

CURRICULUM VITAE

Naemi Jacob, PhD

University of Lucerne
Center for Human Resource Management
Faculty of Economics and Management
Frohburgstrasse 3, 6002 Lucerne, Switzerland
naemi.jacob@unilu.ch

RESEARCH AND PROFESSIONAL EXPERIENCE

- Since 09/2025 Associate Director (Deputy Associate Director since 10/2024), Center for HRM (CEHRM), Frohburgstrasse 3, 6002 University of Lucerne
- Since 03/2025 Senior Research Associate and Lecturer, Center for HRM (CEHRM), Frohburgstrasse 3, 6002 University of Lucerne
- 02/20 – 02/2025 Research Assistant and PhD candidate, Center for Human Resource Management (CEHRM), Frohburgstrasse 3, 6002 University of Lucerne
- 04/20 – 01/2021 Member Taskforce Teaching Center, representative Faculty of Economics and Management, Frohburgstrasse 3, 6002 University of Lucerne
- 12/19 – 12/2019 Socio-educational youth worker, Stiftung Juvenat, Spisstrasse 1c, 6067 Melchtal
- 11/18 – 11/2018 Voluntary Psychology Internship in Ghana, Ridge Regional Hospital, P.O. Box 473, Accra
- 09/17 – 09/2018 Service coordinator conflict prevention program “chili”, Swiss Red Cross, Werkstrasse 18, 3084 Wabern
- 06/17 – 09/2017 Specialist health/integration/education, Swiss Red Cross, Werkstrasse 18, 3084 Wabern
- 02/17 – 06/2017 Psychology Internship, Swiss Red Cross, Werkstrasse 18, 3084 Wabern
- 09/15 – 02/2016 Trainee education and consulting, FuturX, Alpenstrasse 5, 6004 Lucerne
- 10/11 – 08/2017 Employee flash tube production, Eclatron AG, Altsagenring 11, 6048 Horw

EDUCATION

- 2020 - 2025 PhD in Economics and Management, Center for Human Resource Management (CEHRM), University of Lucerne
Dissertation: *“Talent Identification – A Quantitative Investigation of Antecedents and Consequences”*
supervisors: Prof. Dr. Bruno Staffelbach, Prof. Dr. Adam Smale
- 2015 - 2019 MSc UZH in Psychology, University of Zurich
Master Thesis *„Muster im Tatverhalten bei Jugendlichen mit persistierenden Gewaltstraftaten“*
supervisors: Prof. Dr. Guy Bodenmann, PD Dr. phil. Marcel Aebi
- 2012 - 2015 BSc in Psychology, University of Lausanne
Bachelor Thesis : *“L'évaluation du risque de récidive – Les intérêts et limites des différentes méthodes“*
supervisor: Prof. Dr. Jean-Philippe Antonietti

PUBLICATIONS

- Meyer, D. & **Jacob, N.**, (2026). Entfremdung am Arbeitsplatz. *personalSCHWEIZ*, 2, 30-31.
- Jacob, N.**, & Hofer, F. (2025). Klug entscheiden: Was Organisationen zukunftsfähig macht. *personalSCHWEIZ*, 10, 45-47.
- Meyer, D. & **Jacob, N.**, (2025). Nachhaltige Karrieren - Zukunft im Arbeitsleben gestalten. *personalSCHWEIZ*, 9, 32-33.
- Jacob, N.**, & Winkler, S. (2025). Die Kunst der Auswahl: Was gute Selektionsprozesse ausmacht. *personalSCHWEIZ*, 3, 28-30.
- Meyer, D., & **Jacob, N.** (2025). Mehr Kreativität durch kreative Führung? Eine Frage der Abhängigkeit. *HR Today*, 2, 37.
- Jacob, N.**, & Sapegina, A. (2024). Die dunkle Seite des Talentmanagements. *personalSCHWEIZ*, 10, 28-30.
- Jacob, N.**, & Pletscher, M. (2024). Auswirkungen der Talentidentifikation. *personalSCHWEIZ*, 7, 44-46.
- Jacob, N.** (2024). Der Arbeitsplatz als Teil des Selbst: Die Bedeutung der Arbeitsplatzidentifikation für Mitarbeitende. *HR Today*, 4, 45.
- Jacob, N.**, & Pletscher, M. (2024). Aufgepasst bei der Talentidentifikation! *cogito*. <https://www.unilu.ch/magazin/artikel/aufgepasst-bei-der-talentidentifikation/>
- Jacob, N.** & Pletscher, M. (2024). Talentidentifikation: Kopf oder Gefühl? *Jahresbericht Universität Luzern 2023*, 35.
- Jacob, N.** (2024). Die Rolle der Persönlichkeit im Arbeitskontext. *personal-SCHWEIZ*, 3, 48-49.
- Jacob, N.** (2022). Similarity Bias - Gleich und gleich gesellt sich gern. *personal-SCHWEIZ*, 8, 18–20.
- Jacob, N.** (2022). Überqualifikation am Arbeitsplatz. *HR Today*, 4, 57.
- Jacob, N.** (2021). Kontraproduktivem Arbeitsverhalten entgegenwirken. *HR Today*, 5, 61.
- Jacob, N.** (2020). Gleich und gleich gesellt sich gern. *HR Today*, 12, 61.

WORKING PAPERS

- Jacob, N.**, Meyer, D. & Hofer, F. [Manuscript under review]. *Personnel Review*.
- Jacob, N.**, & Smale, A. [Manuscript in preparation for submission to *HRMJ*].

PRESENTATIONS

Academic Conferences

- Jacob, N. (2026). "Blessing or Curse? The Role of Commitment and Performance Pressure in the Relationship between Talent Designation and Well-Being". 41st EIASM Workshop on Strategic HRM, March 12-13, 2026, Cagliari - Sardinia, Italy.
- Jacob, N. (2024). "From Talent Status to Organizational Deviance and Trust: The Mediating Role of Identification". 20th Workshop on Research Advances in Organizational Behavior and Human Resource Management, 28-29 May 2024, Paris, France.
- Jacob, N. (2024). "Striking a Balance: The Effect of Talent Status on Employee Well-Being through Talent Obligations and Performance Pressure". 39th EIASM Workshop on Strategic Human Resource Management, 18-19 April 2024, Barcelona, Spain.
- Jacob, N. (2023). "Striking a Balance: Talent Status, Burnout, and the Interplay of Employee Obligations and Performance Orientation". Lucerne Research Seminar in HRM, 07 December 2023, Lucerne, Switzerland.
- Jacob, N. (2023). "The Role of Organizational Identification in Mitigating Deviant Work Behaviors among Non-Talents". 12th EIASM Workshop on Talent Management, 02-03 October 2023, Lyon, France.

- Jacob, N. (2022). "Similarity Bias in Talent Identification". Lucerne Research Seminar in Economics and Management, 19 May 2022, Lucerne, Switzerland.
- Jacob, N. (2022). "Similarity Bias in Talent Identification: A Quantitative Investigation of Contextual Influence". European Academy of Management (EURAM) Doctoral Colloquium, 13-14 June 2022, Winterthur, Switzerland.
- Jacob, N. (2021). "Similarity Bias in Talent Identification - A Quantitative Investigation of Contextual Influence". 10th EIASM Workshop on Talent Management, 04-05 October 2021, online.
- Jacob, N. (2021). "Similarity Bias in Talent Identification - A Quantitative Investigation of Contextual Influence". 36th EIASM Workshop on Strategic Human Resource Management, 27-28 May 2021, online.

Presentations for Practitioners

- Jacob, N. (2021). "Bias in Talent Identification: Erste Ergebnisse aus einem laufenden SNF-Forschungsprojekt". 24. Netzwerktreffen Center für Human Resource Management (CEHRM), 27 October 2021, Lucerne, Switzerland.

TEACHING EXPERIENCE

- | | |
|---------------------------|---|
| Spring 2026
28.11.2025 | Lecture <i>Human Resource Management</i> (bachelor level), University of Lucerne
Introductory Lecture in Business Administration, topic "Talent Management", University of Lucerne |
| Since 2025 | Co-Coordinator of <i>Research Seminar in HRM</i> with Prof. Dr. Bruno Staffelbach, University of Lucerne |
| Spring 2025 | Co-Lecturer with Dr. Marina Pletscher, lecture <i>Human Resource Management</i> (bachelor level), University of Lucerne |
| 2020 - 2024 | Teaching Assistant, lecture <i>Human Resource Management</i> of Prof. Dr. Bruno Staffelbach (bachelor level), University of Lucerne |
| Since 2020 | Supervision of bachelor, master and semester theses, CEHRM, University of Lucerne |
| 2015-2016 | Education intern (individual educational support in mathematics and German; delivery of educational modules for adolescents and young adults with special needs), FuturX, Lucerne |
| 2017-2018 | Service coordinator "chili" conflict-prevention programme (organisation and facilitation of professional conferences, workshops and group sessions), Swiss Red Cross, Bern |

OTHER ACADEMIC ACTIVITIES

- | | |
|-------------|---|
| Since 2025 | Continuing Education Committee, Representative of the Faculty of Economics and Management, University of Lucerne |
| Since 2025 | Jury member, Social Sciences - Fokus Maturaarbeit |
| Since 2020 | Reviewer for Central European Management Journal |
| 2020 – 2021 | Mid-Level Organization of the University of Lucerne (MOL) board member, representative Faculty of Economics and Management, University of Lucerne |
| 2020 – 2021 | MOL representative actionuni, University of Lucerne |

MEMBERSHIPS

- | | |
|------------|--|
| Since 2021 | Swiss Psychological Society (SPS), member and mentee in mentoring scheme (mentor: Dr. Franziska Hofer) |
| Since 2021 | MOL working group women* in academia |
| Since 2021 | Verein Freunde des Kollegiums Stans |

GRANTS AND AWARDS

2026	Best HRM Dissertation Award (2026), European Institute for Advanced Studies in Management (EIASM), 41 st Workshop on Strategic HRM, Cagliari, Italy.
2020 – 2024	SNSF Grant for project “Biases in Talent Identification: A Quantitative Investigation of Contextual Influence” (CHF 484'950). Involved as project member (with Prof. Dr. Bruno Staffelbach, Sandra Furrer, Msc, Dr. Lea Rutishauser, and Marina Pletscher, MA) and operational project leader.
2018	2 nd rank Masterstudierenden- und Doktorierenden-Kongress (MaDoKo), Category Master, University of Zurich

LANGUAGES

German	Native
French	fluently spoken, academic and professional writing
English	fluently spoken, academic and professional writing
Spanish	basic speaking and writing skills A1.1 language course, University of Zurich (Spring semester 2018) A2.1 language course, University of Zurich (Fall semester 2018) Five-month travel through South and Central America (2019)
Chinese	rudimentary speaking and writing skills A1.1 language course, University of Zurich (Fall semester 2016) A1.2 language course, University of Zurich (Spring semester 2017) One-month language stay, Beijing Foreign Studies University, Beijing (August 2017)

VOLUNTARY WORK

Aug 2018	Voluntary psychology internship, Ridge Regional Hospital Accra, Ghana
2017 – 2018	Language tutor, students across borders, University of Zurich

INTERESTS & ACTIVITIES

Diving, reading, travelling