

**UNIVERSITY OF  
LUCERNE**

**FACULTY OF ECONOMICS AND  
MANAGEMENT**

A portrait of Prof. Dr. Elaine Farndale, a woman with curly blonde hair and glasses, smiling. She is wearing a dark, patterned jacket and a gold chain necklace. The background is a blurred green.

**LECTURE INVITATION**  
**THE MULTIPLE CONTEXTS**  
**OF HUMAN RESOURCE**  
**MANAGEMENT**  
**PROF. DR. ELAINE FARNDALE**



As part of the Dies Academicus of the University of Lucerne, Prof. Dr. Elaine Farndale will be awarded an honorary doctorate from the Faculty of Economics and Management.

You are cordially invited to attend her public lecture (in English) followed by an aperitif:

### **THE MULTIPLE CONTEXTS OF HUMAN RESOURCE MANAGEMENT**

Human resource management (HRM) is influenced by an array of contextual factors, especially at an international level. Elaine Farndale supports an “institutional multiplicity” approach to researching, teaching, and practicing international HRM to address this complexity. This involves considering multiple layers of context – strategic, HRM systems, organizational, (inter) national, and temporal – when developing and implementing HRM practices globally. Rather than controlling context away, this approach involves exploring the embeddedness of management practices. Elaine Farndale’s work is informed substantially by the CRANET research network of scholars examining organizational HRM policies and practices, which spans over forty countries and three decades.

**Elaine Farndale** is Professor of Human Resource Management and Director of the School of Labor and Employment Relations at The Pennsylvania State University (USA), where she is also Founder and Director of the Center for International Human Resource Studies. Elaine’s research and teaching cover international and strategic human resource management, with over 100 publications in leading journals such as Journal of International Business Studies and Journal of Management. She has also served in editorial roles, including Co-Editor-in-Chief for Human Resource Management Journal, and others. She completed her Ph.D. at Cranfield School of Management (UK) and worked previously as an HR specialist for several years.

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#### **Date**

Thursday, 7 November 2024

#### **Time**

4.15–5.30 p.m.

#### **Location**

Auditorium 8 (Ground floor)

#### **Registration**

until 28 October 2024

[www.unilu.ch/wf-farndale](http://www.unilu.ch/wf-farndale)

