

UNIVERSITY OF LUCERNE

Center for Human Resource Management (CEHRM)

Activity Report Spring / Fall Term 2020

(01.02.2020 – 31.01.2021)

Bachelor's Curriculum

- Lecture "Human Resource Management (HRM)", University of Lucerne (Prof. Dr. Bruno Staffelbach, Sandra Furrer, MSc, Jacob Naemi, MSc) 119 students
- Lecture "Organization and Change Management", University of Lucerne (Dr. Manuela Morf) 75 students
- Seminar "Leadership", University of Lucerne (Dr. Feena May, Dr. Lea Rutishauser) 28 students
- Seminar "Praxisorientierte Managementprozesse mit Beispielen aus dem HRM", University of Lucerne (Dr. Patrick Hofstetter, Sandra Furrer, MSc, Joël Kritzer, BSc) 12 students

Master's Curriculum

- Lecture "Strategic HRM", University of Lucerne (Dr. Anna Sender) 51 students
- Seminar "HR Lab", University of Lucerne (Dr. Lea Rutishauser) 5 students
- Seminar "People Analytics", University of Lucerne (Dr. Alexandra Arnold, Dr. Manuel Morf) 4 students

Doctoral Studies

- PhD Research Seminar in HRM HS 20, University of Lucerne (Prof. Dr. Bruno Staffelbach, Dr. Anja Feierabend) 10 participants
- Workshop on Strategic Human Resource Management, European Institute for Advanced Studies in Management, Online (Prof. Dr. Bruno Staffelbach, Dr. Lea Rutishauser) 39 participants

Executive Education

- 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) 11 participants
- CAS in Information Management and Leadership, University of Lucerne 10 participants

- (Reto Wegmann, MA)
- Master Module MAS in Effective Leadership, University of Lucerne 8 participants
(Reto Wegmann, MA, Dr. Patrick Hofstetter)
 - CAS in Leading by Example, International Committee of the Red Cross and 150 participants
University of Lucerne (Thomas Knobel, MSc)
 - CAS in Leading High-Performing Multidisciplinary Teams, International Committee 96 participants
of the Red Cross and University of Lucerne (Thomas Knobel, MSc)
 - CAS in Leading Complex Operations and Transformations, International Committee 39 participants
of the Red Cross and University of Lucerne (Thomas Knobel, MSc)
 - Master Module MAS in Humanitarian Leadership, University of Lucerne 28 participants
(Thomas Knobel, MSc)

Term papers, bachelor and master theses

- Annen Nadja, Stress – Die Schattenseite des Chefseins? (Laura Schärker, MA)
- Arpagaus Gian, Wenn die Kollegen die Firma verlassen – theoretische Ansätze zur Analyse von positiven und negativen Effekten für verbleibende Mitarbeitende (Dr. Anna Sender)
- Bonanni Dario, Die Rolle des Vertrauens der Vorgesetzten und des Prestiges einer Organisation bei der Bindung des Verkaufspersonals (Dr. Anna Sender)
- Dani Sofia, Wie beeinflusst der Psychologische Vertrag das zynische Verhalten bei der Arbeit? (Dr. Anja Feierabend)
- Egger Sandra, Der Effekt von zynischem Verhalten auf die Kündigungsabsicht (Dr. Anja Feierabend)
- Graf Sebastian, Nebeneffekte des Personalaufbaus für Arbeitnehmende (Dr. Anja Feierabend)
- Gretler Shania, Führung und Motivation – Mitarbeiterengagement und die Rolle der Führungspersonen (Reto Wegmann, MA)
- Huwyler David, Jung und motiviert? Der Zusammenhang zwischen Alter und Bedeutsamkeit der Arbeit (Laura Schärker, MA)
- Kälin Flavia, Wie die Holokratie der Generation Y gerecht wird (Dr. Lea Rutishauser)
- Knüsel Silvan, Macht Teilzeitarbeit glücklich? Ein Vergleich von Arbeitszufriedenheit und Kündigungsabsicht von Teilzeitarbeitenden in der Finanz- und der Gesundheitsindustrie (Dr. Lea Rutishauser)
- Köppli Tim, Das Zusammenspiel von Mitarbeiteraustausch und Zynismus am Arbeitsplatz (Dr. Anja Feierabend)
- Kost Sarah, 13 „Persönliche Entwicklung und Stress“ (Reto Wegmann, MA)
- Milojevic Tamara, Haben Unternehmen mit flexiblen Arbeitsmodellen mehr Erfolg? Eine Untersuchung des Zusammenhangs zwischen unterschiedlichen Arbeitsmodellen und dem Unternehmenserfolg (Sandra Furrer, MSc)
- Mürner Valentin, Langweile am Arbeitsplatz – Wer ist gefährdet? (Laura Schärker, MA)
- Peyer Dane, Arbeitssicherheit, Arbeitsmarktfähigkeit und Stress (Reto Wegmann, MA)
- Pitschen Jonas, Gezielte Frauenförderung - Welche Unternehmen profitieren davon? (Sandra Furrer, MSc)
- Regli Bastian, Digitalisierung am Arbeitsplatz (Dr. Anja Feierabend)

- Sak Sara, "Influence of job satisfaction on turnover intention in China and in Switzerland – A comparative study" (Dr. Anna Sender)
- Stalder Cyrille, Der Zusammenhang zwischen wirtschaftlicher Situation und Kündigungsabsicht (Dr. Lea Rutishauser)
- Trunz Yannick, Wie viel sagt uns die Nutzung Sozialer Medien über das Commitment der Mitarbeitenden gegenüber der Organisation aus? Eine explorative Analyse (Dr. Anna Sender)
- Wyss Marco, Job-Sharing in der Schweiz (Sandra Furrer, MSc)
- Wyss Steven, Vertrauenswürdig und mächtig – Wie beeinflusst die Vorgesetzten-Mitarbeitenden-Beziehung und die Macht der Vorgesetzten das Commitment der Mitarbeitenden (Dr. Anna Sender)

Examinations

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| • Human Resource Management (HRM), University of Lucerne | 115 participants |
| • Organization and Change Management, University of Lucerne | 75 participants |
| • Leadership, University of Lucerne | 28 participants |
| • Praxisorientierte Managementprozesse mit Bsp. aus dem HRM, University of Lucerne | 12 participants |
| • Strategic HRM, University of Lucerne | 51 participants |
| • HR Lab, University of Lucerne | 5 participants |
| • People Analytics, University of Lucerne | 4 participants |

Guest speakers

- Matthias Möllene, Owner of peopleXpert, Presentation HRM Basics University of Lucerne: "HRM und Motivationsmanagement aus Sicht der Praxis", 10.03.2020
- Jürg Stadelmann, Leiter Personal Luzerner Kantonalbank, Presentation Strategic HRM University of Lucerne: «Strategic HR-Management at LUKB», 12.03.2020
- Dr. Stephan Hostettler, Managing Partner HCM, Presentation HRM Basics University of Lucerne: "Lohnsysteme für Führungskräfte", 07.04.2020
- Dr. Heidi E. Bodenmann, Organizational Change Expert, Generali, Presentation Organization and Change Management University of Lucerne: "Diversity & Inclusion", 23.04.2020
- Marco Strässle, Project Manager Strategy & Innovation HRM Migros-Genossenschafts-Bund, Presentation HR Lab: «Project Management in HR – Case Study by Migros», 27.04.2020
- Peter Ziswiler, Head Corporate HR at Georg Fischer AG, and Nesibe Bruggmann, Head of Corporate Learning & Development at Georg Fischer AG, Presentation Strategic HRM University of Lucerne: «HR follows Strategy», 30.04.2020
- Dr. Eva-Maria Aulich, Managing Director of the Research Campus of Central Hessen (RCCH), Presentation HRM Basics University of Lucerne: "Entscheidungsfehler im HRM", 12.05.2020
- Eva Best, Partner Implement Consulting Group Zürich, Presentation Organization and Change Management University of Lucerne: "Agile Organisationen & Change", 28.05.2020
- Philipp Zutt, Zutt und Partner AG, Presentation CAS in Human Factors in Leadership University of Lucerne: "Neuromarketing", 26.06.2020

- 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", 03.07.2020
- Olivier Müller, Dynaplan AG, Presentation CAS in Human Factors in Leadership University of Lucerne: "Modellierung und Simulation von Strategischer Personalentwicklung", 28.08.2020
- Tatjana Hänni, Head of Womens Football, SFV (ex-FIFA), Presentation CAS in Human Factors in Leadership University of Lucerne: "Weibliche Chefs in 'Männerberufen' am Beispiel der FIFA", 11.09.2020
- Astrid Reichel, University of Salzburg, Presentation Lucerne Research Seminar in Economics and Management: "Disabling Effects of Enabling Social Policies on Organisation's Human Capital Development Practices for Women", 15.10.2020
- Nele De Cuyper, KU Leuven, Presentation Lucerne Research Seminar in Economics and Management: "Employability for all!", 22.10.2020
- Tobias Dennerlein, University of Navarra, Presentation Lucerne Research Seminar in Economics and Management: "The Hidden Dark Side of Empowering Leadership: How Hindrance Stressors Can Reverse the Relationship between Empowering Leadership and Employees' Moral Disengagement and Unethical Pro-Organizational Behavior", 29.10.2020
- Anton Dörig, Owner of Dörig CBA, Presentation CAS in Decision Making and Leadership University of Lucerne: "Leadership – Management - Sicherheit", 30.10.2020
- Dr. Andreas Schmid, Geschäftsführer Schmid + Partner AG – Family Business Advisors, Praxistage Seminar "Praxisorientierte Managementprozesse mit Beispielen aus dem HRM" bei Schindler Aufzüge AG, 09./10.11.2020
- Mathias Maurer, BSc, Public Sector & B2B Alliances Manager Samsung Schweiz, Praxistage Seminar "Praxisorientierte Managementprozesse mit Beispielen aus dem HRM" bei Schindler Aufzüge AG, 09./10.11.2020
- Prof. Dr. Verena Briner, Medizinische Direktorin Waldhotel Bürgenstock, Presentation CAS in Decision Making and Leadership University of Lucerne: "Entscheidungsfindung in der Medizin", 13.11.2020
- 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", 27.11.2020

Authored Book

- Staffelbach, B. (2021). HRM Basics, 2. Auflage. München: Vahlen.
- Pfrombeck, J., Feierabend, A., Schärler, L., Kornblum, A., Grote, G., & Staffelbach, B. (2020). Schweizer HR-Barometer 2020: Digitalisierung und Generationen. Luzern und Zürich: Universität Luzern, Universität Zürich, ETH Zürich.

Journal Articles

- Sender, A., Morf, M., & Feierabend, A. (2020). Aiming to Leave and Aiming to Harm: the Role of Turnover Intentions and Job Opportunities for Minor and Serious Deviance. *Journal of Business and Psychology*.
- Fulmer, I., & Arnold, A. (2020). Pay communication: A global look at practices and preferences. *The Journal of Total Reward*, 29(4), 25-35.
- Pfrombeck, J., Doden, W., Grote, G. & Feierabend, A. (2020). A Study of Organizational Cynicism and How It Is Affected by Social Exchange Relationships at Work. *Journal of Occupational and Organizational Psychology*, 93(3), 578-604.

- Wegmann, R. M. (2020). A grounded theory for the performance of temporary disaster response teams. *Journal of Organizational Effectiveness: People and Performance*, 7(2), 155-172.
- Wegmann, R. M., & Schärner, L. (2020). Outpacing the pandemic? A factorial survey on decision speed of COVID-19 task forces. *Journal of Organizational Effectiveness: People and Performance*, 7(2), 191-202.

Book Section

- Krebs, B., Wach, B., Wehner, M., Heine, H., Reichel, A., Mayerhofer, W., Sender, A., Staffelbach, B., Ligthart, P. (in press). Human Resource Management in the Germanic context. In Parry, Emma, Brewster, Chris, & Morley, Michael (Eds.), *Handbook on Contextual Approaches to Human Resource Management*. Oxford: Oxford University Press.
- Sender, A., Staffelbach, B., & Mayerhofer, W. (in press). One size fits all? Contextual factors and the profile of the HR director. In Parry, Emma, Brewster, Chris, & Morley, Michael (Eds.), *Handbook on Contextual Approaches to Human Resource Management*. Oxford: Oxford University Press.
- Wegmann, R. M., & Newett, J. L. (2020). When Complexity Costs Lives: Secondary Goals and Compartmentalized Information in the Second World War's Greatest Raid. In Gutmann, Martin (Ed.), *Historians on Leadership and Strategy*. Basel: Springer International Publishing.
- Arnold, A., & Fulmer, I. S. (in press). Pay transparency. In Perkins, Stephen J. (Ed.), *The Routledge Companion to Reward Management* (pp. 87-96). London: Routledge.

Articles in Public Media

- Staffelbach, B. (2020). Die mobile Artillerie der Schweiz. *Der Artillerist – Mitteilungen Artillerieverein Luzern, Gesellschaft zum Wasserturm*, 98(2+3).
- Rutishauser, L. (2020). Das Leistungsparadox der Callcenter-Agenten. *HR Today*, (1/2).
- Morf, M. (2020). Ich bin dann mal weg. *HR Today*, (3).
- Schärner, L. (2020). Durch Employer Branding zu mehr Unternehmensleistung? *HR Today*, (4).
- Arnold, A. (2020). Leistungsbeurteilungssysteme abschaffen? *HR Today*, (5).
- Wegmann, R. (2020). Zwischen Fürsorgepflicht und Persönlichkeitsschutz. *HR Today*, (6).
- Feierabend, A. (2020). Resilienz von virtuellen Teams. *HR Today*, (7/8).
- Furrer, S. (2020). Frühere Leistung ist ein Prädiktor für Potenzial. *HR Today*, (9).
- Sender, A. (2020). Ansteckungsgefahr in den sozialen Medien: Wer ist immun und wer lässt sich anstecken? *HR Today*, (10).
- Staffelbach, B. (2020). Stäbe gegen Pandemie. *HR Today*, (11).
- Jacob, N. (2020). Gleich und gleich gesellt sich gern. *HR Today*, (12).
- Arnold, A. (2020). Lohntransparenz: Über Chancen und Risiken. *personalSCHWEIZ* (4), 13-14.
- Wegmann, R. (2020). Fürsorgepflicht bei Entsendung. *personalSCHWEIZ* (6), 22-23.
- Arnold, A. (2020). Präsentismus: Arbeiten, obwohl man krank ist. *personalSCHWEIZ*, (9), 30-31.
- Hofstetter, P. (2020). Führung in der neuen Arbeitswelt. *personalSCHWEIZ*, (10), 30-32.
- Feierabend, A., & Pfrombeck, J. (2020). Digitalisierung und Generationenmanagement. *personalSCHWEIZ*, (11), 38-40.
- Rutishauser, L. (2020). Gigwork – Motive und Risiken. *personalSCHWEIZ*, (11).

- Arnold, A. (2020). Lohntransparenz: Eine Chance für ein offenes Arbeitsklima. PRESTIGE, 225 ff.
- Feierabend, A. (2020). Wie Personalförderung die Loyalität erhöht. Schweizerische Kirchenzeitung SKZ, 188(10), 194-195.
- Furrer, S. (2020). Potential von Mitarbeitenden erkennen und fördern. Anzeiger Michelsamt.

Research Reports

- Feierabend, A., Rutishauser, L. (2020). White Paper – Flexworker: Ihre Motive, Absichten und Bedürfnisse.

Interviews

- Bruno Staffelbach (2020). Unirektor setzt auf Weiterbildung. Luzerner Zeitung.

(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, Journal of Organizational Effectiveness: People and Performance

Conference contribution/presentation

- Anna Sender, Who is who in Talent Management – Bringing clarity to talent identification in organizations. Lecture, EIASM Workshop on Strategic Human Resource Management, EIASM, Online, 2020
- Alexandra Arnold, Ingrid Fulmer, Anna Sender, How Does Pay Transparency Affect Pay Knowledge and Satisfaction? A Field Intervention Study. 80th Annual Meeting of the Academy of Management, Academy of Management, Vancouver, 2020
- Laura Schärer, Why young employees want to leave their organization, Lecture, EIASM Workshop on Strategic Human Resource Management, EIASM, Online, 2020
- Reto Wegmann, Need for Speed - How Organizations Configure Task Forces to Manage Covid-19, EIASM Workshop on Strategic Human Resource Management, EIASM, Online, 2020

Event contribution/presentation

- Bruno Staffelbach, Universität Luzern – Stand und Entwicklung. Kick-off speech, Didaktik Medizin und Gesundheit – Luzerner Programm, Departement Gesundheitswissenschaften und Medizin, Luzern, 2020
- Bruno Staffelbach, Das IKRK: Mandat, Aufgaben, Organisation und Personalpolitik; Herausforderungen und persönliche Erfahrungen. Network Meeting Center for Human Resource Management, University of Lucerne, Lucerne, Online, October 2020
- Bruno Staffelbach, HR-Governance und HRM, CAS Verwaltungsräte, Universität St. Gallen, October 2020
- Anja Feierabend, Big Data & HR Analytics. Lecture, International HRM Group, Helvetia Group, Basel, 2020
- Manuela Morf, Inspired to be Inspiring: Linking Motivating Work to Transformational Leadership. Lucerne Research Seminar in Economics and Management, Faculty of Economics, University of Lucerne, Lucerne, Online, December 2020
- Anja Feierabend, Erkenntnisse aus COVID-19 für das Human Resource Management. SWISS GAAP FER Event, Zurich, 2020
- Alexandra Arnold, Neubad Talk: Geld in der Kultur – Reden wir über Löhne, Neubad, Lucerne, 2020
- Reto Wegmann, Führung in der Strafverfolgung, Staatsanwaltsakademie, University of Lucerne, Lucerne, 2020
- Lea Rutishauser & Sandra Furrer, MAS Humanitarian Leadership: Creating a future proof brain for the future of work, September 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, 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. Anna Sender, Member of the Board of the “Zürcher Gesellschaft für Personalmanagement”
- 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
- Naemi Jacob, MSc, Board Member and Representative of the Faculty of Economics and Management, MOL (Mittelbauorganisation Universität Luzern) (since 18.06.2021)
- Naemi Jacob, MSc, MOL Representative actionuni (maternity replacement; since 01.08.2020)
- Naemi Jacob, MSc, Member and Representative of the Faculty of Economics and Management, Taskforce Center for Teaching (01.04.2020 – 31.01.2021)

Event organization

- Prof. Dr. Bruno Staffelbach, ZGP Campus “Transformation, Kultur und HRM am Beispiel Straumann”, University of Lucerne, Lucerne, Switzerland, 27.02.2020
- Prof. Dr. Bruno Staffelbach, Dr. Lea Rutishauser, 35nd Workshop on Strategic Human Resource Management, European Institute for Advanced Studies in Management, Brussels, Belgium, 24.-25.09.2020
- Prof. Dr. Bruno Staffelbach, Dr. Lea Rutishauser, International HRM Network Meeting, Basel, Switzerland, 20.10.2020

Awards, honors, prizes and scholarships/grants

- The Swiss National Science Foundation (SNSF) supports again 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 650'000 for a duration of 48 months
- 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_198051). Dr. Anja Feierabend (lead), Laura Schärner, MA, Prof. Dr. Bruno Staffelbach
- Swiss Human-Relations-Barometer (SNSF: 10FI14_170398). 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
- It takes a fool to remain sane: Integrating the court jester figure within the HR Professional Role. Dr. Anna Sender (lead), Dr. Hannah Mormann, Prof. Dr. Boris Previsic, Sreten Ugricic, MA
- Career success 4.0: An event-based intervention study among gig workers. Dr. Manuela Morf (lead), Dr. Anna Sender
- Self-nomination and transparency in Talent Management. Dr. Anna Sender (lead), Dr. Alexandra Arnold, Dr. Lea Rutishauser, Laura Schärner, MA

- Conceptualizing Effective Talent Identification: An Integrative Framework for Research and Practice. Sandra Furrer, MSc
- Similarity Biases in Talent Identification: A Quantitative Investigation of Contextual Influence. Sandra Furrer, MSc (lead), Prof. Dr. Bruno Staffelbach, Dr. Lea Rutishauser, Naemi Jacob, MSc
- The talent recipe: Multi actor perspective on managing paradoxes in talent definitions in organizations. Project in Cooperation with Lucerne University of Applied Sciences and Arts. Dr. Anna Sender (lead), Prof. Dr. Stephanie Kaudela- Baum (Lucerne University of Applied Sciences and Arts)

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
- Prof. Dr. Wolfgang Mayrhofer, VU Vienna
- Prof. Dr. David Collings, DCU Business School
- Prof. Dr. Stephanie Kaudela- Baum, Lucerne University of Applied Sciences and Arts
- Prof. Dr. Markus Gmür, University of Fribourg

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
- Dätwyler, Hans-Christoph Six
- Swisscom, Dagmar Fresenius

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 2020: Naemi Jacob, MSc, as a research assistant
- Information evening "MAS in Effective Leadership" on 9 March 2020 + 21 September 2020
- Strategy Meeting of the CEHRM team took place on 19 November 2020 (Online)
- Certification Ceremony of the first MAS Effective Leadership was on 4 December 2020 (Online)