

CV AND SCIENTIFIC ACHIEVEMENTS

Anastasia Sapegina, Ph.D.

PERSONAL INFORMATION

Date of Birth: 01 May 1984

Nationality: German

LinkedIn: <https://www.linkedin.com/in/dr-anastasia-sapegina-685616b9/>

ORCID: <https://orcid.org/0000-0003-2967-3930>

Publons: <https://publons.com/researcher/4007341/anastasia-sapegina/>

EDUCATION

- 2014 – 2020 Dr. oec. (summa cum laude: *pass with the highest distinction*), Doctoral Degree, Strategy and Management, University of St. Gallen, Switzerland
- 2010 – 2012 Master of Arts (*pass with distinction*), Political Science and Public Administration, University of Konstanz, Germany
- 2006 – 2010 Bachelor of Arts, Political Science and Public Administration, University of Konstanz, Germany
- 2008 – 2009 Erasmus Exchange, University of Tampere, Finland

Relevant Courses (Selection)

„Moderationskompetenz – in Seminaren wirkungsvoll interagieren und souverän steuern», University of St.Gallen, Switzerland

“Comprehensive Partial Least Squares SEM Using SmartPLS 3: Foundations and Advanced Issues”, Northern Institute of Technology, Hamburg, Germany

“Multilevel Structural Equation Modelling with MPLUS”, 18th Social Science Methods Summer School, University of Lugano, Switzerland

“Structural Equation Modelling with AMOS”, 18th Social Science Methods Summer School, University of Lugano, Switzerland

“Qualitative Data Analysis with Atlas.ti”, ATLAS.ti Scientific Software Development GmbH, Germany

EMPLOYMENT

Academic

- 2022 – present Associate Director and Senior Research Associate (60%), Center for Human Resource Management, University of Lucerne, Switzerland
- 2021 – 2022 International Postdoctoral Fellow, University of St. Gallen, Switzerland
- 2020 – 2022 Postdoctoral Researcher at Chair of Human Resource Management University of St. Gallen, Switzerland
- 2013 – present Lecturer, MSc Business Administration Program, University of Applied Sciences in Business Administration Zurich, Switzerland
- 2014 – 2020 Research Fellow, Chair of Human Resource Management, University of St. Gallen, Switzerland
- 2012 – 2014 Research Fellow, Chair of Organizational Studies, University of Konstanz, Germany

Industry

- 2011 – 2013 Working Student, Sales Division, Siemens AG, Konstanz, Germany
- 2009 – 2010 Intern & Working Student, Robert Bosch GmbH, Reutlingen, Germany

CV AND SCIENTIFIC ACHIEVEMENTS

Anastasia Sapegina, Ph.D.

TEACHING & SUPERVISION (Selection)

2023 (planned)	“New Work: Digital Leadership & Collaboration”, Master’s Level, University of Applied Sciences in Business Administration Zurich (HWZ), Switzerland
2022	“Death by the leaderboard and other follies”, Executive MBA, University of St.Gallen (HSG), Executive School, Switzerland
2021 – present	“Organizational Design”, Master's Level, University of Applied Sciences in Business Administration Zurich (HWZ), Switzerland
2020 – 2021	“Managing Organizational Behavior in a Complex and Volatile World”, Master's Level, University of St. Gallen (HSG), Switzerland
2020 –2022	“Next Generation HRM”, Bachelor's Level, University of St. Gallen (HSG), Switzerland
2013 – 2022	“Quantitative Research Methods”, Master's Level, University of Applied Sciences in Business Administration Zurich, Switzerland

Supervision of Thesis

Bachelor's and Master's Theses, University of St. Gallen (N=26), since 2014

Master's Theses, HWZ (N=10), since 2012

FUNDING & FELLOWSHIPS

2021 – 2022	International Postdoctoral Fellowship, University of St. Gallen (90.000 CHF) Sole applicant for funding for the postdoctoral research project “In the eye of the storm: Unveiling the lived experiences of suffering in emergency teams.”
2018 – 2019	Doc.Mobility Research Fellowship, Swiss National Science Foundation (45.000 CHF) Sole applicant for funding as visiting doctoral researcher for a one-year stay at the Department of Leadership and Organizational Behavior, BI Norwegian Business School Oslo.
2015 – 2016	Basic Research Fund, University of St. Gallen (99.000 CHF) Co-applicant to the research grant for the research project “Intended and Unintended Consequences of HR Practices: Explaining the Consequences of HR Practices from the Perspective of Social Comparison Theory.”

AWARDS & HONORS

2019	Best Conceptual Article Award, Zeitschrift für Controlling für: Weibel., A. & Sapegina, A. (2019). Leistungsvariable Vergütung - Ein Instrument auf dem Prüfstand. <i>Controlling: Zeitschrift für Erfolgsorientierte Unternehmenssteuerung</i> , 2, 4-10.
2017	Best Conceptual Article and Outstanding Article Award, Group & Organization Management Journal for: Sapegina, A., & Weibel, A. (2017). The good, the not so bad, and the ugly of competitive human resource practices: A multidisciplinary conceptual framework. <i>Group & Organization Management</i> , 42(5), 707-747.

CV AND SCIENTIFIC ACHIEVEMENTS

Anastasia Sapegina, Ph.D.

2015 Outstanding Reviewer Award for:
2015 Annual Meeting of the Academy of Management, Organizational Behavior Division

PROJECT EXPERIENCE

2021 – 2022 Sole Project Employee in “In the eye of the storm: Unveiling the lived experiences of suffering in emergency teams”, University of St.Gallen, Switzerland

2019 –2021 Project Leader in “Stakeholder Distrust”, an interdisciplinary research project funded by the Swiss National Science Foundation, Switzerland

2017 – 2019 Project Collaborator in “Coworking Experiences”, an interdisciplinary practice-oriented research project with Barbara Josef, Village Office and University of St. Gallen, Switzerland

2015 – 2017 Project Leader “Intended and Unintended Consequences of HR Practices”, a research project funded by the University of St. Gallen Basic Research Fund, University of St. Gallen, Switzerland

2013 Project Leader in the Research Project “Stakeholder Trust”, a practice-oriented project in a Swiss organization, University of Konstanz, Germany

REVIEWER SERVICES & ACADEMIC MEMBERSHIPS

Journals

Human Resource Management Journal, since 2021
Frontiers in Psychology, since 2021
Psychological Reports, since 2020
German Journal of Human Resource Management, since 2020

Conferences

British Academy of Management, ad hoc, since 2021
HR Division of the Academy of Management Annual Meeting, since 2017
OB Division of the Academy of Management Annual Meeting, since 2015
European Group of Organizational Studies Colloquium (EGOS), ad hoc, since 2013
First International Network on Trust Conference (FINT), since 2013
German Scholarly Commission for Organization (WK Org VHB), ad hoc, since 2013

Memberships

Academy of Management: OB Division, HR Division
British Academy of Management (BAM)
European Academy of Management (EURAM),
European Group of Organizational Studies Colloquium (EGOS)
Swiss Positive Psychology Association (SWIPPA)

PUBLICATIONS

Peer-Reviewed Journal Articles

Weibel., A. & **Sapegina, A.** (2019). Leistungsvariable Vergütung - Ein Instrument auf dem Prüfstand. *Controlling: Zeitschrift für Erfolgsorientierte Unternehmenssteuerung*, 2, 4-10. Best Conceptual Article Award 2019.

Sapegina, A., & Weibel, A. (2017). The good, the not so bad, and the ugly of competitive human resource practices: A Multidisciplinary conceptual framework. *Group & Organization Management*, 42(5), 707-747. Best Conceptual Article and Outstanding Article Award 2017. (IF, 2017: 3.1).

CV AND SCIENTIFIC ACHIEVEMENTS

Anastasia Sapegina, Ph.D.

Practitioner-Oriented Articles

Weibel, A. & **Sapegina, A.** (2021). Wege zu Vertrauen. *Twice Magazin HKBB*, 15, 4-7.

Weibel, A. & **Sapegina, A.** (2020). Interner Wettbewerb: Warum er wenig förderlich ist. *Human Resources Manager*, Online: <https://www.humanresourcesmanager.de/news/interner-wettbewerb-warum-er-wenig-foerderlich-ist.html>.

Josef, B., **Sapegina, A.**, Back, A., & Weibel, A. (2019). *Coworking aus Unternehmenssicht II: Out of Office – into the Flow?*, 1 -50.

Weibel, A. & **Sapegina, A.** (2018). Boni sorgen für Nebenwirkungen. *Schweizer Bank*, 5, 40-41.

Sapegina, A. & Weibel, A. (2017). Competitive HR practices: Good incentive or a poisoned chalice?, *HR Magazine*. Online: <https://www.hrmagazine.co.uk/article-details/competitive-hr-practices-good-incentive-or-a-poisoned-chalice>.

Weibel, A. & **Sapegina, A.** (2017). Zukunft der Arbeit: Positives Personalmanagement. *Personal Schweiz*, 1, 34-36.