

Center for Human Resource Management (CEHRM)

Activity Report Spring / Fall Term 2019

(01.02.2019 – 31.01.2020)

Bachelor's Curriculum

- Lecture "Human Resource Management (HRM)", University of Lucerne (Prof. Dr. Bruno Staffelbach, Sandra Furrer, MSc) 119 students
- Lecture "Organization and Change Management", University of Lucerne (Dr. Manuela Morf) 89 students
- Seminar "Leadership", University of Lucerne (Dr. Feena May, Dr. Lea Rutishauser) 44 students
- Seminar "Praxisorientierte Managementprozesse mit Beispielen aus dem HRM", University of Lucerne (Dr. Patrick Hofstetter, Reto Wegmann, MA) 10 students
- Lecture "Human Resource Management", University of Fribourg (Dr. Anna Sender) 40 students

Doctoral Studies

- PhD Research Seminar in HRM FS 19, University of Lucerne (Prof. Dr. Bruno Staffelbach, Prof. Dr. Chris Brewster, Dr. Elaine Farndale, Dr. Anja Feierabend) 7 participants
- PhD Research Seminar in HRM HS 19, University of Lucerne (Prof. Dr. Bruno Staffelbach, Prof. Dr. Susan Jackson, Prof. Dr. Randall Schuler, Dr. Anja Feierabend) 8 participants
- Workshop on Strategic Human Resource Management, European Institute for Advanced Studies in Management, Vienna, Austria (Prof. Dr. Bruno Staffelbach, Dr. Lea Rutishauser) 48 participants

Executive Education

- CAS Lecture Certified Director for Board Effectiveness, University of Lucerne (Prof. Dr. Bruno Staffelbach) 44 participants
- CAS in Human Factors in Leadership, University of Lucerne (Reto Wegmann, MA) 9 participants
- CAS in Decision Making and Leadership, University of Lucerne (Reto Wegmann, MA) 8 participants
- CAS in Information Management and Leadership, University of Lucerne (Reto Wegmann, MA) 10 participants

Term papers and bachelor theses

- Alessandri Lorena, Migration in die Schweiz – Eine Analyse zur Integration von ausländischen Beschäftigten in die Schweizer Unternehmen (Dr. Anja Feierabend)
- Amgarten Marco, Persönliche Entwicklung und Stress (Reto Wegmann, MA)
- Ammann Dominik, Analyse von Faktoren, die die Einbettung in Unternehmen fördern (Dr. Anna Sender)
- Auf der Maur Livio, Wie man Verkaufspersonal halten kann? Die Rolle der Einbettung (Dr. Anna Sender)
- Berset Eric, Erhöht eine transparente Vergütung die Unternehmensleistung? (Dr. Alexandra Arnold)
- Bianchetti Mario, Informationen und soziale Gefüge: Führt Kommunikation zu Mitarbeiterengagement? (Reto Wegmann, MA)
- Covi Antonio, Generationen und deren Wertvorstellungen zur Arbeit (Dr. Manuela Morf)
- Dommann Francesca, Wie kommunizieren Schweizer Firmen mit ihren Mitarbeitern? (Sandra Furrer, MSc)
- Fischlin Danja, Chefin und Karriereentwicklung: Wie Geschlecht und Teilzeitarbeit die Entwicklungsmöglichkeiten beeinflussen (Dr. Lea Rutishauser)
- Fürer Nicola, Der Einfluss von Autonomie auf die Zielerreichung in flexiblen Arbeitsverhältnissen (Dr. Lea Rutishauser)
- Garic Ivona, Stress am Arbeitsplatz – Die Rolle horizontaler Unterstützung (Reto Wegmann, MA)
- Graf Sebastian, Organisationaler Wandel und Stress (Dr. Manuela Morf)
- Hölzl Florian, Which aspects of pay transparency raise the effectiveness of pay policy? (Dr. Alexandra Arnold)
- Huber Dario, Der Zusammenhang zwischen unterschiedlichen Performance-Management-Systemen und Fluktuation (Sandra Furrer, MSc)
- Jülke Janis, Arbeitsmotivation im Gesundheitswesen (Dr. Manuela Morf)
- Kälin Flavia, Online recruitment and selection: The role of content of the LinkedIn profile in perception of candidates (Dr. Anna Sender)
- Kälin Samuel, Der Einsatz von HR-Praktiken bei älteren Mitarbeitenden und deren Auswirkungen auf Stress (Laura Schärner, MA)
- Kuvandykova Yulia, Unterschiede im psychologischen Vertrag zwischen Vorgesetzten und Mitarbeitenden (Dr. Anja Feierabend)
- Lustenberger Jamie, Einfluss der Lohntransparenz auf das Vertrauen in das Unternehmen (Dr. Alexandra Arnold)
- Mattli Nadine, Was beeinflusst das Mitarbeiterengagement? Eine Analyse verschiedener Job Design Faktoren (Dr. Lea Rutishauser)
- Murer Tim, Wie unerwartete Jobangebote Kündigungsabsichten fördern: Datenanalyse beim Verkaufspersonal (Dr. Anna Sender)
- Quaderer Elias, Workaholic oder Work-Life-Balance: Wer ist bei der Arbeit zufriedener? (Laura Schärner, MA)
- Regli Bastian, Effekt von Arbeitsgestaltung auf das Wohlbefinden der Beschäftigten (Dr. Anja Feierabend)
- Rusch Joana, Der Effekt von Schlafstörungen auf die Arbeitseinstellungen und das –verhalten (Dr. Anja Feierabend)
- Selimi Alije, Psychologischer Vertrag: Inwiefern unterscheiden sich die Erwartungen der Mitarbeitenden an ihren Arbeitgeber? (Laura Schärner, MA)

- Sestito Paolo, Flexible Organisationsformen und ihre Auswirkung auf Stress am Arbeitsplatz (Dr. Lea Rutishauser)
- Sivanantharasa Thanusan, Soziale Unterstützung und Stressbewältigung (Dr. Manuela Morf)
- Vukamanovic David, Welche Art von CH-Unternehmen profitieren am meisten davon, dass sie ihren Mitarbeitenden Boni bezahlen? (Sandra Furrer, MSc)
- Wey Nina, Welche Unternehmen in der Schweiz sind am transparentesten? (Dr. Alexandra Arnold)

Examinations

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| • Human Resource Management (HRM), University of Lucerne | 106 participants |
| • Organization and Change Management, University of Lucerne | 86 participants |
| • Leadership, University of Lucerne | 31 participants |
| • Praxisorientierte Managementprozesse mit Bsp. aus dem HRM, University of Lucerne | 10 participants |
| • Human Resource Management, University of Fribourg | 40 participants |

Guest speakers

- Matthias Möllene, Owner of peopleXpert, Presentation HRM Basics University of Lucerne: "HRM und Motivationsmanagement aus Sicht der Praxis", 26.03.2019
- Dr. Stephan Hostettler, Managing Partner HCM, Presentation HRM Basics University of Lucerne: "Lohnsysteme für Führungskräfte", 09.04.2019
- Fritz Messerli, Head of Flight Operations, Edelweiss Air AG, Presentation Organization and Change Management University of Lucerne: "Erfahrungsbericht Change Management - Fast Growing KMU", 02.05.2019
- Dr. Heidi E. Bodenmann, Organizational Change Expert, Generali, Presentation Organization and Change Management University of Lucerne: "Diversity und Change Management", 09.05.2019
- Dr. Eva-Maria Aulich, Managing Director of the Research Campus of Central Hessen (RCCH), Presentation HRM Basics University of Lucerne: "Entscheidungsfehler im HRM", 14.05.2019
- Dr. Maike Debus, University of Zurich, Presentation Lucerne Research Seminar in Economics and Management: "Will I Be Here Tomorrow? How Individuals Perceive and React to Job Insecurity", 16.05.2019
- Gilles Carbonier, ICRC and The Graduate Institute Geneva, Presentation Lucerne Research Seminar in Economics and Management: "Humanitarian Economics", 23.05.2019
- Prof. Dr. Ingo Pies, Martin-Luther-Universität Halle-Wittenberg, Presentation Lucerne Research Seminar in Economics and Management: "Ethik für Manager – Ordonomische Anregungen zum Nachhaltigkeitsmanagement", 19.09.2019
- Dr. Elaine Farndale, Pennsylvania State University, PhD Research Seminar in HRM University of Lucerne, 25.06.2019
- Prof. Dr. Chris Brewster, University of Reading in the UK, PhD Research Seminar in HRM University of Lucerne, 25.06.2019
- Prof. Dr. h.c. Susan Jackson, Rutgers School of Management and Labor Relations, PhD Research Seminar in HRM University of Lucerne, 03.-04.09.2019
- Prof. Dr. Randall Schuler, Rutgers School of Management and Labor Relations, PhD Research Seminar in HRM University of Lucerne, 03.-04.09.2019

- Doris Keller Creus, Partner der Executive Consulting Group AG, Presentation Chair Network Meeting University of Lucerne, 15.05.2019
- Dr. Jürg Stadelmann, Leiter Personal Luzerner Kantonalbank, Presentation Chair Network Meeting University of Lucerne, 16.10.2019
- Luca Baltensberger & Yves Schultheiss, Swiss Mocean, Presentation CAS in Human Factors in Leadership University of Lucerne: "Zu Viert Über den Atlantik – Human Factors unter schwierigen Bedingungen", 28.06.2019
- Philipp Zutt, Zutt und Partner AG, Presentation CAS in Human Factors in Leadership University of Lucerne: "Neuromarketing", 05.07.2019
- Olivier Müller, Dynaplan AG, Presentation CAS in Human Factors in Leadership University of Lucerne: "Modellierung und Simulation von Strategischer Personalentwicklung", 16.08.2019
- Tatjana Hänni, Head of Womans Football, SFV (ex-FIFA), Presentation CAS in Human Factors in Leadership University of Lucerne: "Weibliche Chefs in 'Männerberufen' am Beispiel der FIFA", 13.09.2019
- Prof. Dr. Verena Briner, Medizinische Direktorin Waldhotel Bürgenstock, Presentation CAS in Decision Making and Leadership University of Lucerne: "Entscheidungsfindung in der Medizin", 01.11.2019
- Fritz Messerli, Head of Flight Operations, Edelweiss Air AG, Presentation CAS in Decision Making and Leadership University of Lucerne: "Entscheidungsfindung in einer High-Reliability-Organisation", 15.11.2019

Journal Articles

- Bruno Staffelbach, Marcel Schwerzmann (2019). New Public Management am Beispiel der Universität Luzern. Bulletin Vereinigung der Schweizerischen Hochschuldozierenden, 45 (3/4).
- Lea Rutishauser, Anna Sender (2019). Effect of Team-Member Exchange on Turnover Intention: A Cross-Cultural Perspective on a Selected Aspect of Employee Engagement. International Studies of Management & Organization, 49 (1), 43-62.
- Anna Sender, Pawel Korzynski (2019). How peers' updates on social media influence job search. Journal of Managerial Psychology, 35 (1), 1-12.
- Andreas Schmid, Anna Sender (in press). How social capital influences performance in family firms: the moderating role of nepotism. The International Journal of Human Resource Management.
- Manuela Morf, B. Bakker Arnold, Anja Feierabend (2019). Bankers closing idiosyncratic deals: Implications for organisational cynicism. Human Resource Management Journal, 29 (4), 585-599.

Book Section

- Bruno Staffelbach (2019). Bruno Staffelbach Recommends "The Lucifer Effect: Understanding How Good People Turn Evil" by Philip Zimbardo. In Frey, Bruno & Schaltegger, Christoph (Hrsg.), 21st Century Economics: Economic Ideas You Should Read and Remember (p. 121-122). Cham: Springer.
- Bruno Staffelbach (2019). Stadtluft macht frei; eine arbeitspsychologische Analyse: Inwiefern unterscheiden sich Beschäftigte in Schweizer Städten von denen der übrigen Schweiz? In Zygmunt, Dominique, Habegger, Beat, Pflüger, Severin & Schmid, Michael (Hrsg.), Liberale Antworten auf urbane Fragen: Ein Denk- und Arbeitsbuch (1. Aufl., p. 91-98). Zürich: Eigenverlag.
- Alexandra Arnold, Ingrid S. Fulmer (2019). Pay transparency. In Perkins, Stephen J. (Hrsg.), the Routledge Companion to Reward Management (p. 87-96). London: Routledge.
- Anna Sender, Alexandra Arnold (2019). Fairness of executive compensation in Switzerland: Lessons learned from the Study on Compensation Practices of the Board of Directors, the Executive Board and Senior

Management. In Mehtap, Eklund, Fairness of CEO Compensation: A Multi-Faceted and Multi-Cultural Framework to Structure Executive Pay. Cham: Springer.

- Reto Michael Wegmann, Joshua Lorenzo Newett (in press). When Complexity Costs Lives: Secondary Goals and Compartmentalized Information in the Second World War's Greatest Raid. In Gutmann, Martin (Hrsg.), Historians on Leadership and Strategy. Basel: Springer International Publishing.

Articles in Public Media

- Reto Wegmann, Bruno Staffelbach, Daniel Keller (2019). Erfolgreicher Start für das Programm der Universität Luzern und der HKA, Allgemeine Schweizerische Militärzeitschrift, 185 (1/2), 8-10.
- Anja Feierabend (2019). Wie du mir – so ich dir, HR Today: Das Schweizer Human Resource Management Journal, 1/2.
- Laura Schärner (2019). Expats gut integriert, HR Today: Das Schweizer Human Resource Management Journal, 3.
- Anna Sender (2019). Frauen an der Spitze, HR Today: Das Schweizer Human Resource Management Journal, 4.
- Lea Rutishauser (2019). Star-Trek-Ethik, HR Today: Das Schweizer Human Resource Management Journal, 5.
- Sandra Furrer (2019). Bitte helfen, aber nicht ungefragt!, HR Today: Das Schweizer Human Resource Management Journal, 6.
- Reto Wegmann (2019). Von Katastrophen und Notfällen lernen, HR Today: Das Schweizer Human Resource Management Journal, 7/8.
- Manuela Morf (2019). Virtuelle Teamarbeit, neue Führungsrealitäten, HR Today: Das Schweizer Human Resource Management Journal, 9.
- Alexandra Arnold (2019). Lohntransparenz reduziert Lohndiskriminierung, HR Today: Das Schweizer Human Resource Management Journal, 10.
- Anja Feierabend (2019). Elektronische Überwachung am Arbeitsplatz, HR Today: Das Schweizer Human Resource Management Journal, 11.
- Alexandra Arnold (2019). Lohntransparenz: Über Chancen und Risiken, personalSchweiz (04) 15-16.
- Anja Feierabend, Julian Pfrombeck, Laura Schärner (2019). Psychologische Verträge im Vergleich: Unterschiede zwischen Schweizer und ausländischen Beschäftigten, personalSchweiz, (5), 40-42.
- Alexandra Arnold (2019). Präsentismus: Arbeiten, obwohl man krank ist, personalSchweiz, (9) 30-31.

Research Reports

- Bruno Staffelbach, Anna Sender, Alexandra Arnold. Resultate der Befragung "Vergütungspolitik von Verwaltungsrat und Geschäftsleitung 2019"

Interviews

- Reto Wegmann (2019). Führen in anspruchsvollen Lagen: Der Kern aller Geschäftsprozesse sind Menschen. personalSchweiz, (9) 20-21.
- Bruno Staffelbach (2020). Unirektor setzt auf Weiterbildung. Luzerner Zeitung.

- Anna Sender & Manuela Morf (2019). Zufriedenheit bei Temporärmitarbeitenden: Das können Sie tun. Beeworxs ([Blog](#))

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

- Prof. Dr. Bruno Staffelbach, Member of the Editorial Board “Zeitschrift für Personalforschung” – German Journal of Human Resource Research
- Prof. Dr. Bruno Staffelbach, Member of the Editorial Board “Journal of Organizational Effectiveness: People and Performance”
- Prof. Dr. Bruno Staffelbach, Co-Editor of the Swiss HR-Barometer
- Dr. Anna Sender, Member of the Editorial Board “Journal of Management and Business Administration. Central Europe”

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, Human Resource Management, Human Relations, European Academy of Management, European Journal of Work and Organizational Psychology, Applied Psychology: An International Review, Journal of Management and Business Administration. Central Europe

Conference contribution/presentation

- Lea Rutishauser, How to deal with psychological contract breach? Exploring the (de)sensitizing effect of employees' relationship with the supervisor. Lecture, EIASM Workshop on Strategic Human Resource Management, EIASM, Vienna, April 2019
- Laura Schärrier, Self-Initiated Expatriates, Workshop on research advances in organizational behavior and HRM, Université Paris, May 2019
- Wiebke Doden, Manuela Morf, Gudela Grote, Bruno Staffelbach, Job Insecurity in the Face of Attributions: How the Macroeconomic Context Shapes Employees' Trust in Their Employer. Lecture, 19th EAWOP Congress, European Association of Work and Organizational Psychology, Turin, May 2019
- Manuela Morf, Anna Sender, Getting what they have asked for: Testing a proactivity intervention among temporary agency workers. Lecture, 19th EAWOP Congress, European Association of Work and Organizational Psychology, Turin, May 2019
- Manuela Morf, Transformational leadership: A weekly diary study on the role of human resource practices, job resources, and prosocial motivation. Referat, 19th EAWOP Congress, European Association of Work Organizational Psychology, Turin, May 2019
- Alexandra Arnold, Anja Feierabend, Effects of trust in employment relations on employees' attitudes and intentions: A multiple-foci and dynamic trust approach. Referat, 79th Annual Meeting of the Academy of Management, Academy of Management, Boston, August 2019
- Alexandra Arnold, Anna Sender, Understanding the interplay among pay characteristics, pay transparency and outcomes: An organization-level perspective. Lecture, 7th European Reward Management Conference (RMC), EIASM, Brussels, December 2019

- Alexandra Arnold, Anja Feierabend, Employees as information seekers: Understanding intra-organizational versus external information seeking. Lecture, 7th European Reward Management Conference (RMC), EIASM, Brussels, December 2019

Event contribution/presentation

- Bruno Staffelbach, IKRK: Mandat, Organisation und Einsätze. Vortragsreihe, Bern, March 2019
- Bruno Staffelbach, Betriebswirtschaftslehre und Human Resource Management als Wissenschaften. Wirtschaft und Recht, Altdorf, March 2019
- Alexandra Arnold, Lohntransparenz: Entwicklungen, Aspekte und Auswirkungen. Lecture, International HRM Network Meeting, Skyguide Dübendorf, April 2019
- Laura Schärer, The relationship between self-initiated expatriates and their employers, Lucerne Research Seminar in Economics and Management, Faculty of Economics, University of Lucerne, Lucerne, May 2019
- Lea Rutishauer, Sandra Furrer, Talentmanagement – Erkenntnisse aus einer Innosuisse-Studie, Network Meeting Center for Human Resource Management, University of Lucerne, Lucerne, May 2019
- Bruno Staffelbach, Festrede. Maturafeier 2019, Altdorf, June 2019
- Bruno Staffelbach, HR Governance und HR Management. VR-CAS HSG, Bürgenstock, August 2019
- Alexandra Arnold, Lohntransparenz: Entwicklungen, Aspekte und Auswirkungen. Seniorenuniversität Luzern, University of Lucerne, Lucerne, 2019
- Alexandra Arnold, Transparente Löhne – faire Löhne? Chancen und Risiken von Lohntransparenz in Zeiten von New Work, (Panel) contribution, Xing New Work Sessions, Xing, Zurich, September 2019
- Reto Wegmann, Führung in der Strafverfolgung, Staatsanwaltsakademie, University of Lucerne, Lucerne, September 2019
- Alexandra Arnold, Chancen und Risiken der Lohntransparenz: Einblicke aus der Forschung. Key Note, 7. Schweizer Vergütungstag, HCM International; Zürcher Gesellschaft für Personalmanagement, Lucerne, October 2019
- Bruno Staffelbach, Resultate der Befragung "Vergütungspolitik von VR und GL 2019", Referat, Prämierung von beispielhaften Honorierungsmodellen, Swiss Institute of Directors, Zurich, October 2019
- Manuela Morf, Fit in der Führung? Evidenz-basierte Einsichten, wie Sie Führungskräfte fördern, Network Meeting Center for Human Resource Management, University of Lucerne, Lucerne, October 2019
- Reto Wegmann, A Grounded Theory for the Performance of Temporary Disaster Response Teams, Lucerne Research Seminar, Faculty of Economics and Management, University of Lucerne, Lucerne, December 2019
- Bruno Staffelbach, Herausforderungen der Universität Luzern. Eröffnungskonferenz, Rotkreuz, January 2020

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 Advisory Board, HR ConScience
- Prof. Dr. Bruno Staffelbach, Member of the Board of the "Zürcher Gesellschaft für Personalmanagement"
- Prof. Dr. Bruno Staffelbach, Mitglied Begleitgruppe WEA, Schweizerische Armee, Armeestab
- Prof. Dr. Bruno Staffelbach, Member of the Board, Forum Sicherheit Schweiz

- Prof. Dr. Bruno Staffelbach, Member of the Executive Committee, Europa Forum Luzern
- Prof. Dr. Bruno Staffelbach, Member of the Foundation, Carl Friedrich von Weizsäcker-Gesellschaft Schweiz
- Dr. Alexandra Arnold, Dr. Anja Feierabend, Dr. Lea Rutishauser, Co-founders and Managing Directors of HR ConScience

Services in external Research & Educational Institutions

- Prof. Dr. Bruno Staffelbach, Member of the Advisory Board, Institut für Personalmanagement und Organisation, Hochschule für Wirtschaft, Fachhochschule Nordwestschweiz
- Prof. Dr. Bruno Staffelbach, Chair of the International HRM Group, University of Lucerne
- Dr. Lea Rutishauser, Member of the International HRM Group, University of Lucerne
- 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 Academic Council of the European Institute for Advanced Studies in Management (EIASM), Brussels (with Dr. Lea Rutishauser)
- Prof. Dr. Bruno Staffelbach, Co-Investigator for Switzerland of the Global Leadership and Organizational Behavior Effectiveness Project (GLOBE) (with Dr. Lea Rutishauser)
- Prof. Dr. Bruno Staffelbach, Partner and Swiss representative of the Cranfield Network on Comparative Human Resource Management (CRANET) (with Dr. Anna Sender and Sandra Furrer, MSc)
- Dr. Anja Feierabend, Lecturer for Human Resource Management and Organization, University of Applied Science Zurich (HWZ)

Services within 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, President of the Board, Leadership Academy
- Prof. Dr. Bruno Staffelbach, President of the Board, MAS in Effective Leadership
- Prof. Dr. Bruno Staffelbach, President of the Board, MAS in Humanitarian Leadership
- 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
- Dr. Anna Sender, Member of the Equal Opportunity Committee (GLK) of the University of Lucerne

Event organization

- Prof. Dr. Bruno Staffelbach, ZGP Campus “Digitale Transformation und HRM am Beispiel der CSS”, University of Lucerne, Lucerne, Switzerland, 21.03.2019

- Prof. Dr. Bruno Staffelbach, Dr. Lea Rutishauser, International HRM Network Meeting, Dübendorf, Switzerland, 09.04.2019
- Prof. Dr. Bruno Staffelbach, Dr. Lea Rutishauser, 34th Workshop on Strategic Human Resource Management, European Institute for Advanced Studies in Management, Vienna, Austria, 25.-26.04.2019
- Dr. Anna Sender, Dr. Anja Feierabend, Sandra Furrer, Cranet Meeting & Research Workshop in HRM, Member of organization committee, University of Lucerne, Lucerne, Switzerland, 24.-25.06.2019
- Prof. Dr. Bruno Staffelbach, ZGP Campus "Innovation und HRM am Beispiel Generali Schweiz", University of Lucerne, Lucerne, Switzerland, 10.10.2019
- Prof. Dr. Bruno Staffelbach, Dr. Lea Rutishauser, International HRM Network Meeting, Zurich, Switzerland, 22.10.2019

Awards, honors, prizes and scholarships/grants

- The Swiss National Science Foundation (SNSF) supports the project "Biases in Talent Identification: A Quantitative Investigation of Contextual Influence" with CHF 420'950 for a duration of 34 months (Prof. Dr. Bruno Staffelbach, Sandra Furrer, Dr. Lea Rutishauser)
- The Swiss National Science Foundation (SNSF) supports the Spark project "It Takes A Fool To Remain Sane: Integrating The Court Jester Figure Within The Hr Professional Role" with CHF 91'783 for a duration of 12 months (Dr. Anna Sender, Dr. Hannah Mormann)
- The Swiss National Science Foundation (SNSF) supports the Spark project "Career Success 4.0: An event-based intervention study among gig workers" with CHF 99'720 for a duration of 12 months (Dr. Manuela Morf)
- The Swiss National Science Foundation (SNSF) supports the project "Effects of pay transparency: A multi-level perspective" with CHF 335'367 for a duration of 24 months (Prof. Dr. Bruno Staffelbach, Dr. Alexandra Arnold, Dr. Anna Sender)
- The Swiss National Science Foundation (SNSF) supports the "Swiss Human-Relations-Barometer", an infrastructure project of the University of Lucerne (Prof. Dr. Staffelbach), University of Zurich and ETH Zurich (Prof. Dr. Gudela Grote) with CHF 662'168 for a duration of 48 months
- Several members of the Center received funding for conference travel costs from Faculty of Economics and Management and Swiss Academy of Humanities and Social Sciences

Research projects

- Swiss Human-Relations-Barometer (SNSF: 10FI14_170398/1). Dr. Anja Feierabend (lead), Laura Schärner, MA, Prof. Dr. Bruno Staffelbach
- Cranfield Network on International Human Resource Management (CRANET). Dr. Anna Sender (lead), Sandra Furrer, MA, Prof. Dr. Bruno Staffelbach
- Global Leadership and Organizational Behavior Effectiveness (GLOBE), Prof. Dr. Bruno Staffelbach, Dr. Lea Rutishauser, Prof. Dr. Jürgen Weibler
- Leadership in Healthcare. Dr. Manuela Morf
- 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), Dr. Alexandra Arnold

- Effects of pay transparency: A multi-level perspective. Dr. Alexandra Arnold (lead), Prof. Dr. Bruno Staffelbach, Dr. Anna Sender
- The Global Compensation and Pay Transparency Study. Dr. Alexandra Arnold (lead), Prof. Dr. Bruno Staffelbach, Dr. Anna Sender
- Being a Gig Worker – Needs, Challenges, and Impacts on Well-Being. Laura Schärner, MA (lead), Dr. Anna Sender
- Effective Leadership in Humanitarian Institutions. Dr. Manuela Morf
- Performance of Temporary Disaster Response Teams, Reto Wegmann, MA

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. Ingrid Fulmer, Rutgers school of Management and Labor Relations
- Prof. Dr. Arnold B. Bakker, Rotterdam School of Management, Erasmus University
- Prof. Dr. Steffen Giessner, Rotterdam School of Management, Erasmus University
- Prof. Dr. David Allen, University of Memphis
- Prof. Dr. Marion Eberly, University of Washington Tacoma
- Prof. Dr. Adam Smale, University of Vaasa
- Prof. Dr. Nele de Cuyper, KU Leuven
- Dr. Wiebke Doden, London School of Economics (LSE) / King's College London
- Prof. Dr. Alessandra Lazazzara, University of Milan

Cooperations with companies and organisations

- Avenir Group AG, Dr. Silvan Winkler
- Great Place to Work, Michael Hermann
- Amman Schweiz AG, Patrick Kilchmann
- Georg Fischer AG, Peter Ziswiler
- Pilatus Flugzeugwerke AG, Kurt Bucher
- EY, Christine Vogel
- ICRC, Gherardo Pontrandolfi & Feena May
- Luzerner Kantonsspital, Dr. Guido Schüpfer

Members of the Advisory Board

- Albisser Doris, Executive Chairman of Evaluglobe AG
- Bergen Thomas, CEO of getAbstract
- Bucher Kurt, Director Human Resource of Pilatus Flugzeugwerke AG
- Jackson Susan, Distinguished Professor of HRM, Rutgers school of Management and Labor Relations
- Keller Creus Doris, Partner of Executive Consulting Group AG

- Payer Gabriela Maria, Dr., Owner of PAYERPARTNER
- Schuler Randall, Distinguished Professor of HRM, Rutgers school of Management and Labor Relations

Events

- Newcomers in 2019: Thomas Knobel, MSc, as an assistant of “MAS in Humanitarian Leadership” and “MAS in Effective Leadership”
- Information evening “MAS in Effective Leadership” on 11 March and 27 May 2019
- Strategy Meeting of the CEHRM team took place on 30 October 2019 in Altdorf
- Certification Ceremony of the first CAS in Human Factors in Leadership was on 25 October 2019
- Certification Ceremony of the second CAS in Decision Making and Leadership was on 13 December 2019