

CURRICULUM VITAE

Dr. oec. et lic. phil. Anja Feierabend-Brüschweiler

WORK EXPERIENCE

- 2017 – present **Senior research associate and lecturer**, Center for Human Resource Management, Faculty of Economics & Management, University of Lucerne
- 2017 – present **Co-Founder and Managing Partner**, HR ConScience GmbH (www.hrconscience.ch), Startup founded at the University of Zurich
- 2012 – 2017 **Senior research and teaching associate**, Chair in Human Resource Management, Department of Business Administration, University of Zurich
- 2009 – present **Project leader Swiss HR-Barometer** (collaboration project of ETH Zurich (Prof. Dr. Grote), University of Zurich & Lucerne (Prof. Dr. Staffelbach))
- 2008 – 2012 **Research and teaching associate**, Chair in Human Resource Management, Department of Business Administration, University of Zurich
- 2007 **Junior project manager**, Human Resource Management, IBM Switzerland
- 2006 **Junior research assistant**, Institute for Empirical Research in Economics, Laboratory for Social and Neural Systems Research, University of Zurich
- 2005 **Psychological assistant**, Psychiatry Schlössli, Oetwil a. S., Switzerland

EDUCATION

- 2008 – 2012 **Doctoral Studies in Economics and Business Administration** at the University of Zurich, Supervisor: Prof. Dr. Bruno Staffelbach, Co-Advisor: Prof. Dr. Gudela Grote (“summa cum laude”)
- 2008 – 2012 **Teaching Skills Certificate**, University of Zurich
- 2002 – 2008 **Studies in Neuropsychology** and Business Administration at the University of Zurich (“summa cum laude”)

TEACHING EXPERIENCE

- 2019 – present **Lecturer of the Module “Cognitive Biases”** at the University of Lucerne, MAS Effective Leadership
- 2014 – 2017 **Lecturer for Human Resource Management and Organization** at University of Applied Science Zurich (HWZ), Master and Bachelor level
- 2012 – present **Research Seminar in Human Resource Management** (together with Prof. Dr. Bruno Staffelbach and other guests)
- 2012 – 2016 **Guest lecturer** „Pitfalls in Human Resource Management“, Master level, Course HRM practices, University of Zurich

- 2008 – 2012 **Master course HRM II**, Studies of Business Administration, University of Zurich (together with Prof. Dr. Bruno Staffelbach)
- 2008 – 2012 **Assessment course BWL II**, Studies of Business Administration, University of Zurich
- 2008 – present **Coach for Bachelor and Master Theses**

ACADEMIC SERVICES

- 2020 – present **Reviewer** for the **Journal “Junior Management Science”**
- 2014 – present **Ad-hoc Reviewer** for Academic Journals (e.g. Journal Human Resource Management)
- 2013 – 2017 **Elected representative of the teaching skills program** of the Faculty of Economics, Business Administration and Information Technology, University of Zurich
- 2011 – 2015 **Founding Member of the peer mentoring group** CareerElixir at the Faculty of Economics, Business Administration and Information Technology, University of Zurich

THIRD-PARTY FUNDING

- 2017 – 2020 **Swiss National Science Foundation (SNSF)**: Acquisition of funding and project leader of the infrastructure project „Swiss HR-Barometer 2017-20“ (738'284 CHF) (with Prof. Dr. Staffelbach, Prof. Dr. Grote)
- 2013 – 2016 **Federal Equal Opportunities Programme**: Acquisition of funding and project leader of the project “Career and life phase of an assistant professor” (262'550 CHF)
- 2013 – 2015 **Swiss National Science Foundation (SNSF)**: Acquisition of funding and co-leader of the project “Effects of being passed over for promotion on uncooperative and deceptive workplace behavior” (175'905 CHF) (with Dr. Eva-Maria Aulich, Prof. Dr. Bruno Staffelbach)
- 2012 – 2015 **Swiss National Science Foundation (SNSF)**: Acquisition of funding and project leader of the infrastructure project „Swiss HR-Barometer 2012 -16“ (562'660 CHF) (mit Prof. Dr. Staffelbach, Prof. Dr. Grote)
- 2010 – 2012 **University of Zurich**: Several research grants of the Graduate School of Business (4'000 CHF)

PUBLICATIONS

ARTICLES IN PEER-REVIEWED JOURNALS

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*.

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*.

Morf, M., Bakker, A. B., & **Feierabend, A.** (2019). Bankers closing idiosyncratic deals: Implications for organisational cynicism. *Human Resource Management Journal*, 29 (4), 585–599.

Gloor, J. L., Li, X., Lim, S., & **Feierabend, A.** (2018). An inconvenient truth? Interpersonal and career consequences of “maybe baby” expectations. *Journal of Vocational Behavior*, (104), 44–58.

Morf, M., **Feierabend, A.**, & Staffelbach, B. (2017). Task variety and counterproductive work behavior. *Journal of Managerial Psychology*, 32(8), 581-592.

Feierabend, A. & Staffelbach, B. (2016). Crowding out reciprocity between working parents and companies with corporate childcare. *Human Resource Management*, 55(5), 765-768.

Feierabend, A., Mahler, P., & Staffelbach, B. (2011). Are there spillover effects of a family supportive work environment on employees without childcare responsibilities? *Management revue*, 22(2), 188-209.

Baumgartner, T., Fischbacher, U., **Feierabend, A.**, Lutz, K. & Fehr, E. (2009). The neural circuitry of a broken promise. *Neuron*, 64 (5), 756-770.

BOOKS

Pfrombeck, J., Schärner, L., **Feierabend, A.**, Roth, M., Grote, G. & Staffelbach, B. (2018). Schweizer HR-Barometer 2018: Integration und Diskriminierung. Luzern/Zürich: Universitäten Luzern, Zürich und ETH Zürich.

Humm, J., Doden, W., **Feierabend, A.**, Morf, M., Arnold, A., Grote, G. & Staffelbach, B. (2016). Schweizer HR-Barometer 2016: Loyalität und Zynismus: Zürich: ETH und Universität Zürich.

Doden, W., Morf, M., Arnold, A., **Feierabend, A.**, Grote, G. & Staffelbach, B. (2014). Schweizer HR-Barometer 2014: Arbeitserleben und Job Crafting. Zürich: ETH und Universität Zürich.

Feierabend, A., Tschopp, C., Arnold, A., Doden, W., Morf, M., Grote, G. & Staffelbach, B. (2012). Schweizer HR-Barometer 2012: Fehlverhalten und Courage. Zürich: ETH und Universität Zürich.

Arnold, A., Tschopp, C., **Feierabend, A.**, Haase, M., Grote, G. & Staffelbach, B. (2011). Schweizer HR-Barometer 2010: Unsicherheit und Vertrauen. Zürich: NZZ Verlag.

Feierabend, A., Tschopp, C., Bannwart, M., Wallimann, M., Arnold, A., Grote, G. & Staffelbach, B. (2010). Schweizer HR-Barometer 2010: Arbeitsflexibilität und Familie. Zürich: NZZ Verlag.

Gerber, M., Tschopp, C., Bannwart, M., Brüsweiler, A., Grote, G. & Staffelbach, B. (2009). Schweizer HR-Barometer 2009: Mobilität und Arbeitgeberattraktivität. Zürich: NZZ Verlag.

BOOK CHAPTERS

- Feierabend, A.** & Pfrombeck, J. (2018). Zynismus am Arbeitsplatz. In J. Buckmann et al. (Eds.), *Das Buch für die Schweizer Personalpraxis* (S. 12-23). Zürich: WEKA Verlag.
- Staffelbach, B., **Feierabend A.** & Arnold, A. (2014). Managementethik, moralisches Fehlverhalten und finanzielle Anreize, In G. Ochsenbein, U. Pekruhl & R. Spaar (Hrsg.), *Human Resource Management - Jahrbuch 2014* (S. 91 – 120). Zürich: WEKA Verlag.
- Tschopp, C., **Feierabend, A.** & Arnold, A. (2011). Warum sich die Erfüllung des psychologischen Vertrags bezahlt macht: Ergebnisse des Schweizer HR-Barometers 2011. In G. Ochsenbein, U. Pekruhl & R. Spaar (Hrsg.), *Human Resource Management - Jahrbuch 2011* (S. 263-183). Zürich: WEKA Verlag.
- Tschopp, C. & **Feierabend, A.** (2010). Effekte von Flexibilität auf Arbeit und Familie: Ergebnisse des Schweizer HR-Barometers 2010. In G. Ochsenbein, U. Pekruhl & R. Spaar (Hrsg.), *Human Resource Management - Jahrbuch 2010* (S. 163-185). Zürich: WEKA Verlag.
- Grote, G., Staffelbach, B., Gerber, M., Tschopp, C. & Brüscheiler, A. (2009). Der Schweizer Human-Relations Barometer. In G. Ochsenbein, U. Pekruhl & C. Lack (Hrsg.), *Human Resource Management - Jahrbuch 2009*. Zürich: WEKA Verlag.

FURTHER PUBLICATIONS

- Feierabend, A.** (2019). Elektronische Überwachung am Arbeitsplatz. *HR Today: Das Schweizer HR Management Journal*, 11, 61.
- Feierabend, A.** (2019). Wie Du mir so ich Dir – die Reziprozitätsangst. *HR Today: Das Schweizer HR Management Journal*, 1/2, 57.
- Feierabend, A.** (2018). Mehr Mut zum Führen für introvertierte Talente. *HR Today: Das Schweizer HR Management Journal*, 1, 49.
- Feierabend, A.** (2017). Wenn die Führungskräfte jünger sind als ihre Unterstellten. *HR Today: Das Schweizer HR Management Journal*, 1, 49.
- Feierabend, A.** (2016). Freundschaft am Arbeitsplatz. *HR Today: das Schweizer HR Management Journal*, 6, 54.
- Feierabend, A.** (2015). Führungskräfte mit einem offenen Ohr. *HR Today: das Schweizer HR Management Journal*, 1, 45.
- Feierabend, A.** (2014). Nehmen Sie jeden Ratschlag an? *HR Today: das Schweizer HR Management Journal*, 2, 49.
- Feierabend, A.** (2013). Selbstwertgefühl ist ansteckend. *HR Today: das Schweizer HR Management Journal*, 4, 54.
- Feierabend, A.** & Arnold, A. (2013). Wenn Schweigen Fehlverhalten nach sich zieht. *io management*, 3, 34-36.
- Arnold, A. & **Feierabend, A.** (2013). Wer vertraut, ist ehrlicher. *HR Today: das Schweizer HR Management Journal*, 3, 7-9.

Feierabend, A. (2012). Schweigsame Meetings. *HR Today: das Schweizer HR Management Journal*, 4, 57.

Arnold, A., Tschopp, C., & **Feierabend, A.** (2011). HR-Barometer 2011: So stärken Sie das Vertrauen in Ihrem Unternehmen. *HR Today: das Schweizer HR Management Journal*, 5, 7-9.

Arnold, A., **Feierabend, A.**, & Tschopp, C. (2011). Vertrauenskrise im Arbeitsmarkt. *io new management*, 4, 52-54.

Tschopp, C., **Feierabend, A.**, & Arnold, A. (2010). Arbeitsflexibilität: Ein Wunsch von Arbeitnehmenden und Arbeitgebern. Beschäftigte wünschen sich flexible Arbeitsgestaltung. *Persorama*, 2, 12-15.

Feierabend, A., & Tschopp, C. (2010). Reaktionen der Personalpolitik auf die Globalisierung. *Die Volkswirtschaft*, 6, 11-14.

Tschopp, C., **Feierabend, A.**, & Arnold, A. (2010). HR-Barometer: Mit diesen Praktiken hat ihr Unternehmen die Nase vorn. *HR Today: Schweizer HRM Journal*, 4, 5-9.

Feierabend, A., Tschopp, C., & Arnold, A. (2010). Familienorientierte Personalpolitik - ein Mittel zur Mitarbeitermotivation. *io new management*, 3, 17 - 19.

CONFERENCES

Feierabend, A. (2016, May). The dark side of promotions. Workshop on Research Advances in OB and HRM, Paris.

Feierabend, A. (2013, July). Effects of being passed over for promotion on dishonest and uncooperative workplace behavior. Workshop Understanding Employee Dishonesty Behaviors in the Workplace, Burgundy School of Business, Dijon (France).

Aulich, E. & **Feierabend, A.** (2013, June). Does promotion competition breed uncooperative and deceptive behavior? Workshop Competition between Conflict and Cooperation University of Freiburg (Germany)

Feierabend, A. (2012, September). Effects of being passed over for promotion on uncooperative and deceptive workplace behaviour. PhD Workshop "Network your Way to Top Management Scholars", University of Zurich (Switzerland).

Feierabend, A. & Aulich, E. (2012, September). Effects of being passed over for promotion on uncooperative and deceptive workplace behaviour. Herbstworkshop der Wissenschaftlichen Kommission Personal, Universität Hamburg (Deutschland).

Feierabend, A. (2011, May). Can public family policies crowd out the commitment of working parents to family-supportive companies? 4th PhD Conference in Economics, University of Athens (Greece).

Feierabend, A. (2010, September). Spillover effects of a family supportive work environment on employees with and without care responsibilities. Herbstworkshop der Wissenschaftlichen Kommission Personal, Universität Giessen (Deutschland).