

Center for Human Resource Management (CEHRM)

Activity Report Fall Term 2016

(01.08.2016 – 31.01.2017)

Bachelor's Curriculum

- Führung und Organisation im Team – praktisches Projektmanagement (S) 35 students
(Team Leadership and Team Organisation - Applied Project Management), University of Zurich
(Prof. Dr. Uschi Backes-Gellner, Andreas Schmid, MA UZH)

Master's Curriculum

- Lecture HRM Research, University of Zurich 16 students
(Dr. Jamie L. Gloor)

Executive Education

- Executive MBA, Module "Ethics & Leadership", University of Zurich 32 participants
(Prof. Dr. Bruno Staffelbach, Prof. Dr. Rudolf Steiger)
- Executive MBA, Module "Human Resource Management", University of Zurich 35 participants
(Prof. Dr. Bruno Staffelbach)
- Executive Master in Arts Administration (EMAA), Module "Human Resource Management: Theorie und Praxis", University of Zurich 30 participants
(Dr. Anja Feierabend)

Bachelor Theses

- Stephanie Amstad, Der Zusammenhang von HR-Praktiken und Unternehmenserfolg – eine Untersuchung anhand von Familienunternehmen aus der Schmuck- und Uhrenbranche, University of Zurich (Andreas Schmid, MA UZH)
- David Hauser, Langeweile und Entscheidungsverhalten: Ein experimentelles Design, University of Zurich (Dr. Manuela Morf)
- Vanessa Bucher, Spillover Effekt von Leistungsprämien: Der Einfluss von Leistungsprämien auf das Fehlverhalten und die Rolle von Neid, University of Zurich (Heidi Bodenmann, MA UZH)

Research Projects (Master Program)

- Niels Gadeyne, Anna Stepuk, & Patricia Weber, Can't Get No Satisfaction? Interactive Effects of Support and Life-to-Work Conflict on Career Satisfaction, University of Zurich (Dr. Jamie L. Gloor)
- Rubén Marquillas Prat, Laura Schärler, & Anna Vyrstyuk, Individual and Contextual Effects of Gender and Academic Discipline on Scholars' Perceived Professorship Probability, University of Zurich (Dr. Jamie L. Gloor)
- Anika Berens & Rebekka Wobmann, Do Annual Meetings Increase Perceptions of Promotion Probability? The Moderating Effect of Scholar Gender in Academia, University of Zurich (Dr. Jamie L. Gloor)
- Ines B. Lopar, Nicolas Knobel, Luisa Kraus, & Philipp Pauli, Supporting Young Academics' Work-Lives: Effect of Childcare Policies for Male and Female Employees, University of Zurich (Dr. Jamie L. Gloor)
- Barbara Büchli, Janine Meier, Ray Middelhoven, & Zuzanna Ziarko, Productivity through Desire? Interactive Effects of Career Desire, Equal Treatment, and Research Productivity, University of Zurich (Dr. Jamie L. Gloor)

Master Theses

- Patrick Wirthensohn, Talentförderung: Erfolgsfaktoren und Erfolgskontrolle, University of Zurich (Prof. Dr. Bruno Staffelbach, Lea Rutishauser, MA UZH)
- Gabriel Zehnder, Mitarbeiterbindung im Vermögensverwaltungsgeschäft in der Schweiz – Analyse und empfohlene Aktionspunkte für das Management, University of Zurich (Prof. Dr. Bruno Staffelbach, Dr. Anna Sender)
- Anna Glünkin, Effekte von Personalentwicklungsmassnahmen auf das altruistische Verhalten von Beschäftigten, University of Zurich (Prof. Dr. Bruno Staffelbach, Dr. Anja Feierabend)
- Adina Bialas, Der Einfluss von Boni auf Arbeitseinstellungen und Emotionen: Welche Rolle spielt Fairness bei der Bonusvergabe?, University of Zurich (Prof. Dr. Bruno Staffelbach, Heidi Bodenmann, MA UZH)
- Marcel Hugger, Sticky Baton Syndrome: Residual Influence of Former Family Managers on Their Successors in Post-Succession – A Study Based on the Swiss Chocolate and Confectionery Industry, University of Zurich (Prof. Dr. Bruno Staffelbach, Andreas Schmid, MA UZH)
- Jasmin Egger, Externe Validität experimenteller Manipulation im Kontext von unkooperativem Arbeitsverhalten, University of Zurich (Prof. Dr. Bruno Staffelbach, Dr. Anja Feierabend)
- Kateryna Leu, Erfolgreiches Leadership in Orchestern, University of Zurich (Prof. Dr. Bruno Staffelbach, Lea Rutishauser, MA UZH)
- Mathias Vonlanthen, Convergence of Work Motivation in Generation Y between the East and the West, University of Zurich (Prof. Dr. Bruno Staffelbach, Dr. Xinhua Wittmann)
- Cora Czuk, Kommunikation im Talent Management? Eine qualitative Untersuchung, University of Zurich (Prof. Dr. Bruno Staffelbach, Dr. Anna Sender)
- Denitsa Dineva, Angemessene Vergütungspraktiken – eine qualitative Analyse, University of Zurich (Prof. Dr. Bruno Staffelbach, Dr. Anna Sender)

Master Theses Executive Education

- Claudia Joos, Gabriela Ursprung, Vergütungsstrategie für Kaderärzte analysiert am Universitätsspital Zürich, University of Zurich (Prof. Dr. Bruno Staffelbach)

Doctoral Thesis

- Patrick Hofstetter, Psychological contracts and theoretical cousins: promises and fulfillment, work orientations and commitment in the Swiss Armed Forces, University of Zurich (Prof. Dr. Bruno Staffelbach, Prof. Dr. Egon Franck)
- Lea Rutishauser, How Social Exchange and Support Relationships Affect Work Attitudes and Behavior: Multiple Foci and Contextual Influence, University of Zurich (Prof. Dr. Bruno Staffelbach, Prof. Dr. Agnes Bäker)

Examinations

- HRM Research, University of Zurich 16 participants
- Führung und Organisation im Team – praktisches Projektmanagement (S) 34 participants
(Team Leadership and Team Organisation - Applied Project Management), University of Zurich
- Executive MBA, Module “Ethics & Leadership”, University of Zurich 33 participants
- Executive MBA, Module “Human Resource Management”, University of Zurich 34 participants
- Doctoral examination, University of Zurich 2 candidates

Guest speakers

- Peter Jonker, Director 4N6 Factory, Presentation Executive MBA (EMBA) University of Zurich, Module Ethics & Leadership: “Unternehmensethik“ & “Integrity Management”, 25.-26.08.2016
- Prof. Dr. Rudolf Steiger, Emeritierter Tit. Prof., Presentation Executive MBA (EMBA) University of Zurich, Module Ethics & Leadership: “Selbstführung und Gesprächsführung als Voraussetzungen für Leadership” and “Leadership im Spannungsfeld von Effizienz und Menschlichkeit” and “Zur Wahrnehmung und Überwindung von Konflikten im Berufsalltag”, 26.-27.08.2016
- Matthias Mölloney, Owner of peopleXpert, Presentation Executive MBA (EMBA) University of Zurich, Module HRM: “Operatives HRM” & Case study “Mühleberg”, 9./12.11.2016
- Daniel Keist, CFO Metall Zug AG, Presentation Executive MBA (EMBA) University of Zurich, Module HRM: “HRM bei M&A”, 11.11.2016
- Patrick Kilchmann, Head of Services Ammann Gruppe Langenthal, Presentation Executive MBA (EMBA) University of Zurich, Module HRM: “Managing the Firm’s Human Side”, 11.11.2016
- Dr. Eva-Maria Aulich, Managing Director Gießener Graduiertenzentrum Sozial-, Wirtschafts- und Rechtswissenschaften (GGS), Presentation Executive MBA (EMBA) University of Zurich, Module HRM: „Fallstricke im HRM“, 12.11.2016

Authored books

- Schweizer HR-Barometer 2016, Gudela Grote, Bruno Staffelbach, Zürich, 2016
- Jamie L. Gloor, The Labyrinth of Leadership: Female, Family & Career Considerations, University of Zurich, Faculty of Economics, 2016, Dissertation
- Patrick Hofstetter, Psychological contracts and theoretical cousins: promises and fulfillment, work orientations and commitment in the Swiss Armed Forces, University of Zurich, Faculty of Economics, 2016, Dissertation
- Manuela Christina Morf, The Interplay of Human Resource Management and Job Boredom: A Behavioural Perspective, University of Zurich, Faculty of Economics, 2016, Dissertation

- Anna Sender, Push and Pull Factors in Employee Turnover, University of Zurich, Faculty of Economics, 2016, Dissertation

Journal Articles

- Jamie L. Gloor, Rebecca M. Puhl, Empathy and perspective-taking: examination and comparison of strategies to reduce weight stigma, *Stigma and Health*, Vol. 1 (4), 2016
- Anna Sender, Alexandra Arnold, Bruno Staffelbach, Job security as a threatened resource: Reactions to job insecurity in culturally distinct regions, *International Journal of Human Resource Management*, 2016
- Anja Feierabend, Bruno Staffelbach, Crowding Out Reciprocity between Working Parents and Companies with Corporate Childcare, *Human Resource Management*, 2016

Articles in Public Media

- Manuela Christina Morf, Wie sich die Wertschätzung von HR-Services steigern lässt, *HR Today: Das Schweizer Human Resource Management Journal*, Vol. 6, 2016
- Lea Rutishauser, Immigration: Gefahr oder Chance für die lokalen Arbeitnehmer?, *HR Today: Das Schweizer Human Resource Management Journal*, 2016
- Bruno Staffelbach, Von "Opfern" und "Tätern" des Diversity-Managements, *HR Today: Das Schweizer Human Resource Management Journal*, Vol. 18 (3), 2016
- Susanne Mehr, Gleich und Gleich gesellt sich gern, *HR Today: Das Schweizer Human Resource Management Journal*, Vol. 1/2, 2016

(Co-) editor of book series / member of a journal's editorial board / (Co-) editor of scientific blog

- Prof. Dr. Bruno Staffelbach, Member of the Editor-Advisory Board for the "Zeitschrift für Personalforschung" – German Journal of Human Resource Research
- Prof. Dr. Bruno Staffelbach, Co-Editor of the Swiss HR-Barometer
- Prof. Dr. Bruno Staffelbach, Member of the Editorial Board "Journal of Organizational Effectiveness: People and Performance"

Peer reviewing for journals/books/book chapters

- Several members of the Center were reviewers for: Swiss National Science Foundation, The International Journal of Human Resource Management, Academy of Management, German Journal of Research in Human Resource Management

Conference contribution/presentation

- Anna Sender, Marion Eberly, Bruno Staffelbach, A Multilevel Study on the Role of Team Turnover for Stayers' Turnover Intention, 76th Academy of Management Annual Meeting, Anaheim, USA, 05.-09.08.2016
- Manuela Christina Morf, Bruno Staffelbach, Effects of Underload and Overload on Job Satisfaction and Stress: How Important is Job Tenure?, 76th Annual Meeting of the Academy of Management, Anaheim, USA, 05.-09.08.2016

- Jamie L. Gloor, Success factors for women's advancement revisited: When they help (and harm) women's careers, Academy of Management Conference, Anaheim, USA, 05.-09.08.2016
- Jamie L. Gloor, Xinxin Li, Rebecca Puhl, Gender inequality in parental leave: Intersection with obesity & a nudge for parental parity, Academy of Management Conference, Anaheim, USA, 05.-09.08.2016
- Susanne Mehr, Jamie L. Gloor, Manuela Christina Morf, Kenneth Tai, Leader perceptions and newcomers' perceived team exclusion: The hydraulic effect between judgments of competence and warmth, 76th Academy of Management Annual Meeting, Anaheim, USA, 05.-09.08.2016
- Lea Rutishauser, Steffen Giessner, Organizational and Relational Job Aspects as Resources during Organizational Change, Annual Conference of the Academy of Management, Anaheim, USA, 08.-11.08.2016
- Jamie L. Gloor, Susanne Mehr, Career and life stages toward and during an assistant professorship, Women and Leadership in Academia Conference, Zurich, 14.11.2016

Event contribution/presentation

- Beatrice Loch, Susanne Mehr, Helena Pleinert, ROI in active sourcing: Defining qualitative and quantitative measures, Lunch&Learn, International HR Community, Zurich, 27.10.2016
- Bruno Staffelbach, Kultur der Führung, Podiumsgespräch Chance Miliz, Lucerne 05.11.2016
- Jamie L. Gloor, Reinvent your career? Experience, evidence, & a strengths-based approach, International Dual Career Network, Zurich, 29.11.2016
- Bruno Staffelbach, Mythen militärischer Führung, Traditionsanlass Swiss Armed Forces College, Lucerne, 06.12.2016

Services in favor of the public

- Prof. Dr. Bruno Staffelbach, Member of the Assembly and Member of the Council of the Assembly of the International Committee of the Red Cross, Geneva
- Prof. Dr. Bruno Staffelbach, Member of the Board of the "Zürcher Gesellschaft für Personalmanagement"

Services in external Research & Educational Institutions

- Prof. Dr. Bruno Staffelbach, President of the Executive MBA of the University of Zurich
- Prof. Dr. Bruno Staffelbach, Member of the Academic Council of the European Institute for Advanced Studies in Management, Brussels
- Prof. Dr. Bruno Staffelbach, permanent chairman of the Research Workshop on Strategic Human Resource Management at the European Institute for Advanced Studies in Management, Brussels
- Prof. Dr. Bruno Staffelbach, Member of the Board of the Institute for Leadership and Human Resource Management of the University of St. Gallen
- Prof. Dr. Bruno Staffelbach, Partner (for HR-Governance) of the International Center for Corporate Governance, St. Gallen
- Prof. Dr. Bruno Staffelbach, Member of the International HRM Group, University of St. Gallen
- Prof. Dr. Bruno Staffelbach, Co-Investigator for Switzerland of the Global Leadership and Organizational Behavior Effectiveness Project (GLOBE)
- Prof. Dr. Bruno Staffelbach, Partner and Swiss representative of the Cranfield Network on Comparative Human Resource Management (CRANET) (with Dr. Anna Sender)

- Dr. Anja Feierabend, contact person for Teaching Skills Program of the Faculty of Economics, Business Administration and Information Technology at the University of Zurich
- Heidi Bodenmann, mid-level representative of the Faculty of Economics, Business Administration and Information Technology, University of Zurich
- Andreas Schmid, MA UZH, Mentoring for first term students of the Faculty of Economics, Business Administration and Information Technology

Services within the University of Lucerne

- Prof. Dr. Bruno Staffelbach, President of the University of Lucerne
- Prof. Dr. Bruno Staffelbach, President of the Foundation Council Otto Herz-Studienstiftung
- Prof. Dr. Bruno Staffelbach, President of the Foundation Council Stiftung Judentum/Christentum
- Prof. Dr. Bruno Staffelbach, Member of the Board, Senioren-Universität Luzern
- Prof. Dr. Bruno Staffelbach, Member of the Foundation Council, Universitätsstiftung
- Prof. Dr. Bruno Staffelbach, Member of the Board, Universitätsverein

Awards, honors, prizes and scholarships/grants

- The Swiss National Science Foundation (SNSF) has awarded Dr. Manuela Morf with an Early Postdoc Mobility fellowship for her research on "Self-regulatory cycles in balancing individual abilities and job demands". She will start her 18 months postdoc visit at the Erasmus University Rotterdam in the Netherlands at September 1, 2016
- The Commission for Technology and Innovation CTI supports the project "Innovative Talent Management Framework for Swiss companies of MEM industry in China" from Lea Rutishauser, MA UZH, and Dr. Anna Sender with over CHF 128'250
- The Swiss National Foundation (SNF) supports repeatedly the Swiss HR-Barometer© with CHF 738'284 for the years 2017-2020

Research projects

- Swiss Human-Relations-Barometer (SNSF: 10FI14_170398/1). Dr. Anja Feierabend (lead), Laura Schärner, MA, Dr. Manuela Morf, Dr. Alexandra Arnold
- Innovative Talent Management Framework for Swiss companies of MEM industry in China (Innosuisse: 18560.1 PFES-ES). Dr. Lea Rutishauser (lead), Sandra Furrer, MSc, Dr. Anna Sender
- Leadership in Healthcare. Dr. Manuela Morf (lead), Karin Kreiliger, MSc
- Improving the well-being and career outcomes of temporary agency workers: A two-perspective examination of employability-enhancing practices (SNSF: 100018_163173). Dr. Manuela Morf (lead) and Dr. Anna Sender
- Compensation Practices and Policies of the Board of Directors (BoD), the Executive Board (EB) and Senior Management (C-1) of listed and large unlisted companies in Switzerland (funding by private foundation). Dr. Anna Sender (lead) and Dr. Alexandra Arnold
- The Cranfield Network on International Human Resource Management. Prof. Dr. Bruno Staffelbach, Dr. Anna Sender (lead), Sandra Furrer, MSc

International scientific cooperations

- Prof. Dr. Susan Jackson, Rutgers school of Management and Labor Relations
- Prof. Dr. Randall Schuler, Rutgers school of Management and Labor Relations
- Prof. Dr. Arnold Baker, Rotterdam School of Management, Erasmus University
- Prof. Dr. David Allen, University of Memphis
- Prof. Dr. Marion Eberly, University of Washington Tacoma
- Prof. Dr. Ingrid Fulmer, University of South Australia
- Prof. Dr. Steffen Giessner, Rotterdam School of Management, Erasmus University

Events

- On 28.09.2016 the University Council approved of the founding of the Center for Human Resource Management at the University of Lucerne
- Newcomers in 2016: Dr. Alexandra Arnold, Dr. Anja Feierabend, Dr. Anna Sender, Dr. Manuela Morf, as senior research associates and Lea Rutishauser, MA, Karin Kreiliger MSc, Laura Schärner, BA, as a research assistants
- Network evening of the Chair in Human Resource Management on “Das Zentrum für Human Resource Management an der Universität Luzern: Ausrichtung, Herausforderungen und Beitrag”, 26.10.2016, University of Lucerne
- Poster presentation about „Work-Life Balance & Diversität an der Universität“ of 5 student groups attending the lecture HRM Research, 09.12.2016, University of Zurich