisory editorial board of various international journals, among others *Career Development International*, *International Journal of Human Resource Management*, *Jordan Journal of Business Administration*, *Journal for East European Management Studies*, *Journal of Global Mobility*, *Journal for Managerial Psychology*, *Journal of Management, Spirituality and Religion*, *Management Revue*, *Organization Studies*, *South Asian Journal of Global Business Research*, and *Zeitschrift für Personalforschung*. He also is a research fellow at the Simon Fraser University Centre for Global Workforce Strategy (Vancouver, Canada), and a member of the academic advisory board of AHRMIO, the Association of Human Resource Management in International Organisations.

He has authored and co-authored more than 130 book chapters and about 80 peer reviewed articles that have been published, among others, in *Career Development International*, *Employee Relations*, *Human Relations*, *Human Resource Management Journal*, *Human Resource Management Review*, *International Journal for Human Resource Management*, *International Studies of Management & Organization*, *International Executive*, *Journal of Managerial Psychology*, *Journal of Occupational and Organisational Psychology*, *Journal of Vocational Behavior*, *Management Revue*, *Organisation Studies*, *Die Betriebswirtschaft*, *Zeitschrift für Personalforschung* and *Personal*.

Wolfgang Mayrhofer has authored, co-authored and co-edited 31 books, among them most recently: Brewster, C., Mayrhofer, W., & Farndale, E. (Eds.). 2018. *Handbook Of Research On Comparative Human Resource Management*. (2 ed.). Cheltenham: Edward Elgar; Gunz, H. & Mayrhofer, W. 2018. *Rethinking Career Studies. Facilitating Conversation Across Boundaries with the Social Chronology Framework*. Cambridge: Cambridge University Press; Mabey, C. & Mayrhofer, W. (Eds.). 2015. *Developing Leadership. Questions Business Schools Don't Ask*. Los Angeles et al.: Sage; Mayrhofer, W., Furtmüller, G., & Kasper, H.

(Eds.). 2015. *Personalmanagement - Führung - Organisation* (5 ed.). Wien: Linde; Brewster, C., & Mayrhofer, W. (Eds.). 2012. *Handbook Of Research On Comparative Human Resource Management*. Cheltenham: Edward Elgar; Briscoe, J. P., Hall, D. T., & Mayrhofer, W. (Eds.). 2012. *Careers Around the World. Individual and Contextual Perspectives*. New York, Oxon: Routledge Mayrhofer, W., Meyer, M., & Titscher, S. (Eds.). 2010. *Praxis der Organisationsanalyse. Anwendungsfelder und Methoden (Practice of organizational analysis. Areas of application and methods)*. Wien: Facultas wuv; Titscher, S., Meyer, M., & Mayrhofer, W. *Organisationsanalyse. Konzepte und Methoden (Organizational Analysis. Concepts and Methods)*, Wien et al.: facultas wuv UTB 2008

Contact details

o. Univ.-Prof. Dr. Wolfgang Mayrhofer, Interdisciplinary Institute for Management and Organisational Behaviour, WU, Welthandelsplatz 1, 1020 Wien, Austria, Europe. e-mail: wolfgang.mayrhofer@wu.ac.at, homepage: www.wu.ac.at/ivm/team/wolfgang-mayrhofer-o-univ-prof-mag-dr-rer-soc-oec/; Tel. ++43-1-313 36-4553, fax ++43-1-313 36-724