

# UNIVERSITY OF LUCERNE

## Center for Human Resource Management (CEHRM)

### Activity Report Spring / Fall Term 2022

(01.02.2022 – 31.01.2023)

#### Bachelor's Curriculum

- Lecture "Human Resource Management (HRM)", University of Lucerne (Prof. Dr. Bruno Staffelbach, Jacob Naemi, MSc, Marina Pletscher, MA) 98 students
- Lecture "Organization and Change Management", University of Lucerne (Dr. Reto Wegmann) 74 students
- Seminar "Leadership", University of Lucerne (Dr. Feena May, Marina Pletscher, MA) 58 students
- Seminar "Praxisorientierte Managementprozesse mit Beispielen aus dem HRM", University of Lucerne (Dr. Patrick Hofstetter, Claudio Zihlmann, MA) 9 students

#### Master's Curriculum

- Lecture "Strategic HRM", University of Lucerne (Dr. Anna Sender) 59 students
- Seminar "HR Business Simulation", University of Lucerne (Dr. Lea Rutishauser, Dr. Reto Wegmann) 21 students
- Seminar "People Analytics", University of Lucerne (Dr. Manuela Morf, Dr. Anna Sender) 16 students

#### Doctoral Studies

- PhD Research Seminar in HRM FS 22, University of Lucerne (Prof. Dr. Bruno Staffelbach, Dr. Anja Feierabend) 13 participants
- PhD Research Seminar in HRM HS 22, University of Lucerne (Prof. Dr. Bruno Staffelbach, Dr. Anja Feierabend) 15 participants
- Workshop on Strategic Human Resource Management, European Institute for Advanced Studies in Management, Minho, Portugal (Prof. Dr. Bruno Staffelbach, Dr. Lea Rutishauser) 32 participants

## **Executive Education**

- CAS in Human Factors in Leadership, University of Lucerne (Claudio Zihlmann, MA) 8 participants
- CAS in Decision Making and Leadership, University of Lucerne (Claudio Zihlmann, MA) 14 participants
- CAS in Information Management and Leadership, University of Lucerne (Dr. Reto Wegmann) 6 participants
- Master Module MAS in Effective Leadership, University of Lucerne (Dr. Reto Wegmann, Dr. Patrick Hofstetter, Claudio Zihlmann, MA) 9 participants
- CAS in Leading by Example, International Committee of the Red Cross and University of Lucerne (Thomas Knobel, MSc) 135 participants
- CAS in Leading High-Performing Multidisciplinary Teams, International Committee of the Red Cross and University of Lucerne (Thomas Knobel, MSc) 103 participants
- CAS in Leading Complex Operations and Transformations, International Committee of the Red Cross and University of Lucerne (Thomas Knobel, MSc) 52 participants
- Master Module MAS in Humanitarian Leadership, University of Lucerne (Thomas Knobel, MSc) 20 participants

## **Term Papers, Bachelor and Master Theses**

- Antony, Jesomy, Wie beeinflussen Entwicklungs- und Weiterbildungsangebote das Engagement bei der Arbeit? (Dr. Lea Rutishauser)
- Baumann, Sinan, Hybrid office: In the area of tension between traditional work settings and remote work (Dr. Lea Rutishauser)
- Bekavac, Mateja, Political Skill in Talent Identification and How it Varies By Gender (Naemi Jacob, MSc)
- Bekcic, Mina, Wenn Geld weniger zählt: Die Pufferrolle der Einbettung für die Bindung von Verkaufspersonal (Dr. Anna Sender)
- Bressan, Anna, Corporate Health Management als Ansatz für eine nachhaltige Arbeitskultur? Ein Literaturüberblick (Dr. Lea Rutishauser)
- Brodmann, Sophia, Hochsensibilität bei Talenten: wie (hoch) sensibel sind sie? (Naemi Jacob, MSc)
- Dietschi, Lukas, Innovationen fördern: Die Rolle von Zielsetzung und Führung (Dr. Manuela Morf und Delia Meyer, MSc)
- Dolgunova, Ekaterina, Talent Development across cultures: empirical investigation (Dr. Anna Sender und Marina Pletscher, MA)
- Dzafic, Hena, Schafft Feedback Vertrauen? Der Einfluss von regelmässiger Leistungsbeurteilung auf das Vertrauen in den Arbeitgeber (Delia Meyer, MSc)
- Egli, Alena, Kündigen die Mitarbeitenden dem Chef, nicht dem Unternehmen? Die Rolle des Vertrauens in den Vorgesetzten für die Bindung von Verkaufspersonal (Dr. Anna Sender)
- Haller, Alessia, Auf der Jagd nach Führungskräften: Strategische Ansätze für die Rekrutierung von Managern (Marina Pletscher, MA)
- Helfenstein, Adrienne, Wie wichtig ist Karriere? Der Einfluss von Karrierezufriedenheit auf die Kündigungsabsicht (Delia Meyer, MSc)
- Höltschi, Sara, Wer hat das Sagen? Die Rolle von Employee Voice für den Organisationserfolg (Marina Pletscher, MA)

- Hotic, Merima, Walk the Talk – Oder der Zusammenhang zwischen effizienz- und kundenorientierter Unternehmenskultur und Weiterbildung im Unternehmen (Dr. Lea Rutishauser)
- Kaufmann, Isabelle, Wie du mir so ich dir: Die Pufferrolle der Betriebszugehörigkeit für die Bindung von Verkaufspersonal durch einen erfüllten psychologischen Vertrag (Dr. Anna Sender)
- Kiefer, Jeffrey, Fixer oder variabler Lohn - wie wirkt sich die Zusammensetzung des Lohns auf die Mitarbeitergesundheit aus? (Dr. Anja Feierabend)
- Kost, Jonas, Corporate Health: What influences employee health at work? (Dr. Lea Rutishauser)
- Kupper, Sanjay, Comparing Virtual to Traditional Assessment Centers (Dr. Lea Rutishauser und Prof. Dr. Lukas Schmid)
- Meierhans, Caroline, Mitentscheiden: Wie wirkt sich die Partizipationsmöglichkeit auf die Beziehung zwischen Mitarbeitenden und Vorgesetzten aus? (Dr. Anja Feierabend)
- Montemarano, Gaetano, Ressourcen und Belastungen am Arbeitsplatz: Wie wirkt sich Stress auf das Engagement (Dr. Lea Rutishauser)
- Oberhänkli, Claudia, Die Welt der neuen Möglichkeiten: Strategien des Karrieremanagements in innovativen Organisationen (Marina Pletscher, MA)
- Peyer, Carla, Personality Traits of Talents – The Relationship between Talent and Conscientiousness (Naemi Jacob, MSc)
- Peyer, Dane, Talent status: Costs and benefits of being identified as a talent (Naemi Jacob, MSc und Prof. Dr. Bruno Staffelbach)
- Schuler, Bianca, Fluch oder Segen? Der Einfluss von Arbeitsautonomie auf Stress (Delia Meyer, MSc)
- Sivanantham, Aarapi, Sinn und Unsinn von Mitarbeitergesprächen (Dr. Anja Feierabend)
- Stalder, Cyrille, Why do Swiss employees decide to become mentors in (formalized) mentoring programs? A qualitative study (Dr. Anna Sender und Naemi Jacob, MSc)

### **Master Theses Executive Education**

- Aebischer Perone, Sigiriya Monique, Factors that enable individuals to think beyond the silos in medical settings and live the continuum of care – Interprofessional collaboration of ICRC health teams for diabetes care – Aleppo, Syria (Dr. Lea Rutishauser)
- Al-Jabari-Daana, Dina Othman Ali, COVID19 Pandemic Impact on the ICRC employees in the West Bank – A qualitative study from 5 ICRC offices in the West Bank, Palestinian Territories (Dr. Reto Wegmann)
- Andres, Olivier, Positive Ausgestaltung von Arbeitsverhältnissen unter Berücksichtigung der Psychologischen Verträge und mentalen Modelle der Mitarbeitenden (Dr. Patrick Hofstetter)
- Bhujel, Bal Bahadur, Employee's Engagement in Cairo Delegation: Reflection of key employee's experience at the Cairo Delegation on determinants of employee's engagement (Elizabeth Bell, BA)
- Chávez Aguirre, Oscar Felipe, Burnout management in humanitarian organisations in Mexico, Colombia, Venezuela and Panama (Paul Donkers, BSc)
- Gillani, Sabahat Jamal, Female leadership inclusion in the Health sector, more specifically in Pakistan, a patriarchal society – How gender inclusive are Public-Private Partnerships (PPP) in the Health Sector and do women leaders have executive power? A case study of Pakistan (Maya Khallouf, MSc)
- Gillet, Lloyd, The efficacy of trained peer coaches in achieving leadership development goals versus untrained peer coaches. – Does having a trained peer coach contribute to achieving leadership development goals? (Ulrike Otto, Post grad.)

- Gubran, Basheer Muwadh Hussein, Staff Turnover and Team Performance – What is the impact of staff turnover on team performance in International Committee of the Red Cross (ICRC) Yemen Delegation? (Sandra Furrer, PhD)
- Hildbrand, Gregor, Interdependenzen zwischen dem psychologischen Vertrag und Resilienz, (Dr. Patrick Hofstetter)
- Hinz-Gugliuzza, Veronika Ursula, Work in the Time of Covid-19 – Experiences from the field: Humanitarian Leaders go virtual – an example of ICRC in Nigeria (Howard Atkins, MSc)
- Janka, Tobias, Resilienz in Notfallorganisationen, (Dr. Hubert Annen)
- Küffer, Andreas, Out of Service or Open for Business? Potential Influence of Personality, Psychological Contracts and Commitment on Turnover Intention, (Dr. Patrick Hofstetter)
- Kwangware, Johnson, The Role of Organisational Structure in the Delivery of Humanitarian Assistance (Prof. Dr. Markus Gmür)
- Muminovic, Emina, ybrid Work Model – Strategic development and implementation, (Dr. Anja Feierabend)
- Osman Gamma Mohamed Sheikheldin, Leadership and staff retention in three branches of the Sudanese Red Crescent Society – An exploration of factors of staff retention in SRCS branches in Darfur (Dr. J. Caspar Landolt)
- Ranito Pessoa Anacoreta Correia Filipa, How green is the ICRC Nairobi Delegation? – What are the missing things to be (more) pro-environmental? (Trudi West, Executive PhD)
- Schultz, Annatina, Führungskräfte für die Staatsanwaltschaft, (Dr. Reto Wegmann)
- Siegrist-Nadler, Viviane, Resilienz in der Militärverwaltung – Untersuchung einer Möglichkeit zur Resilienzförderung, (Dr. Hubert Annen)
- Spillmann, Daniel, Selektionsverfahren für Generalstabsoffiziere der Schweizer Armee, (Dr. Hubert Annen)
- Stebler, Simone, Zusammenarbeit in Systemorganisationen, (Dr. Florian Demont)
- Thet Lynn, Khaing, What factors improve the efficiency of the blue-line leadership of the virtual team? (Dr. Anja Feierabend)
- Whelan, Robert Richard, How do crisis leaders manage emotion? (Sandra Furrer, PhD)
- Zbinden, Adrian, Das Zusammenspiel von psychologischer Sicherheit und hybrider Führung, (Dr. Anja Feierabend)

### Examinations

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|--|-----------------|
| • Human Resource Management (HRM), University of Lucerne                           | 93 participants |
| • Organization and Change Management, University of Lucerne                        | 75 participants |
| • Leadership, University of Lucerne  | 58 participants |
| • Praxisorientierte Managementprozesse mit Bsp. aus dem HRM, University of Lucerne | 9 participants  |
| • Strategic HRM, University of Lucerne   | 59 participants |
| • HR Business Simulation, University of Lucerne                                    | 21 participants |
| • People Analytics, University of Lucerne  | 16 participants |

## Guest Speakers

- Matteo Cocchi, Kommandant Kantonspolizei Tessin, Presentation CAS in Information Management and Leadership University of Lucerne. 04.02.2022
- Sylvia Zbinden, Dozentin bei Bundesamt für Bevölkerungsschutz, Presentation CAS in Information Management and Leadership University of Lucerne. 04.03.2022
- Dr. Jürg Stadelmann, Leiter Personal Luzerner Kantonalbank, Presentation Strategic HRM University of Lucerne: «Strategic HR-Management at LUKB», 21.03.2022
- Thomas Vogel, Co-Founder & CEO, Yonder AG, Presentation CAS in Information Management and Leadership University of Lucerne. 25.03.2022
- Matthias Möllene, Owner of peopleXpert, Presentation HRM University of Lucerne: "HRM und Motivationsmanagement aus Sicht der Praxis", 29.03.2022
- Dr. Stephan Hostettler, Managing Partner HCM, Presentation HRM University of Lucerne: "Lohnsysteme für Führungskräfte", 12.04.2022
- 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: «Georg Fischer Strategy», 02.05.2022
- Prof. Dr. Gilles Carbonnier, Vice-President of the International Committee of the Red Cross and Professor for International Economics at the Graduate Institute in Geneva. Key note speech and discussion on "Leading into the Emerging Future", 11.05.2022
- Dr. Heidi E. Bodenmann, Head of CC Organizational Health, Diversity & Inclusion, Migros-Genossenschafts-Bund, Presentation Organization and Change Management University of Lucerne: "Diversity & Inclusion bei der Migros-Gruppe", 16.05.2022
- Dr. Eva-Maria Aulich, Managing Director of the Research Campus of Central Hessen (RCCH), Presentation HRM University of Lucerne: "Entscheidungsfehler im HRM", 17.05.2022
- Eva Best, Partner Implement Consulting Group Zürich, Presentation Organization and Change Management University of Lucerne: "Agile Organisationen & Change", 23.05.2022
- Sergio Studer, Founder von CARIFY, Presentation Organization and Change Management University of Lucerne, 30.05.2022
- Luca Baltensperger, Co-Founder von Swiss Mocean, Presentation CAS in Human Factors in Leadership University of Lucerne. 02.07.2022
- Philipp Zutt, ZUTT & PARTNER AG, Presentation CAS in Human Factors in Leadership University of Lucerne. 08.07.2022
- Tatjana Hänni, Head of Womans Football, SFV (ex-FIFA), Presentation CAS in Human Factors in Leadership University of Lucerne. 26.08.2022
- Olivier Müller, Dynaplan AG, Presentation CAS in Human Factors in Leadership University of Lucerne. 02.09.2022
- Gian-Andri Diem, Co-Founder and Managing Director of dhp technology, Presentation HR Business Simulation University of Lucerne: "Praxisbeispiel dhp technology", 15.09.2022
- Dr. Heidi E. Bodenmann, Head of People Development, Denner, Presentation People Analytics University of Lucerne: "Diversity & Inclusion at Migros", 29.09.2022
- Dr. Andreas Schmid, Geschäftsführer Schmid + Partner AG – Family Business Advisors, Praxistage Seminar "Praxisorientierte Managementprozesse mit Beispielen aus dem HRM" bei Schindler Aufzüge AG, 07./08.11.2022

- Mathias Maurer, BSc, Public Sector & B2B Alliances Manager Samsung; Praxistage Seminar "Praxisorientierte Managementprozesse mit Beispielen aus dem HRM" bei Schindler Aufzüge AG, 07./08.11.2022
- Prof. Dr. Verena Briner, Medizinische Direktorin Waldhotel Bürgenstock, Presentation CAS in Decision Making and Leadership University of Lucerne. 18.11.2022
- Dr. Alexandra Arnold, Head of People Analytics, Migros-Genossenschafts-Bund, Presentation People Analytics at Migros Group, University of Lucerne, 01.12.2022

### **Authored Book**

- Schneider, L., Meyer, D., Feierabend, A., Grote, G., & Staffelbach, B. (2022). Schweizer HR-Barometer 2022: Innovation und Scheitern. Luzern und Zürich: Universität Luzern, Universität Zürich, ETH Zürich.

### **Journal Articles**

- Rutishauser, L., & Giessner, S. R. (4/2022). Dynamic perspective of leader-member exchange and empowerment-enhancing practices in organizational change. *Die Unternehmung*, (76), 492–510.
- Sender, A. & Gmür, M. (4/2022). The role of HRM and HR professionals in making change happen. Introduction to Special Issue. *Die Unternehmung*, 76(4), 415-417.
- Mormann, H., & Sender, A. (07/2022). Breaking up order through temporal role taking: HRM professionals as jesters in navigating paradoxes. *Academy of Management Proceedings*.  
<https://doi.org/https://doi.org/10.5465/AMBPP.2022.128>
- Morf, M., & Bakker, A. B. (12/2022). Ups and downs in transformational leadership: A weekly diary study. *European Management Journal*. <https://doi.org/https://doi.org/10.1016/j.emj.2022.12.007>

### **Articles in Public Media**

- Feierabend, A. (1/2022). Frenemies - ambivalente Beziehungen am Arbeitsplatz. *HR Today*, (1), 57 ff.
- Staffelbach, B. (1/ 2022). Führung im Wettbewerb mit Algorithmen. *Neue Zürcher Zeitung*, 18.
- Rutishauser, L. (2/2022). Rückzugsorte im Büro als Konzentrationskiller? *HR Today*, (2).
- Hofstetter, P. (3/2022). Psychologische Verträge binden. *personalSCHWEIZ*, (3), 23–25.
- Morf, M. (3/2022). Beförderungen: Die Freude vergeht nach einem Jahr. *HR Today*, 3, 61 ff. Abgerufen von <https://hrtoday.ch/de/article/beforderungen-die-freude-vergeht-nach-einem-jahr>.
- Jacob, N. (4/2022). Überqualifikation am Arbeitsplatz. *HR Today*. Abgerufen von <https://hrtoday.ch/de/article/ueberqualifikation-am-arbeitsplatz>.
- Meyer, D. (5/2022). Jederzeit arbeiten? *HR Today*, (5), 81, Abgerufen von <https://hrtoday.ch/de/article/jederzeit-arbeiten>.
- Pletscher, M. (6/2022). HR Management von morgen: Trends, die bleiben werden. *HR Today*, 57. Abgerufen von <https://hrtoday.ch/de/article/hr-management-von-morgen-trends-die-bleiben-werden>.
- Pletscher, M. (6/2022). Kommunikationskompetenz von Managern ist gefragt. *PersonalSchweiz*, (5), 30–31.
- Sender, A., & Morf, M. (8/2022). Wenn flexible Talente ins Unternehmen zurückkommen. *HR Today*. Abgerufen von <https://www.hrtoday.ch/de/article/wenn-flexible-talente-ins-unternehmen-zurueckkommen-festanstellung-vs-freelancer>.

- Meyer, D., Schneider, L. & Feierabend, A. (9/2022). Begünstigt Fehleraversion Lernen und Innovation? personalSCHWEIZ, (11), 34–36.
- Sender, A., & Pletscher, M. (9/2022). Human Resource Management in Bewegung. Cogito, (8), 28–29. Abgerufen von [https://www.unilu.ch/fileadmin/universitaet/dienste/unikomm/dokumente/cogito/cogito\\_9\\_2022.pdf](https://www.unilu.ch/fileadmin/universitaet/dienste/unikomm/dokumente/cogito/cogito_9_2022.pdf).
- Staffelbach, B. (9/2022). Amoralisches Management. HR Today, 23 (9), 57.
- Wegmann, R. (9/2022). Sicherheit bei Auslandsinsätzen: Wir wollen unkompliziert helfen. Personal Schweiz, 28–29.
- Jacob, N. (10/2022). Similarity Bias - Gleich und gleich gesellt sich gern. personalSCHWEIZ, 18–20.
- Feierabend, A., & Meyer, D. (10/2022). Innovation dank Fehlerkultur. cogito, (10), 30–31.
- Feierabend, A., Meyer, D., & Schneider, L. (10/2022). Vom Arbeitgeber- zum Arbeitnehmermarkt. HR Today, (10).
- Rutishauser, L., & Feierabend, A. (12/2022). New Pay - Wie sehen zukunftsfähige Vergütungsmodelle aus? Personal Schweiz, 28–30.
- Staffelbach, B., Häsler, Georg, & Hofstetter, Patrick (Hrsg.). (12/2022). Krisenmanagement Schweiz. Zürich: Neue Zürcher Zeitung.
- Staffelbach, B., & Häsler, G. (12/2022). Eine Rückbesinnung auf die Stärken der Schweiz: Krisenmanagement: Die Schweiz ist besser auf die Polykrise vorbereitet, als sie glaubt - was fehlt, ist die Konsequenz. Neue Zürcher Zeitung, 2–3.
- Hofstetter, P., & Zihlmann, C. (1/2023). Milizsystem Schweiz — too big to fail. personalSCHWEIZ, 10 (7), 36–38.

### Research Reports

- Pletscher, M., Sender, A., & Staffelbach, B. (2022). HRM in Switzerland: People and Practices. CRANET STUDY REPORT 2022. Abgerufen von [https://www.unilu.ch/fileadmin/fakultaeten/wf/institute/hrm/dok/Forschung/Cranet\\_Study\\_Report\\_2022.pdf](https://www.unilu.ch/fileadmin/fakultaeten/wf/institute/hrm/dok/Forschung/Cranet_Study_Report_2022.pdf)

### (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, Prof. Dr. Gmür Markus, Special Issue "The role of HRM and HR professionals in making change happen"; Die Unternehmung. Swiss Journal of Business Research and Practice, (Ko-)Herausgeberschaft einer Zeitschrift.
- Dr. Anna Sender, Associate Editor, JEEMS – Journal of East European Management Studies
- Dr. Anna Sender, Associate Editor, CEMJ – Central European Management Journal

### **Peer reviewing for journals/books/book chapters**

- Several members of the Center were reviewers for: Applied Psychology: An International Review, Central European Management Journal, European Journal of Work and Organizational Psychology, German Journal of Research in Human Resource Management, Human Relations, Human Resource Management, Journal of Managerial Psychology, Journal of Organizational Effectiveness: People and Performance, Swiss National Science Foundation, The International Journal of Human Resource Management.

### **Visiting Scholars**

- Prof. Dr. Hubert Annen, Schweizer Armee, Doctoral Research Seminar, 24.03.2022.
- Pablo Suarez, Red Cross Red Crescent Climate Center, Workshop on innovate teaching. 29.08.2022.
- Prof. Dr. Nele DeCuyper, KU Leuven, Publishing Workshop, 20.09.2022.
- Stefan Jooss, University College Cork, Lucerne Research Seminar, 13.10.2022.

### **Conference contribution/presentation**

- Jacob N., Talent Status and Organizational Deviance. Referat, Doctoral Research Seminar in Human Resource Management HS22, Center for Human Resource Management, Universität Luzern, 06.09.2022
- Jacob N., Similarity Bias in Talent Identification: A Quantitative Investigation of Contextual Influence. Referat, Doctoral Colloquium 2022 - Leading Digital Transformation, European Academy of Management (EURAM), Winterthur, 14.06.2022
- Jacob N., Similarity Bias in Talent Identification: A Quantitative Investigation of Contextual Influence. Referat, Doctoral Reserach Seminar in Human Resource Management FS22, Center for Human Resource Management, Universität Luzern, 24.03.2022
- Jacob N., Similarity Bias in Talent Identification. Referat, Lucerne Research Seminar in Economics and Management, Wirtschaftswissenschaftliche Fakultät der Universität Luzern, Universität Luzern, 19.04.2022
- Meyer D., Turnover Intention, Psychological Contract Breach, and Creativity. Referat, EURAM Doctoral Colloquium, EURAM, Winterthur, 14.06.2022
- Meyer D., Do Turnover Intentions Equal Withdrawal? The Moderating Effect of Career Orientations. Referat, EIASM Workshop on Strategic Human Resource Management, EIASM, Minho, 22.04.2022
- Mormann, Hannah & Sender, Anna. Breaking up order through temporal role taking: HRM professionals as jesters in navigating paradoxes. Referat, The 82nd Annual Meeting of the Academy of Management, Academy of Management, Seattle, 07.08.2022
- Pletcher, M. & Sender, A. Ergebnisse der aktuellen HR-Umfrage: CRANET-Studienbericht 2022 (Schweiz) und Implikationen für HR auf dem Schweizer Markt. Spotlight.HR, Basel 25.08.2022
- Pletscher M., To joke or not to joke? Impact of humor style similarity on supervisor-subordinate relationship. Referat, Doctoral Research Seminar in HRM, Center for Human Resource Management, the University of Lucerne, Luzern, 06.09.2022
- Pletscher M., Strategic Internal Communication: A Quantitative Analysis of Engagement Driving Approaches. Referat, EURAM Doctoral Colloquium, EURAM, Winterthur, 14.06.2022
- Pletscher M., Strategic Internal Communication: A Quantitative Analysis of Engagement Driving Approaches. Referat, EIASM 37th Workshop on Strategic Human Resource Management, EIASM, Minho, 22.04.2022



- Pletscher M., Strategic Internal Communication: a quantitative analysis of engagement driving approaches. Referat, Doctoral Research Seminar in HRM, Center for Human Resource Management, the University of Lucerne, Luzern, 24.03.2022
- Sapegina, A., Weibel, A., & Loki, B. In search of the dark horse: Development and validation of a measure of stakeholder distrust. In British Academy of Management Conference 2022 (Hrsg.), British Academy of Management: British Academy of Management Conference. Manchester: BAM. 31.08.2022
- Sender, A. Panelist at ZGP Connect: New Work. Wo stehen Unternehmen heute? ZGP Zurich, 21.11.2022
- Sender, A. Die Werkzeuge des Hofnarren: Wie die HR-Verantwortliche das "sowohl-als-auch-Denken" von Entscheidungsträgern fördern. International HRM Network Meeting, 25.10.2022
- Staffelbach Bruno, Sender Anna, Pletscher Marina, HRM-Landschaft Schweiz: Ergebnisse der CRANET-Studie 2022. Moderation, Abendveranstaltung Zürcher Gesellschaft für Personalmanagement, Zürcher Gesellschaft für Personalmanagement, Zürich, 27.08.2022

#### **Event contribution/presentation**

- Anja Feierabend und Delia Meyer, Schweizer HR-Barometer: Innovation und Scheitern. Referat, Netzwerkabend des CEHRM, Center für Human Resource Management (CEHRM), Luzern, 2022

#### **Interview**

- Sender, A. (7. November 2022). Wie viel ist meine Arbeitskraft wert? Bei «self-set salaries» übernehmen die Mitarbeiter die Gehaltsverhandlungen. NZZ. Abgerufen von <https://www.nzz.ch/wirtschaft/self-set-salaries-das-lohnmodell-der-zukunft-ld.1709091?reduced=true>

#### **Event contribution/presentation**

- Staffelbach Bruno, Teilzeitarbeit. Berufsbild 4.0, Bern, 17.05.2022
- Staffelbach Bruno, IKRK - Organisation und Einsätze Ukraine. EMBA Alumni UZH Senior's Chapter, Zürich, 24.06.2022
- Staffelbach Bruno, HR Governance und HR Management am Beispiel des IKRK. VR-Zertifikatslehrgang, Brunnen, 27.08.2022
- Pletscher, M. & Sender, A. Ergebnisse der aktuellen HR-Umfrage: CRANET-Studienbericht 2022 (Schweiz) und Implikationen für HR auf dem Schweizer Markt. Referat, Spotlight.HR, Spotlight.HR, Basel, 25.08.2022
- Staffelbach Bruno, Sender Anna, Pletscher Marina, HRM-Landschaft Schweiz: Ergebnisse der CRANET-Studie 2022. Moderation, Abendveranstaltung Zürcher Gesellschaft für Personalmanagement, Zürcher Gesellschaft für Personalmanagement, Zürich, 27.08.2022
- Staffelbach Bruno, Universität Luzern - Rückblick, Einblick, Ausblick. The International Circle, Luzern, 28.09.2022
- Sender, A. Die Werkzeuge des Hofnarren: Wie die HR-Verantwortliche das "sowohl-als-auch-Denken" von Entscheidungsträgern fördern. Referat, International HRM Network Meeting, International HRM Group, Schaffhausen, 25.10.2022
- Staffelbach Bruno, Leadership: Persönliche Erfahrungen im Kontext von Wissenschaft und Praxis. Decision Making and Leadership, Luzern, 28.10.2022
- Staffelbach Bruno, MAS in Effective Leadership. Monatsveranstaltung, Stans, 02.11.2022

- Meyer Delia, Feierabend Anja, Schweizer HR-Barometer: Innovation und Scheitern. Referat, Netzwerkabend des CEHRM, Center für Human Resource Management (CEHRM), Luzern, 02.11.2022
- Staffelbach Bruno, IKRK: Auftrag - Einsätze - Herausforderungen. Veranstaltungsreihe Rotary, Zürich, 21.11.2022
- Sender, A. New Work in der Schweiz - Forschungsergebnisse. Referat, ZGP Connect: New Work. Wo stehen Unternehmen heute, ZGP, online, 21.11.2022

### **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, Member of the Patronage Committee, Luga
- 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, Representative of swissuniversities, commission for the coordination of civilian and military education
- 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 (ZGP)”
- Dr. Anna Sender, Member of Swiss HR Analytics Sounding Board, Swiss HR Analytics (<https://swisshranalytics.ch>)

### **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
- Prof. Dr. Bruno Staffelbach, Member of the Board of the Institute for Leadership and Human Resource Management, 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, Member of the Swiss Institute of Directors
- Prof. Dr. Bruno Staffelbach and Dr. Anna Sender, Partners and Swiss representatives of the Cranfield Network on Comparative Human Resource Management (CRANET) (with Marina Pletscher, MA)
- Dr. Lea Rutishauser, Member of the International HRM Group, University of Lucerne

### **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 Center for Human Resource Management (CEHRM)
- 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, advisory member of the university council
- Prof. Dr. Bruno Staffelbach, Member of the Board, Senioren-Universität Luzern
- Prof. Dr. Bruno Staffelbach, President of the Foundation Council, Universitätsstiftung
- Prof. Dr. Bruno Staffelbach, Member of the Board, Universitätsverein
- Naemi Jacob, MSc, Member Workgroup Women\* in Academia

### **Services at other Universities**

- Dr. Anna Sender, University of Basel, Lecturer
- Dr. Anna Sender, Lucerne University of Applied Sciences and Arts, Lecturer
- Dr. Anja, Feierabend, Lucerne University of Applied Sciences and Arts, Lecturer

### **Event organization**

- Prof. Dr. Bruno Staffelbach, Dr. Lea Rutishauser, Esther Kunz, Frühjahrstagung International HRM Group, Bern, 05.04.2022
- Prof. Dr. Bruno Staffelbach, Dr. Lea Rutishauser, Workshop on Strategic Human Resource Management, (Co-)Organisator/in, Braga, Portugal, 21.-22.04.2022
- Prof. Dr. Bruno Staffelbach, Dr. Lea Rutishauser, Esther Kunz, Herbsttagung International HRM Group, Schaffhausen, 25.10.2022

### **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, Dr. Anja Feierabend, Dr. Laura Schärer, Delia Meyer, MSc), University of Zurich and ETH Zurich (Prof. Dr. Gudela Grote, Dr. Julian Pfrombeck) 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 48 months (Prof. Dr. Bruno Staffelbach, Naemi Jacob, MSc, Marina Pletscher, MA)
- The Swiss National Science Foundation (SNSF) supports the project "The talent recipe: Multi-actor perspective on managing paradoxes of talent identification in organization" with CHF 328'000 for a duration of 36 months (Dr. Anna Sender, Dr. Lea Rutishauser, Sarah Kost, BA)
- 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), Delia Meyer, MSc, Prof. Dr. Bruno Staffelbach
- Cranfield Network on International Human Resource Management (CRANET). Dr. Anna Sender (lead), Marina Pletscher, MA, Prof. Dr. Bruno Staffelbach
- Similarity Biases in Talent Identification: A Quantitative Investigation of Contextual Influence. Naemi Jacob, MSc (lead), Prof. Dr. Bruno Staffelbach, Marina Pletscher, MA
- The talent recipe: Multi-actor perspective on managing tensions in talent definitions in organizations. Project in Cooperation with Lucerne University of Applied Sciences and Arts. Dr. Anna Sender (lead), Prof. Dr. Bruno Staffelbach, 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**

- Great Place to Work, Michael Hermann
- Amman Schweiz AG, Patrick Kilchmann
- Georg Fischer AG, Peter Ziswiler
- Pilatus Flugzeugwerke AG, Kurt Bucher
- ICRC, Gherardo Pontrandolfi & Feena May
- Luzerner Kantonsspital, Dr. Guido Schüpfer, PhD
- Luzerner Kantonalbank (LUKB), Dr. Jürg Stadelmann, PhD
- Dätwyler, Hans-Christoph Six, Loretta Kaus, Tara Roysdon

### **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 2022: Dr. Anastasia Sapegina, as Associate Director of the Center for HRM & Senior Research Associate (01.07.2022); Elena Vossberg as administrative Assistant (01.11.2022)
- Persons who left the center in 2022: Esther Kunz, administrative Assistant
- Strategy meeting of the CEHRM, 05.05.2022, Geneva
- Network meeting of the CEHRM on «HRM-Landschaft Schweiz - Ergebnisse der CRANET-Studie 2022», 18.05.2022, University of Lucerne
- Network meeting of the CEHRM on «Innovation & Scheitern – Ergebnisse des Schweizer HR-Barometers 2022», 02.11.2022, University of Lucerne
- The graduation ceremony of the MAS in Humanitarian Leadership (2021), 30.11.2022 with Suba Umathevan, CEO of DROSOS Foundation, as a keynote speaker. Online.
- Certification ceremony of the MAS Effective Leadership, 09.12.2022, University of Lucerne