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EDUCATION

- 05/2009 – 10/2013 **PhD** in Psychology, University of Zurich, Switzerland
Dissertation Thesis: "Trust in employment relations: A multiple-foci and dynamic perspective" (summa cum laude)
- 05/2009 – 10/2013 **MSc** in Work and Organizational Psychology, Business Administration and Labor Law, University of Zurich, Switzerland
Master's Thesis: "Impact of income disparities on job satisfaction"

PROFESSIONAL EXPERIENCE

- 08/2017 – today **Co-Founder of and Managing Partner** at HR ConScience, a consulting company that aims at building a bridge between academia and HR decision-makers, official start-up company at the University of Zurich
- 08/2016 – today **Senior Research Associate and Lecturer** at the Center of Human Resource Management (CEHRM), University of Lucerne, Switzerland
- 05/2016 – 12/2016 **Visiting Scholar** at the School of Management and Labor Relations (SMLR), Rutgers University, USA
- 07/2014 – 04/2016 **Postdoctoral Research Fellow**, School of Management and Labor Relations (SMLR), Rutgers University, USA
Funded by the SNSF Early Post.Doc.Mobility Fellowship (July 2014 – April 2016)
- 10/2013 – 07/2014 **Senior Research Associate** at the Chair in Human Resource Management, University of Zurich, Switzerland
- 09/2010 – 05/2016 **Lecturer** at the Faculty of Economics, Business Administration and Information Technology, University of Zurich, Switzerland
- 05/2009 – 09/2013 **Research and Teaching Assistant** at the Chair in Human Resource Management, University of Zurich, Switzerland

PUBLICATIONS

- Sender, A. & **Arnold, A.**, & Staffebach, B. (2016). Job Security as a threatened resource: Reactions to job insecurity in culturally distinct regions. *International Journal of Human Resource Management*. doi: 10.1080/09585192.2015.1137615
- PEER REVIEWED ARTICLES
- Morf, M. & **Arnold, A.** (2014). The double psychological contracts of temporary agency workers. *Employee Relations*, 36(6), 708-726.
- Arnold, A.**, Staffebach, B. (2012). Perceived post-restructuring insecurity: The impact of employees' trust in one's employer and one's own employability. *German Journal of Research in Human Resource Management*, 26 (4), 307-330.
- Arnold, A.** & Fulmer, I.S. (2019), Pay Transparency. In: Perkins, S.J. (Ed.), *The Routledge Companion to Reward Management* (pp. 87-96). London; Routledge.
- Staffebach, B., Feierabend, A. & **Arnold, A.** (2014). *Managementethik, moralisches Fehlverhalten und finanzielle Anreize* [Management ethics, moral misconduct and financial incentives]. In: Ochsenein, G. Pekruhl, U. & Spaar, R. (Hrsg.), *Human Resource Management Jahrbuch 2014*. Zürich: WEKA.
- BOOK CHAPTERS
- Doden, W., Morf, M., **Arnold, A.**, Feierabend, A., Grote, G. & Staffebach, B. (2014). *Schweizer HR-Barometer 2014: Arbeitserleben und Job Crafting* [Swiss HR-Barometer 2012: Experience of work and job crafting]. University of Zurich und ETH Zurich.
- Feierabend, A., Tschopp, C., **Arnold, A.**, Doden W., Morf, M., Grote, G. & Staffebach, B. (2012). *Schweizer HR-Barometer 2012: Fehlverhalten und Courage* [Swiss HR-Barometer 2012: Deviant workplace behavior and speaking up]. University of Zurich und ETH Zurich.

PUBLICATIONS
CONTINUEDBOOK
CHAPTERS

Arnold, A., Tschopp, C., Feierabend, A., Haase, M., Grote, G. & Staffelbach, B. (2011). *Schweizer HR-Barometer 2011: Unsicherheit und Vertrauen* [Swiss HR-Barometer 2011: Insecurity and Trust]. Zurich: NZZ Libro.

Tschopp, C., Feierabend, A. & Arnold, A. (2011). Warum sich die Erfüllung des psychologischen Vertrags bezahlt macht. Ergebnisse des Schweizer Human-Relations-Barometer 2011 [Why the fulfillment of the psychological contract pays off. Results of the Swiss HR-Barometer 2011]. In: Ochsenbein, G. Pekruhl, U. & Spaar, R. (Hrsg.), *Human Resource Management Jahrbuch 2011*. Zürich: WEKA.

Feierabend, A., Tschopp, C., Bannwart, M., Wallimann, M., Arnold, A., Grote, G. & Staffelbach, B. (2010). *Schweizer HR-Barometer 2010: Arbeitsflexibilität und Familie* [Swiss HR-Barometer 2010: Work flexibility and family]. Zürich: NZZ Libro.

REPORTS

Arnold, A., Fulmer, I.S., Sender, A., Allen, D.G., Staffelbach, B., & Perkins, S.J. (2018). *International study on compensation and pay transparency practices*. Lucerne, Switzerland: Center for Human Resource Management, University of Lucerne.

Arnold, A., Fulmer, I.S., Sender, A., Allen, D.G. & Staffelbach, B. (2018). *Compensation and pay transparency practices in Switzerland: Survey Report 2018*. Lucerne, Switzerland: Center for Human Resource Management (CEHRM), University of Lucerne.

Media Coverage:

→ **LSE Business Review** (London School of Economics). Pay transparency: policymakers love it, but employees not so much." Link: <https://blogs.lse.ac.uk/businessreview/2018/07/23/pay-transparency-policymakers-love-it-but-employees-not-so-much/>

→ **Neue Zürcher Zeitung** (02/2018). Das Lohngeheimnis bröckelt: Schweizer Unternehmen gehen sehr unterschiedlich mit dem Thema Lohntransparenz um.

→ **Handelszeitung** (09/2018). Über Geld spricht man doch.

Staffelbach, B., Sender, A. & Arnold, A. (2017) *Studie zur Vergütungspolitik von Verwaltungsrat, Geschäftsleitung und höherem Management. Ergebnisse einer Befragung von börsenkotierten und nicht kotierten grossen Unternehmen in der Schweiz*. Lucerne, Switzerland: Center for Human Resource Management (CEHRM), University of Lucerne.

Arnold, A. (2019). Lohntransparenz: Über Chancen und Risiken [Pay transparency: About opportunities and risks]. *personalsCHWEIZZ* (04), 13-14.

Arnold, A. (2018). Lohntransparenz steigert Engagement [Pay transparency increases work engagement]. *HR Today*, 11, 49.

Arnold, A. (2018). Über Geld spricht man: Jede Veränderung beginnt mit einem Gedanken. Hier sind sieben zur Lohntransparenz [About money you talk: Every change starts with a thought. Here are seven about pay transparency]. *Human Resource Manager*, 10, 88

Arnold A. (2017). Kontextbezogener Nutzen variable Leistungsvergütung [Context-related benefit of variable performance pay]. *HR Today*, 12, 49.

Arnold, A. (2015). Frühaufsteher im Vorteil? [Early birds in advantage]. *HRToday*, 1/2, 49.

Arnold, A. (2014). Heimarbeit als mögliche Lösung für zunehmende Pendlerströme [Home office as a potential solution for the increasing commuter flow]. *HR-Today*, 3, 30.

Feierabend, A. & Arnold, A. (2013). Wenn Schweigen Fehlverhalten nach sich zieht [When silence leads to workplace deviance]. *io new management*, 3, 34-36.

Arnold, A. & Feierabend, A. (2013). Wer vertraut, ist ehrlicher [Who trusts, is more honest]. *HR-Today*, 3, 7-9.

PRACTITIONNER
OUTLETS

Arnold, A. (2013). Wohlwollender Sexismus hindert Frauen am Aufstieg [Benevolent sexism prevents women from promotion]. *HR-Today*, 3, 46.

Arnold, A. (2012). Ausgeschlafen währt am längsten [Well-rested is the best policy]. *HR-Today*, 3, 49.

Arnold, A., Tschopp, C. & Feierabend, A. (2011). HR-Barometer: So stärken Sie das Vertrauen in Ihrem Unternehmen [HR-Barometer: How to build trust in your company]. *HR-Today*, 5, 7-9.

Arnold, A., Feierabend, A. & Tschopp, C. (2011). Vertrauenskrise im Arbeitsmarkt [Crisis of trust in the labor market]. *io new management*, 4, 44-46.

Arnold, A. (2011, August 14). Wortgut - Impression-Management [Impression management]. *Neue Zürcher Zeitung, NZZ Executive*, e5.

Arnold, A. (2011, May 28). Forschungsreise - Wie Manager kommunizieren Impression-Management [How managers communicate]. *Neue Zürcher Zeitung, NZZ Executive*, e5.

Arnold, A. (2011, January 29). Wortgut – Warner auf schmalen Grat [Alerter on a narrow ridge]. *Neue Zürcher Zeitung, NZZ Executive*, e5.

Tschopp, C., Feierabend, A. & Arnold, A. (2010). Arbeitsflexibilität: Ein Wunsch von Arbeitnehmenden und Arbeitgebern [Work flexibility: Wished by employees and employers]. *Persorama*, 12-15.

PUBLICATIONS
CONTINUED

- Feierabend, A., Tschopp, C. & **Arnold, A.** (2010). Familienorientierte Personalpolitik - ein Mittel zur Mitarbeitermotivation [Family oriented personnel policy - An instrument for employee motivation]. *io new management*, 3, 17-19.
- Feierabend, A., Tschopp, C. & **Arnold, A.** (2010). HR-Barometer: Mit diesen Praktiken hat Ihr Unternehmen die Nase vorn [HR-Barometer: With these practices is your company ahead of the game]. *HR-Today*, 4, 5-
- Arnold, A.** (2010, November 27). Buch des Monats - Psychologisches Kapital [Psychological capital]. *Neue Zürcher Zeitung, NZZ Executive*, e5.
- PRACTITIONNER
OUTLETS **Arnold, A.** (2010, August 21). Forschungsreise – Erfolg dank gutem Lohnsystem [Success due to a good wage system]. *Neue Zürcher Zeitung, NZZ Executive*, e5.
- Arnold, A.** (2010, June 12). Buch des Monats - Engagiert, aber nicht arbeitssüchtig [Engaged but not workaholic]. *Neue Zürcher Zeitung, NZZ Executive*, e5.
- Arnold, A.** (2010, January 9). Forschungsreise - Chefs sollen mehr Vertrauen schenken [Managers should trust more]. *Neue Zürcher Zeitung, NZZ Executive*, e5.
- Arnold, A.** (2009, September 12). Wortgut - Mitarbeiterbeteiligung: Mitarbeiter als Mit-Unternehmer [Employees as co-employers]. *Neue Zürcher Zeitung, NZZ Executive*, e 5.

SELECTED ACADEMIC CONFERENCE PRESENTATIONS

- 08/2019 **Arnold, A.**, Feierabend, A. & Tschopp, C. (2019), Effects of trust In employment relations on employees' attitudes and intentions: A multiple-foci and dynamic trust approach, 79th Annual Meeting of the Academy of Management, Boston, USA.
- 08/2018 **Arnold, A.**, Fulmer, I, Sender, A. & Staffelbach, B. (2018), Drivers and outcomes of different pay transparency aspects: An organization-level perspective, 78th Annual Meeting of the Academy of Management, Chicago, USA.
- 08/2017 **Arnold, A.**, Fulmer, I, & Feierabend A. (2017), Bridging the gap between pay communication and pay reactions: Pay information seeking behavior, 77th Annual Meeting of the Academy of Management, Atlanta, USA.
- 08/2017 **Arnold, A.**, Fulmer, I. (2017), Impact of pay system characteristics on pay transparency: A cross-cultural examination, 3rd Global Conference on International Human Resource Management, Pensilvania State University & St John's University, New York.
- 11/2014 **Arnold A.**, Feierabend, A. & Staffelbach, B. (2014). Effects of trust In employment relations on employees' attitudes and intentions: A multiple-foci and dynamic trust approach, 8th First International Network on Trust (FINT) Workshop, Coventry University, Coventry, UK.
- 11/2013 **Arnold A.**, Feierabend, A. & Staffelbach, B. (2013). Impact of changing levels of supervisory trust on changing levels of organizational trust: A cultural perspective. 7th First International Network on Trust (FINT) Workshop, Singapore Management University, Singapore.
- 08/2013 **Arnold A.**, Feierabend, A. & Staffelbach, B. (2013). Annual Meeting of the Society for Business Ethics (SBE), Walt Disney World ® Resort, Orlando, USA. Loss of trust and workplace deviance: Are the effects referent specific or displaced.
- 07/2012 **Arnold A.** (2012). Classifying employees into talents and non-talents and its effects on employees' trust in leadership. 28th EGOS Colloquium, Design!?, Aalto University & Hanken Schol of Economics, Helsinki, Finland.
- 07/2011 **Arnold A.** (2011). 27th EGOS Colloquium, Reassembling Organizations, School of Business, Economics & Law, University of Gothenburg, Sweden. Insecurity after restructuring: Is it all about trust and employability?

SYMPOSIA AND WORKSHOP ORGANIZATION

- 08/2018 Pay transparency: Advancing theory and empirical knowledge (Chairs: A. Arnold & I. Fulmer). **Academy of Management, Chicago, USA.**
→ Designated as a Showcase Symposium by the Human Resource Management and Organizational Behavior Division
- 09/2012 Network your way to top management scholars (Organizers: A. Arnold & S. Jackson). **University of Zurich, Switzerland**
→ Funded with 35'000 CHF by the University of Zurich
- 09/2011 Pursuing an academic career across continents – So you want/need/have Your Ph.D., now what (Organizers: A. Arnold, M. Beck & Y. Oswald). **University of Zurich, Switzerland**
→ Funded with 35'000 CHF by the University of Zurich

TEACHING EXPERIENCE

- LECTURER**
- “HRM Research”** at the University of Zurich (Fall term 2012 – 2015)
Fully designed master lecture; lectured and administered all grades
Students:
- work in groups on an innovative research project,
 - write an empirical paper in English,
 - present their results in a public poster session and
 - apply for an international conference for early career researcher.
- Four student groups were accepted for the EBES Conference in Istanbul (May 23-25, 2013) and one student group was accepted for the ISNE conference in Dublin (September 5-6, 2013)
→ Media presence: UZH-News (10/2013): *Unterwegs nach Dublin* [On the way to Dublin].
Link: <http://www.uzh.ch/news/articles/2013/unterwegs-nach-dublin.html>
→ UZH Journal: *Auftritt an internationaler Tagung: Unterwegs nach Dublin* [Participation at an international conference: On the way to Dublin]. UZH Journal (2013). 4. 9.
- “Team Leadership and Team Organization - Applied Project Management”** at the University of Zurich (Fall term 2010 – 2012)
Fully designed bachelor seminar; lectured and administered all grades (Funded by the University of Zurich, Switzerland).
Students:
- learn how to lead a group of around 25 first year students and how to successfully enhance a teambuilding process during the Fresher’s Event,
 - develop in groups a concept for the long-term leadership of their first year student group and implement the concept course-related and
 - write a journal in order to reflect learning, experiences and leadership activities.
- Media presence: UZH-News (09/2010): *Mehr Wir-Gefühl für Wirtschaftsstudierende* [More sense of unity for students at the Faculty of Economics, Business Administration and Information Technology, University of Zurich]
Link: <http://www.uzh.ch/news/articles/2010/mehr-wir-gefuehl-fuer-wirtschaftsstudierende.html>
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- TEACHING ASSISTANT**
- Business Administration II** at the University of Zurich, Switzerland (Spring term 2009 - 2014)
Exercise instructor for the assessment lecture
Introduced the use of clickers in classroom and established a single choice online game for the students.
- Strategic Human Resource Management** at the University of Zurich, Switzerland (Fall term 2009)
Helped create curriculum; composed exams and term paper assignments; led weekly discussion sessions; graded all written work and determined final grades.
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- TERM PAPERS BACHELOR MASTER THESIS SUPERVISION**
- University of Lucerne, Switzerland (2016 - present)**
Supervision of 6 Term Papers and 1 Bachelor Thesis
- University of Zurich, Switzerland (2009 - 2014)**
Supervision of 10 Bachelor and 11 Master Theses
→ Two supervised Master Theses won the “Best Master Thesis Award” at the Faculty of Economics, Business Administration and Information Technology of the University of Zurich, Switzerland
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- INVITED TALKS**
- Day of Teaching, University of Zurich: Research based teaching and learning: “HRM Research” as an example (10/2012)
Didactica, University of Zurich, Switzerland: Promotion of generic competences. (11/2010)
Day of Teaching, University of Zurich, Switzerland: Multimedia in teaching. (10/2010)
University Didactic at Lunchtime, University of Zurich, Switzerland: Profession oriented performance records – Scientific competences in a professional context. (04/2010)

PROFESSIONAL ACTIVITIES AND AFFILIATIONS

AD HOC REVIEWER *International Journal of Human Resource Management, Journal of Management and Business Administration. Central Europe, Economic and Industrial Democracy*
Reviewer for Academy of Management Annual Meeting (HR and OB division)

PROFESSIONAL DEVELOPMENT Teaching Skills Program (05/2009 - 03/2014), University of Zurich, Switzerland
Human Resource Doctoral Consortium participant (08/2013), Academy of Management, Orlando, Florida, US
Summer School (07/2012) on Structural Equation Modeling with MPlus, University of Essex, UK
Mentoring Program "Mentoring Deutschschweiz" participant (09/2012 - 09/2014), University of Lucerne, Switzerland

PROFESSIONAL AFFILIATION Academy of Management (AOM)

FUNDING

2014 - 2016 Early Postdoc Mobility Fellowship, Granted by the Swiss National Science Foundation for the duration of 18 months **(67'350 USD)**

2013 - 2015 Peer Mentoring Group "CareerElixir": Funded by the Graduate Campus of the University of Zurich, Switzerland **(10'000 CHF)**

2012 PhD Workshop "Network your way to Top Management Scholars": Funded by the University of Zurich, Switzerland **(35'000 CHF)**

2012 Peer Mentoring Group "CareerElixir": Funded by the University of Zurich, Switzerland **(10'000 CHF)**

2012 Summer school "Structural Equation Modeling with MPlus" at the University of Essex, UK: Funded by the Swiss National Science Foundation **(2'650 CHF)**

2011 PhD Workshop "Pursuing an Academic Career across Continents – So You Want/Need/Have Your Ph.D., Now What?": Funded by the University of Zurich, Switzerland **(30'000 CHF)**