

# UNIVERSITY OF LUCERNE

## Center for Human Resource Management (CEHRM)

### Activity Report Spring / Fall Term 2023

(01.02.2023 – 31.01.2024)

#### Bachelor's Curriculum

- Lecture "Human Resource Management (HRM)", University of Lucerne (Prof. Dr. Bruno Staffelbach, Marina Pletscher, MA, Jacob Naemi, MSc) 102 students
- Lecture "Organization and Change Management", University of Lucerne (Dr. Anastasia Sapegina, Dr. Reto Wegmann) 65 students
- Seminar "Leadership", University of Lucerne (Dr. Feena May, Marina Pletscher, MA) 63 students
- Seminar "Praxisorientierte Managementprozesse mit Beispielen aus dem HRM", University of Lucerne (Dr. Patrick Hofstetter, Claudio Zihlmann, MA) 2 students

#### Master's Curriculum

- Lecture "Strategic HRM", University of Lucerne (Dr. Anastasia Sapegina, Dr. Anna Sender) 60 students
- Seminar "HR Business Simulation", University of Lucerne (Dr. Lea Rutishauser, Dr. Reto Wegmann) 19 students
- HR Lab - Leveraging Science for Practice (Dr. Lea Rutishauser) 6 students
- Seminar "People Analytics", University of Lucerne (Dr. Manuela Morf, Dr. Anna Sender) 13 students

#### Doctoral Studies

- PhD Research Seminar in HRM FS 23, University of Lucerne (Prof. Dr. Bruno Staffelbach, Dr. Anja Feierabend) 12 participants
- PhD Research Seminar in HRM HS 23, University of Lucerne (Prof. Dr. Bruno Staffelbach, Dr. Anastasia Sapegina) 12 participants

## Executive Education

- CAS in Decision Making and Leadership, University of Lucerne (Claudio Zihlmann, MA) 11 participants
- CAS in Decisive Leadership, University of Lucerne (Dr. Dorothee Bürgi) 40 participants
- CAS in Human Factors in Leadership, University of Lucerne (Claudio Zihlmann, MA) 16 participants
- CAS in Information Management and Leadership, University of Lucerne (Dr. Reto Wegmann) 9 participants
- CAS in Leading by Example, International Committee of the Red Cross and University of Lucerne (Thomas Knobel, MSc) 78 participants
- CAS in Leading Complex Operations and Transformations, International Committee of the Red Cross and University of Lucerne (Thomas Knobel, MSc) 32 participants
- CAS in Leading High-Performing Multidisciplinary Teams, International Committee of the Red Cross and University of Lucerne (Thomas Knobel, MSc) 73 participants
- Master Module MAS in Effective Leadership, University of Lucerne (Dr. Reto Wegmann, Dr. Patrick Hofstetter, Claudio Zihlmann, MA) 7 participants
- Master Module MAS in Humanitarian Leadership, University of Lucerne (Thomas Knobel, MSc) 17 participants

## Term Papers, Bachelor and Master Theses

- Aebi, Julian, Der Zusammenhang zwischen befähigender Führung und Stress am Arbeitsplatz (Dr. Anastasia Sapegina)
- Akman, Alara, Ziele in agilen Organisations- und Teamstrukturen (Dr. Lea Rutishauser)
- Bekavac, Mateja, Gender Differences in Professional Networking: Implications for Employees' Career Advancement (Marina Pletscher, MA und Prof. Dr. Bruno Staffelbach)
- Bekcic, David, Soziale Unterstützung am Arbeitsplatz: Eine Analyse verschiedener Altersgruppen (Dr. Lea Rutishauser)
- Bögli, Mara, Führung in der Start-Up Welt: Die Bedeutung von Führungstheorien im Lebenszyklus eines Startups (Marina Pletscher, MA und Prof. Dr. Bruno Staffelbach)
- Casanova, Valentin, Der Einfluss von Laufbahnplanung auf die wahrgenommene Arbeitsmarktfähigkeit von Arbeitnehmenden (Delia Meyer, MSc)
- Elmiger, Jana, Altersstereotypen: Wie wirken sich erlebte Vorurteile gegenüber älteren Beschäftigten auf die Absicht über das Pensionsalter hinaus zu arbeiten aus? (Dr. Anja Feierabend)

- Fankhauser, Rea, Alles klar? Einflussfaktoren und Auswirkungen klarer Führungskommunikation im Gesundheitswesen (Dr. Manuela Morf)
- Janosevic, Lea, Offene Türen: Der Einfluss der Bottom-up Kommunikation auf den Organisationserfolg (Marina Pletscher, MA)
- Kurmann, Dario, Auswirkungen von Grenzen zwischen Arbeits- und Privatleben auf das Sressempfinden von Arbeitnehmenden (Delia Meyer, MSc)
- Mataj, Aulona, Der Einfluss des Geschlechts auf die Unterstützung und Ausführung innovativen Arbeitsverhaltens (Delia Meyer, MSc und Prof. Dr. Bruno Staffebach)
- Milojevic, Tamara, Talent status: Costs and benefits of being identified as a talent (Delia Meyer, MSc, Naemi Jacob, MSc und Prof. Dr. Bruno Staffebach)
- Müller, Gilles, Making teams learn: Impact of team learning behaviors in organizations (Dr. Anastasia Sapegina)
- Nagyová, Viktória, Talent Development across cultures: developing agenda for future research (Marina, Pletscher, MA und Prof. Dr. Bruno Staffebach)
- Rageh, Malak, Der Einfluss von Digitalisierung auf Stress am Arbeitsplatz (Dr. Anastasia Sapegina)
- Regli, Bastian, Hybride Arbeitsmodelle in traditionsreichen Unternehmen: Chancen und Herausforderungen der Victorinox AG nach Aufhebung der Homeoffice-Pflicht (Dr. Anja Feierabend)
- Reutter, Ursina, Friends or Foes? The impact of quality of working relationships on feeling stressed at work (Dr. Anastasia Sapegina)
- Rusch, Frederik, Stress vorbeugen im Gesundheitswesen: Die Rolle von Vorgesetzten, Kolleg:innen und Patient:innen (Dr. Manuela Morf)
- Sadiku, Leila, Mit Humor die Karriereleiter hinauf: Die Wirkungen von Humor auf die Arbeitsbeziehungen (Marina Pletscher, MA und Prof. Dr. Bruno Staffebach)
- Sarcevic, Alexandra, Working parents (Dr. Manuela Morf)
- Sezer, Metin, Lebenslanges Lernen – Verändert sich die Einstellung zu den Entwicklungsmöglichkeiten im Unternehmen mit dem Alter? (Dr. Lea Rutishauser)
- Spieler, Elias, Digitale Selbstwirksamkeit im Alter - Erhöht die digitale Selbstwirksamkeit die Bereitschaft über das Pensionsalter hinaus zu arbeiten? (Dr. Anja Feierabend)
- Tadic, Nicole, Der Einfluss digitaler Selbstwirksamkeit auf informelles Lernen am Arbeitsplatz (Delia Meyer, MSc)
- Trunz, Yannick, Joking up career ladder: the effects of humor on workplace relationship (Marina Pletscher, MA und Prof. Dr. Bruno Staffebach)
- Vijayakumar, Javeena, Digitale Selbstwirksamkeit: Wie wirkt sich der Glaube an die eigenen digitalen Fähigkeiten auf die Einstellung gegenüber Digitalisierung am Arbeitsplatz aus (Dr. Anastasia Sapegina)

- Vukelic, Andrea, In Mitarbeitende investieren: die Auswirkungen von Weiterbildungsmöglichkeiten auf die Organisationsleistung (Marina Pletscher, MA)
- Wesner, Lisa Maria, Was für einen Effekt hat die Betriebszugehörigkeitsdauer auf die Absicht über das Rentenalter hinaus zu arbeiten? (Dr. Anja Feierabend)
- Wyss, Marco, Der Einfluss von Führung auf den Wissenstransfer und das innovative Arbeitsverhalten von Arbeitnehmenden (Delia Meyer, MSc und Prof. Dr. Bruno Staffelbach)
- Zemp, Maurice, Zwischen AI und Bauchgefühl: Wie sieht die Personalselektion in Zukunft aus? (Dr. Lea Rutishauser)
- Zoronjic, Selma, Wie wirkt sich die Möglichkeit von Teilzeitarbeit auf das Engagement von Arbeitnehmenden für die Milizpolitik aus? (Claudio Zihlmann, MA)

### **Master Thesis MAS Effective Leadership**

- Holzer, Andrin, Die Arbeitgeberattraktivität der Huber & Co. AG Bandfabrik. (Dr. Lea Rutishauser)
- Jost, Kevin, Teamarbeit im Führungsgrundgebiet Operationen / zivilmilitärische Zusammenarbeit im Kommando Operationen der Schweizer Armee im Kontext BEYOND LEADERSHIP. (Dr. Dorothee Bürgi)
- Nussbaumer, Nicolas, Effektive Mitarbeiterführung am GAZ Ost. (Dr. Manuela Morf)
- Speich, Jean-Pierre, Erfüllungsgrad der psychologischen Verträge in der Berufsorganisation der Schweizer Luftwaffe aus Sicht der Mitarbeitenden. (Dr. Anja Feierabend)

### **Master Thesis MAS Humanitarian Leadership**

- Eliane, El Hajj, Well-Being and Motivation in a context of cascading disruptive events: the experience and perspective of ICRC Lebanon Resident Staff - What ICRC Lebanon Resident Staff can tell on useful practices supporting their well-being and motivation? (Dr. Manuela Morf)
- Håkon Jakob, Røthing, Humanitarian Team Dynamics - Effects of Team Development on Psychological Safety in Humanitarian Contexts. (Dr. Anja Feierabend)
- Kosimo Anthony, Richard, Virtual Leadership in the ICRC - What challenges did ICRC managers in South Sudan have in managing their teams virtually, and how did they try to overcome those challenges? (Dr. Lea Rutishauser)
- Stéphane Nicolas, Thonney, Implementing changes within ICRC field logistics teams - What are the best practices used by team leaders for implementing change within ICRC logistics field teams? (Dr. Reto Wegmann)

- Subhash Kumar, Sinha, Factors Facilitating the Impact of Short-Term/Continuing Professional Development (CPD) Training on Quality of Physical Rehabilitation Services. (Dr. Reto Wegmann)

## Examinations

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|--|-----------------|
| • HR Business Simulation, University of Lucerne                                    | 19 participants |
| • HR Lab - Leveraging Science for Practice   | 6 participants  |
| • Human Resource Management (HRM), University of Lucerne                           | 98 participants |
| • Leadership, University of Lucerne  | 63 participants |
| • Organization and Change Management, University of Lucerne                        | 63 participants |
| • People Analytics, University of Lucerne  | 13 participants |
| • Praxisorientierte Managementprozesse mit Bsp. aus dem HRM, University of Lucerne | 2 participants  |
| • Strategic HRM, University of Lucerne   | 55 participants |

## Guest Speakers

- Matteo Cocchi, Kommandant Kantonspolizei Tessin, Presentation CAS in Information Management and Leadership University of Lucerne. 04.02.2022
- Jenny Zehnder, Transa, Presentation "Organization and Change Management at Transa" University of Lucerne, 02.03.2023
- Dr. Jürg Stadelmann, Head HR Luzerner Kantonalbank, Presentation Strategic HRM University of Lucerne: «Strategic HR-Management at LUKB», 13.03.2023
- Matthias Mölloney, Owner of peopleXpert, Presentation HRM University of Lucerne: "HRM und Motivationsmanagement aus Sicht der Praxis", 14.03.2023
- Sonia Gomes und Natalie Müller, Consultants, Implement Consulting Group, "Organization and Change Management at Implement Consulting Group", Presentation University of Lucerne, 23.03.2023
- Dr. Stephan Hostettler, Managing Partner HCM, Presentation HRM University of Lucerne: "Lohnsysteme für Führungskräfte", 18.04.2023
- Sergio Studer, Founder von CARIFY, Presentation Organization and Change Management University of Lucerne, 20.04.2023
- 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", 04.05.2023
- Martina Morard, Leiterin Personalrekrutierung und Personal- & Organisationsentwicklung Verteidigung, Schweizer Armee, Presentation HRM University of Lucerne: "Menschenführung und Organisationskultur", 09.05.2023

- 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», 15.05.2023
- Dr. Eva-Maria Aulich, Managing Director of the Research Campus of Central Hessen (RCCH), Presentation HRM University of Lucerne: “Entscheidungsfehler im HRM”, 16.05.2023
- Gian-Andri Diem, Co-Founder and Managing Director of dhp technology, Presentation HR Business Simulation University of Lucerne: “Praxisbeispiel dhp technology”, 31.08.2023
- Marisa Hürlimann, Consultant at Brugger and Partners Ltd. (BHP), Presentation “Sustainability & HRM”, University of Lucerne, 21.09.2023
- Dr. Heidi E. Bodenmann, Head of People Development, Denner, Presentation People Analytics University of Lucerne: “Diversity & Inclusion at Migros”, 05.10.2023
- Michael Egermann, Head Human Resources Europe, Latin America, Middle East Africa, Canada at AMGEN, Presentation “People Analytics at Amgen”, University of Lucerne, 05.10.2023
- Marina Pletscher, Entrepreneur, Communication Expert and PhD Candidate at University of Lucerne, Presentation “Communicating Findings”, University of Lucerne, 09.11.2023
- Dr. Andreas Schmid, Geschäftsführer Schmid + Partner AG – Family Business Advisors, Praxistage Seminar “Praxisorientierte Managementprozesse mit Beispielen aus dem HRM” bei Schindler Aufzüge AG, 13./14.11.2023
- Mathias Maurer, BSc, Public Sector & B2B Alliances Manager Samsung; Praxistage Seminar “Praxisorientierte Managementprozesse mit Beispielen aus dem HRM” bei Schindler Aufzüge AG, 13./14.11.2023
- Dr. Alexandra Arnold, Head of People Analytics, Migros-Genossenschafts-Bund, Presentation People Analytics at Migros Group, University of Lucerne, 30.11.2023

### **Journal Articles**

- Arnold, A., Sender, A., Fulmer, I., & Allen, D. (2023). Variable Pay Transparency in Organizations: When are Organizations More Likely to Open Up About Pay? *Compensation & Benefits Review*, 56 (1), 16–36.  
<https://doi.org/10.1177/08863687231200802>
- Schärer, L., & Sender, A. (2023). Boomerang independent contractors: an experimental study using a psychological contract approach. *The International Journal of Human Resource Management*, 34 (5), 966–986.  
<https://doi.org/10.1080/09585192.2021.2013922>

### **Articles in Public Media**

- Feierabend, A. (2023). Stolpersteine in der neuen Arbeitswelt. *personalSCHWEIZ*, (3), 42–43

- Hofstetter, P., & Zihlmann, C. (2023). Milizsystem Schweiz — too big to fail. *personalSCHWEIZ*, (7), 36–38
- Haldemann, R., & Sender, A. (2023). Mythen und Fakten zur hybriden Arbeit. Möglichkeiten von Remote Work sinnvoll nutzen. *personalSCHWEIZ*, (3), 34–35
- Meyer, D., & Pletscher, M. (2023). Homeoffice-Pflicht für Alleinlebende. *HR Today*, (1)
- Meyer, D., Schneider, L., & Feierabend, A. (2023). Wo gehen all die Fachkräfte hin? *personalSCHWEIZ*, (9), 38–40
- Pletscher, M. (2023). Talentstatus: Belohnung oder Bestrafung? *personalSCHWEIZ*, (8), 20-21
- Pletscher, M., (2023). Humor am Arbeitsplatz? *personalSCHWEIZ*, (7), 33-35
- Sapegina, A. (2023). Das Paradox der paradoxen Führung: Widersprüche und Spannungen erkennen und adressieren. *personalSCHWEIZ*, (4), 34–36
- Sapegina, A. (2023). Mit agilen Tools zu mehr Teamleistung? *HR Today*, (2)
- Sender, A., & Feierabend, A., (2023), Schritt zur Lohntransparenz wagen. *personalSCHWEIZ*, (7), 22-23
- Sender, A., & Kost, S. (2023). Macht Talent Management Talente immer glücklich? *HR Today*, (6)

### **Research Reports**

- Ligthart, P., Poutsma, E., Sender, A., & Miedtank, T. (2023). Compensation & Benefits. In CRANET Research Network (Eds.), *Cranet Executive Report on International Human Resource Management: Summary and Analysis of 2021-2022 Survey Data* (S. 28–33). USA: CRANET. <https://doi.org/10.2139/ssrn.4647015>
- Meyer, D., Schneider, L., Feierabend, A., & Staffelbach, B. (2023). Frühlingsnewsletter Schweizer HR-Barometer 2023. Abgerufen von [https://www.unilu.ch/fileadmin/user\\_upload/Fruehlingsnewsletter\\_2023\\_DE.pdf](https://www.unilu.ch/fileadmin/user_upload/Fruehlingsnewsletter_2023_DE.pdf)
- Meyer, D., Schneider, L., Feierabend, A., Jenni, D., Niederberger, P., Bolli, T., Staffelbach, B. (2023). Herbstnewsletter Schweizer HR-Barometer 2023. Abgerufen von [https://www.unilu.ch/fileadmin/user\\_upload/Herbstnewsletter\\_2023.pdf](https://www.unilu.ch/fileadmin/user_upload/Herbstnewsletter_2023.pdf)

### **(Co-) editor of book series / member of a journal's editorial board**

- Gudela Grote, Bruno Staffelbach, Schweizer HR-Barometer, (Ko)Herausgeberschaft einer Buchreihe
- Kazlauskaitė, R., & Pletscher, M. (2023). Communication. In CRANET Research Network (Eds.), *Cranet Executive Report on International Human Resource Management: Summary and Analysis of 2021-2022 Survey Data* (S. 28–33). USA: CRANET. <https://doi.org/10.2139/ssrn.4647015>

- Staffelbach, B., Member of the Editorial Board, Journal of Organizational Effectiveness: People and Performance
- Staffelbach, B., Member of the Editorial Board, German Journal of Human Resource Management
- Sender, A., Associate Editor, JEEMS – Journal of East European Management Studies
- Sender, A., Associate Editor, CEMJ – Central European Management Journal

### **Books / book chapters**

- Häslér, G., & Staffelbach, B. (2023). Epilog - Vom Kollegialitätsprinzip als demokratische Rückversicherung. In Martin, Meyer. (Hrsg.), Krisenmanagement Schweiz (S. 189–196). Basel: NZZ Libro
- Staffelbach, B., & Häslér, G. (2023). Krisenmanagement Schweiz - Eine Rückbesinnung auf die Stärken der Schweiz. In Martin, Meyer (Hrsg.), Krisenmanagement Schweiz (S. 14–24). Basel: NZZ Libro

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

Several members of the Center were reviewers for: Academy of Management Annual Conference, OB Division, Academy of Management Annual Conference, HR Division, - Applied Psychology: An International Review, Central European Management Journal, European Academy of Management Conference, European Journal of Work and Organizational Psychology, Frontiers in Psychology, German Journal of Research in Human Resource Management, Human Relations, Group & Organization Management Journal (GOM), 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. Dave Collings, Chair of Sustainable Business, Trinity Business School, Doctoral Research Seminar in Human Resource Management, 06.09.2023
- Prof. Dr. Eric Davoine, Human Resources and Organization Chair, University of Friborg, Doctoral Research Seminar in Human Resource Management, 24.03.2023

### **Conference contributions/presentations**

- Jacob, N., MSc, Striking a Balance: Talent Status, Burnout, and the Interplay of Employee Obligations and Performance Orientation. Referat, Research Seminar in HRM, Center for Human Resource Management (CEHRM), Luzern, 07.12.2023



- Jacob, N., MSc, The Role of Organizational Identification in Mitigating Deviant Work Behaviors among Non-Talents. Referat, Doctoral Research Seminar in HRM, Zentrum für Human Resource Management (CEHRM), Luzern, 06.09.2023
- Jacob, N., MSc, The Role of Organizational Identification in Mitigating Deviant Work Behaviors among Non-Talents. Referat, EIASM Workshop on Talent Management, EIASM, Lyon, 02.10.2023
- Kost, S., MA, Can you not communicate Talent Management? A Qualitative Study. Presentation, Doctoral Research Seminar in HRM, Center for Human Resource Management, University of Lucerne, Luzern, 06.09.2023
- Kost, S., MA, Can you not communicate Talent Management? A Qualitative Study. Presentation, 12th EIASM Workshop on Talent Management, EIASM, Lyon, 03.10.2023
- Meyer, D., MSc, Exploring the Mediating Role of Social Networking: The Impact of Leader-Member Exchange on Career Sustainability. Presentation, Doctoral Research Seminar in HRM, Center for Human Resource Management, University of Lucerne, Lucerne, 04.03.2023
- Meyer, D., MSc, Exploring the Mediating Role of Social Capital: The Impact of Leader-Member Exchange on Career Sustainability. Presentation, EIASM Workshop on Strategic Human Resource Management, EIASM, Prag, 28.04.2023
- Meyer, D., MSc, Do Turnover Intentions Equal Withdrawal from Employee Creativity? The Moderating Effect of Career Orientations. Presentation, EURAM Doctoral Colloquium, EURAM, Dublin, 13.06.2023
- Meyer, D., MSc, Career sustainability: a relationship perspective. Presentation, Doctoral Research Seminar in HRM, Center for Human Resource Management, University of Lucerne, Lucerne, 06.09.2023
- Pletscher, M., MA, Value of Employee Voice: The impact of bottom-up communication on organizational innovation and the moderating role of communication training for managers. Presentation, EURAM Doctoral Colloquium, EURAM, Dublin, 13.06.2023
- Pletscher M., MA, When humor works: Impact of humor style similarity on supervisor-subordinate relationship. Presentation, EIASM 38th Workshop on Strategic Human Resource Management, EIASM, Prague, 28.04.2023
- Pletscher M., MA, Employee reactions to talent status communication: qualitative analysis of short-term reactions and long-term sense-making. Presentation, AOM Submission Incubator, Organizational Behavior: A division of Academy of Management, Online, 28.11.2023
- Pletscher, M., MA, Employee reactions to talent status communication: qualitative analysis of short-term reactions and long-term sense-making. Presentation, Eden doctoral Seminar on developing grounded Theory, Eden (EIASM), Brussels, 13.11.2023
- Pletscher M., MA, The Jungle of Talent Journey: Complexity and Change in Employee Perceptions of Being Recognized as Talents. Presentation, Lucerne Research Seminar, Universität Luzern, Luzern, 14.12.2023

- Sender, A., Dr., There is T in Talent Management. Presentation, 12th EIASM Workshop on Talent Management, EIASM, Lyon, 03.10.2023

### Interviews

- Feierabend, A., NZZ (05/2023). «Big plans, low energy»: Steht die Generation Z zu Recht im Rampenlicht? Abgerufen von <https://www.nzz.ch/finanzen/big-plans-low-energy-steht-die-generation-z-zu-recht-im-rampenlicht-ld.1734294>
- Feierabend, A., NZZ (04/2023). Mit der Arbeit in die Ferien: Workations sind im Trend, doch es gibt einige Herausforderungen. Abgerufen von <https://www.nzz.ch/wirtschaft/mit-der-arbeit-in-die-ferien-workations-sind-im-trend-doch-es-gibt-einige-herausforderungen-ld.1732508>
- Morf, M. (09/2023). Una Domanda: Più donne e formazione per affrontare la carenze di personale qualificato? Cooperazione. Abgerufen von <https://epaper.cooperazione.ch>
- Sender, A. (06/2023). Steiler Aufstieg zum neuen Job. Luzerner Zeitung
- Sender, A. (06/2023). Lohnangabe im Jobinserat? Luzerner Zeitung
- Sender, A. (05/2023). Schluss mit der Geheimhaltung: Der Ruf nach Lohntransparenz wird lauter. Handelszeitung
- Sender, A. (04/2023). Für mich 140'000 Franken, bitte! Neue Formen der Lohntransparenz. Tagesanzeiger. Abgerufen von <https://www.tagesanzeiger.ch/fuer-mich-140000-franken-bitte-334637063762>

### Event contributions/presentations

- Feierabend, A. & Meyer, D. (2023). 'Psychological Safety', ausgehend vom Schweizer HR-Barometer, mit Praxisbezug. Zürcher Gesellschaft für Personal (ZGP): Mittagsforum, Online, May, 2023
- Meyer, D., MSc. Quiet quitting: The role of career orientation in the relationship between turnover intentions and employee creativity. Presentation, Lucerne Research Seminar, University of Lucerne, Lucerne, 14.12.2023
- Sapegina, A., Mit Personalpraktiken internen Wettbewerb fördern? Entwicklung eines neuen Konzeptes und eines Messinstrumentes für 'kompetitive HR-Praktiken'. Präsentation, Netzwerkabend des CEHRM, Zentrum für Human Resource Management (CEHRM), Luzern, 15.11.2023
- Sapegina, A., New Leadership Models – Leadership im Kontext AI. Präsentation, International HRM Network Treffen, International HRM Group, Luzern, 23.10.2023
- Sender, A., Feierabend, A., Lohntransparenz: Entwicklungen, Aspekte und Auswirkungen. Referat, Treffen: ERFA-Kreis zum Thema Compensation Management, ERFA-Kreis zum Thema Compensation Management, Zürich. 22.11.2023
- Staffelbach Bruno, Semper Fidelis - Festvortrag. Neujahrskommers, Luzern, 28.12.2023

- Staffelbach Bruno, IKRK: Auftrag - Einsätze - Herausforderungen. Mittagsveranstaltung, Hergiswil, 04.09.2023
- Staffelbach Bruno, Zum Einsatz von höheren militärischen Kadern. Entlassungsfeier aus der Armee, Zürich, 22.08.2023
- Staffelbach Bruno, Krisenresistente Führungskräfte: Zusammenarbeit Universität Luzern und Höhere Kaderausbildung der Armee. Krisenresistente Führungskräfte für Wirtschaft und Gesellschaft, Kriens, 30.03.2023

### **Services in external research & educational institutions**

- Prof. Dr. Bruno Staffelbach, Board of Trustees, Foundation for Scientific Policy Scholarships
- Prof. Dr. Bruno Staffelbach, Member of the Advisory Board, Institute for Human Resources Management and Organization, School of Economics, University of Applied Sciences Northwestern Switzerland
- Prof. Dr. Bruno Staffelbach, Board member, Institute for Leadership and Human Resources Management University of St. Gallen
- Prof. Dr. Bruno Staffelbach, Member of the Academic Council European Institute for Advanced Studies in Management
- Prof. Dr. Bruno Staffelbach, Co-Investigator for Switzerland, Global Leadership and Organizational Behavior Effectiveness Project (GLOBE) (with Dr. Anastasia Sapegina)
- Prof. Dr. Bruno Staffelbach, Partner and Swiss Representative, Cranfield Network on Comparative Human Resource Management (CRANET) (with Dr. Anna Sender and Marina Pletscher, (MA)
- Prof. Dr. Bruno Staffelbach, Partner, International Center for Corporate Governance, St. Gallen
- Dr. Anastasia Sapegina, Dozentin, Hochschule für Wirtschaft Zürich (HWZ)
- Dr. Anna Sender, Dozentin, Hochschule Luzern und Dozentin für Strategisches HRM Universität Basel
- Delia Meyer, MSc, Lecturer, Hochschule für Wirtschaft Zürich (HWZ)

### **Virtual media: audio, video**

- Mollet, P., Arnold, A., & Sender, A. (28. Oktober 2023). Weshalb wir nicht über unseren Lohn sprechen: Youtube channel: Future of Work, Patrick Mollet. Abgerufen von <https://www.youtube.com/watch?v=vWXy2G9wB5E>
- Sprung L. & Morf, M (23. October 2023). Brunout verhindern und eine motivierende Arbeitswelt schaffen. Podcast Sprung Insights. Abgerufen von <https://podcasts.apple.com/ch/podcast/sprung-insights-dein-podcast-f%C3%BCr-unternehmertum-und/id1556415482>

### **Virtual media: blog, forum, newsgroup, website**

- Sender, A. (14. Dezember 2023). Lohntransparenz: Ein Paradigmenwechsel im Recruiting? (Inklusive Interview mit Anna Sender). Abgerufen von <https://www2.weblaw.ch/produkte/lawjobs/karrieretipps/lohntransparenz-ein-paradigmenwechsel-im-recruiting-mit-dr-anna-sender-und-anusz-greg-tomasik-swissdevjobs.html>

### **Services in favor of the public**

- Prof. Dr. Bruno Staffelbach, Member of the Advisory Board, HR ConScience
- Prof. Dr. Bruno Staffelbach, Member of the Advisory Board, Lucerne Dialogue
- Prof. Dr. Bruno Staffelbach, Member of the Patronage Committee, Luga
- Prof. Dr. Bruno Staffelbach, Member Delegation Forschung swissuniversities
- Prof. Dr. Bruno Staffelbach, Member Steuerungsausschuss, Projekt Berufsmilitär 4.0
- Prof. Dr. Bruno Staffelbach, Member of the Board, Forum Sicherheit Schweiz
- Prof. Dr. Bruno Staffelbach, Representative of swissuniversities, commission for the coordination of civilian and military education
- Prof. Dr. Bruno Staffelbach, Chair of the International HRM Group, University of Lucerne
- Prof. Dr. Bruno Staffelbach, Weizsäcker Institute for Ethical Progress (WIEP), Vize/Präsident/in, Schweiz
- Prof. Dr. Bruno Staffelbach, Gewerbeverband des Kantons Luzern, Mitglied, Schweiz
- Prof. Dr. Bruno Staffelbach, Member of the Swiss Institute of Directors, Schweiz
- Prof. Dr. Bruno Staffelbach, American Economic Association, Member, Vereinigte Staaten von Amerika
- Prof. Dr. Bruno Staffelbach, Human Resource Planning Society / HR People + Strategy, Member, Vereinigte Staaten von Amerika
- Prof. Dr. Bruno Staffelbach, German Economic Association for Business Administration, Member, Deutschland
- Prof. Dr. Bruno Staffelbach, Academy of Management, Member, Vereinigte Staaten von Amerika
- Prof. Dr. Bruno Staffelbach, American Psychological Association, Member, Vereinigte Staaten von Amerika
- Prof. Dr. Bruno Staffelbach, German Economic Association, Reserach Committee "Economics and Ethics" (Verein für Socialpolitik, Ausschuss "Wirtschaftswissenschaft und Ethik"), Member, Deutschland

- Prof. Dr. Bruno Staffelbach, German Academic Association for Business Research (Verband der Hochschullehrer für Betriebswirtschaft e.V.), Member, Deutschland
- Prof. Dr. Bruno Staffelbach, German Association for People Management (Deutsche Gesellschaft für Personalführung), Member, Deutschland
- Dr. Anastasia Sapegina, Organizational Behavior Division, Academy of Management (AOM), Member, USA
- Dr. Anastasia Sapegina, Human Resource Division, Academy of Management (AOM), Member, USA
- Dr. Anastasia Sapegina, European Academy of Management (EAURAM), Member, Belgium
- Dr. Anastasia Sapegina, Swiss Positive Psychology Association (SWIPPA), Associate Member
- Dr. Anastasia Sapegina, British Academy of Management (BAM), Member, Great Britain
- Dr. Anastasia Sapegina, Early Career Academic Network (ECA), Member, Great Britain
- Dr. Anastasia Sapegina, Impact Scholarly Community, Member, USA
- Dr. Anastasia Sapegina, Deutscher Hochschulverband, Mitglied, Deutschland
- Dr. Anna Sender, “Zürcher Gesellschaft für Personalmanagement (ZGP)”, Member of the Board
- Dr. Anna Sender, Swiss HR Analytics (SHRA), Member of Sounding Board
- Dr. Lea Rutishauser, University of Lucerne, Member of the International HRM Group
- Naemi Jacob, MSc, Swiss Psychological Society (SPS), Member

### **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, Head of the Center for Human Resource Management (CEHRM)
- 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
- Dr. Anastasia Sapegina, Member of the Committee of Continuing Education
- Naemi Jacob, MSc, Member Working Group Women\* in Academia

### **Event organization**

- Prof. Dr. Bruno Staffelbach, Dr. Lea Rutishauser, Elena Vossberg, Frühjahrstagung International HRM Group, Altdorf, 04.04.2023
- Prof. Dr. Bruno Staffelbach, Elena Vossberg, Workshop Wirtschaftswissenschaft und Ethik des Ausschusses Wirtschaftswissenschaft und Ethik im Verein für Socialpolitik, (Co-)Organisator/in, Luzern, 17.-18.02.2023
- Prof. Dr. Bruno Staffelbach, 38th Workshop Strategic Human Resource Management, European Institute for Advanced Studies in Management, Bruxelles, (Co-)Organisatio, Prag, 2023
- Prof. Dr. Bruno Staffelbach, Dr. Lea Rutishauser, Elena Vossberg, Herbsttagung International HRM Group, Luzern, 24.10.2023

### **Awards, honors, prizes and scholarships/grants**

- Sapegina, A., AOM HR Division Best Reviewer Award, HR Division of the 83 Annual Academy of Management Conference, Boston, 2023
- 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 Schärner, 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, MA, Marina Pletscher, MA)
- 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**

- Similarity Biases in Talent Identification: A Quantitative Investigation of Contextual Influence. Naemi Jacob, MSc (lead), Prof. Dr. Bruno Staffelbach, Marina Pletscher, MA
- Swiss Human-Relations-Barometer (SNSF: 10FI14\_198051). Dr. Anja Feierabend (lead), Delia Meyer, MSc, Prof. Dr. Bruno Staffelbach
- 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, Sarah Kost, MA, 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
- 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
- Prof. Dr. Antoinette Weibel, University of St. Gallen (HSG)
- Prof. Dr. Anders Dysvik, BI Norwegian Business School Oslo
- Dr. Wiebke Doden, London School of Economics (LSE) / King's College London
- Dr. Daniela Frau, Zürcher Hochschule für Angewandte Wissenschaften (ZHAW)

## **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 Kantonbank (LUKB), Dr. Jürg Stadelmann, PhD, Silvana Leasi, MA
- Dätwyler, Hans-Christoph Six, Loretta Kaus

### **Members of the Advisory Board**

- Albisser, Doris, Executive Chairman of Evaluglobe AG
- Bergen, Thomas, CEO of getAbstract
- Bucher, Kurt, Director 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
- Mölleneny, Matthias Owner of peopleXpert GmbH

### **Members of the International Faculty**

- Brewster, Chris, Prof. Dr., Professor of International HRM Henley Business School, University of Reading, in the UK; and at Nijmegen University in the Netherlands
- Fulmer, Ingrid, Prof. Dr., Dean and Professor of the School of Labor and Employment Relations, University of Illinois at Urbana-Champaign
- Jackson, Susan E., Prof. Dr. Dr. h.c., Distinguished Professor of Human Resource Management in the School of Management and Labor Relations, Rutgers University
- May, Dr. Feena, Managing Director of The Inspiring Company Sàrl
- Randall, Schuler, Distinguished Professor of HRM, Rutgers school of Management and Labor Relations
- Smale, Adam, Prof. Dr., Dean and Professor at University of Vaasa, School of Management
- Sparrow, Paul, Prof. Dr., Director Centre for Performance Led HRM



## Events

- Newcomer in 2023: Sarah Kost, MA, as External Doctoral Student, 01.09.2023
- Strategy meeting of the CEHRM, 28.09.2023, Engelberg
- Graduation ceremony of the MAS in Humanitarian Leadership, 28.11.2023, University of Lucerne online
- Graduation Ceremony of the MAS Effective Leadership, 14.12.2023, University of Lucerne