

LIST OF PUBLICATIONS
AND PRESENTATIONS

o. Univ. Prof. Dr. Wolfgang Mayrhofer

Books

1. Mayrhofer, W., Furtmüller, G., & Kasper, H. (Eds.). 2015. ***Personalmanagement - Führung - Organisation*** (5 ed.). Wien: Linde.
2. Mabey, C. & Mayrhofer, W. (Eds.). 2015. ***Developing Leadership. Questions Business Schools Don't Ask***. Los Angeles et al.: Sage.
3. Brewster, C., & Mayrhofer, W. (Eds.). 2012. ***Handbook Of Research On Comparative Human Resource Management***. Cheltenham: Edward Elgar.
4. Briscoe, J. P., Hall, D. T., & Mayrhofer, W. (Eds.). 2012. ***Careers Around the World. Individual and Contextual Perspectives***. New York, Oxon: Routledge.
5. Mayrhofer, W., Meyer, M., & Titscher, S. (Eds.). 2010. ***Praxis der Organisationsanalyse. Anwendungsfelder und Methoden (Practice of organizational analysis. Areas of application and methods)***. Wien: Facultas wuv.
6. Kasper, H., & Mayrhofer, W. (Eds.). 2009. ***Personalmanagement - Führung – Organisation (Personnel Management – Leadership – Organisation)*** (4th ed.). Wien: Linde.
7. Titscher, S., Meyer, M., & Mayrhofer, W. 2008 ***Organisationsanalyse. Konzepte und Methoden (Organizational analysis. Concepts and methods)***. Wien et al.: facultas wuv UTB.
8. Erten, C., Mayrhofer, W., Seebacher, U., & Strunk, G. 2006. ***Personalmanagement und Führungskräfteentwicklung. Zahlen - Fakten - Praktische Konsequenzen (Human resource management and management development. Figures – facts – practical consequences)***. Wien: Linde.
9. Larsen, H. H., & Mayrhofer, W. (Eds.). 2006. ***Managing human resources in Europe. A thematic approach***. London: Routledge.
10. Zauner, A., Heimerl, P., Mayrhofer, W., Meyer, M., Nachbagauer, A., Praschak, S., & Schmidtmayr, H. 2006. ***Von der Subvention zum Leistungsvertrag. Neue Koordinations- und Steuerungsformen und ihre Konsequenzen für Nonprofit-Organisationen - eine systemtheoretische Analyse (From subsidies to performance related contracts. New forms of coordination and control and their consequences for nonprofit organisations – a systems theoretical analysis)***. Bern: Haupt.
11. Mayrhofer, W., Meyer, M. & Steyrer, J., (Eds.). 2005. ***macht?erfolg?reich?glücklich? Einflussfaktoren auf Karrieren (power? success? wealth? happiness? Influencing factors of careers)***. Wien: Linde.
12. Weber, W., Mayrhofer, W., Nienhüser, W., & Kabst, R. 2005. ***Lexikon Personalwirtschaft (Dictionary of Human Resource Management)*** (2., modified and enlarged ed.). Stuttgart: Schäffer-Poeschel.
13. Stahl, G. K., Mayrhofer, W., & Kühlmann, T. M. (Eds.). 2005. ***Internationales Personalmanagement - neue Aufgaben, neue Lösungen (International Human Resource Management – new tasks, new solutions)***. München, Mering: Hampp.
14. Mayrhofer, W., & Iellatchich, A. (Eds.). 2005. ***Globalisierung und Diffusion (Globalisation and Diffusion)***. Frankfurt a. Main, London: IKO - Verlag für Interkulturelle Kommunikation.

15. Brewster, C., Mayrhofer, W., & Morley, M. (Eds.). 2004. **European Human Resource Management – evidence of convergence?**. London: Butterworth-Heineman.
16. Festing, M., Martin, A., Mayrhofer, W., & Nienhüser, W. (Eds.). 2004. **Personaltheorie als Beitrag zur Theorie der Unternehmung (Personnel theory as a contribution to the theory of the firm)**. München, Mering: Hampp.
17. Kasper, H., & Mayrhofer, W. (Eds.). 2002. **Personalmanagement - Führung – Organisation (Personnel Management – Leadership – Organisation)** (3rd ed.). Wien: Linde.
18. Brewster, C., Mayrhofer, W., & Morley, M. (Eds.). 2000. **New Challenges in European Human Resource Management**. London: Macmillan.
19. Elsik, W., & Mayrhofer, W. (Eds.). 1999. **Strategische Personalpolitik. (Strategic Personnel Policy)**. München, Mering: Hampp.
20. Martin, A., Mayrhofer, W., & Nienhüser, W. (Eds.). 1999. **Die Bildungsgesellschaft im Unternehmen? (Education society in the firm?)** München, Mering: Hampp.
21. Eckardstein, D. v., Kasper, H., & Mayrhofer, W. (Eds.). 1999. **Management. Theorien - Führung - Veränderung**. Stuttgart: Schäffer-Poeschel.
22. Mayrhofer, W., Dunkel, M., Hermann, A., & Lindner, D. 1998. **Handbuch für den Auslandseinsatz von Mitarbeitern (Handbook of foreign assignments of employees)**. Köln: Eigenverlag (also: Bekleidungstechnische Schriftenreihe, Bd. 129).
23. Mayrhofer, W., Hanel, U., & Hegewisch, A. (Eds.). 1997. **Personalarbeit im Wandel. Entwicklungen in den neuen Bundesländern und in Europa (Changes in human resource management in the New Federal States (East-Germany) - a European comparison)**. München, Mering: Hampp.
24. Mayrhofer, W. 1996. **Mobilität und Steuerung in international tätigen Unternehmen (Mobility and Management in international enterprises)**. Stuttgart: Schäffer-Poeschel. (Post-doctoral thesis/Habilitation)
25. Kasper, H., & Mayrhofer, W. (Eds.). 1996. **Personalmanagement, Führung, Organisation (Personnel Management – Leadership – Organisation)** (2nd, revised ed.). Wien: Ueberreuter.
26. Weber, W., Mayrhofer, W., Nienhüser, W., Rodehut, M., & Rüther, B. 1992. **Betriebliche Entscheidungsprozesse im Weiterbildungsbereich (Organisational training and development decisions. Decision processes and results)**. München, Mering: Hampp.
27. Weber, W., Mayrhofer, W., & Nienhüser, W. 1993. **Grundbegriffe der Personalwirtschaft (Basics of personnel management)**. Stuttgart: Schäffer-Poeschel.
28. Kasper, H., & Mayrhofer, W. (Eds.). 1993. **Managementseminar Personal, Führung und Organisation – 3 Bände (Management-Seminar Personnel, Leadership, Organisation - three volumes)**. Wien: Ueberreuter.
29. Mayrhofer, W. 1989. **Trennung von der Organisation (Leaving organisations)**. Wiesbaden: Deutscher Universitäts-Verlag.

Guest Editorships – Special Issues of Refereed Journals

1. ***Journal of Global Mobility***, 2 (2), 2014: Context and Global Mobility: Diverse Global Work Arrangements – with B. Sebastian Reiche
2. ***Organization Studies***, 32 (12), 2011, Special Section: Career as a social and political phenomenon in the globalized economy – with Hugh Gunz and Pamela S. Tolbert
3. ***Cross Cultural Management. An International Journal***, 18(1), 2011: Knowledge migration, communication and value change – with Katharina Chudzikowski and Gerhard Fink
4. ***Management Revue***, 20, 1, 2009, Special Issue: The End of Personnel? Managing Human Resources in Turbulent Environments – with Astrid Reichel
5. ***Career Development International***, 12 (2), 2007, Special Section on Particular Careers – with Hugh Gunz
6. ***Journal of Cross-Cultural Competence and Management***, 5, 2007: Researching cultures and management – past achievements and future challenges – with Gerhard Fink
7. ***Journal of Organizational Transformation and Social Change***, 3(1), 2007: Managerial challenges of demographic, political and economic change – with Gerhard Fink
8. ***Journal for East European Management Studies***, 9(2), 2004: Management across Borders – with Alexandre Iellatchitch
9. ***International Journal of Manpower***, 24(2), 2003: Labour market developments and flexible working practices – with Michael J. Morley and Patrick Gunnigle
10. ***International Journal of Human Resource Management***, 13 (5), 2002: Women in Global Business – with Nancy K. Napier and Sully Taylor
11. ***Zeitschrift für Personalforschung***, 16 (4), 2002: Neue Organisations- und Beschäftigungsformen aus personalwirtschaftlicher Perspektive – Grundlagen und theoretische Perspektiven (New organisational forms and new forms of employment from a human resource management perspective – foundations and theoretical perspectives) – with Michael Meyer

Articles in Peer Reviewed Journals

1. Brewster, C., Gooderham, P. N., & Mayrhofer, W. 2016. Human resource management: the promise, the performance, the consequences. *Journal of Organizational Effectiveness: People and Performance*, 3(2): 181-190.
2. Schneidhofer, T. M., Latzke, M., & Mayrhofer, W. 2016 (forthcoming). Karrieren von Diversitätsmanager_innen: Im Spannungsfeld sozialer Arenen (Careers of diversity managers. A field of tension of social arenas). *Diversitas - Zeitschrift für Managing Diversity und Diversity Studies*.
3. Mayrhofer, W., Briscoe, J. P., Hall, D. T., Dickmann, M., Dries, N., Kaše, R., Parry, E., & Unite, J. in press, 2016. Career success across the globe – Insights from the 5C project. *Organizational Dynamics*, 45(2)
4. Latzke, M., Kattenbach, R., Schneidhofer, T., Schramm, F., & Mayrhofer, W. 2016. Consequences of voluntary job changes in Germany: A multilevel analysis for 1985–2013. *Journal of Vocational Behavior* 93: 139-149.
5. Shen, Y., Demel, B., Unite, J., Briscoe, J. P., Hall, D. T., Chudzikowski, K., Mayrhofer, W., Abdul-Ghani, R., Bogicevic Milikic, B., Colorado, O., Fei, Z., Las Heras, M., Ogliastri, E., Pazy, A., Poon, J. M. L., Shefer, D., Taniguchi, M., & Zikic, J. 2015. Career success across eleven countries: implications for international human resource management. *International Journal of Human Resource Management*, 26(13): 1753-1778.
6. Supangco, V. & Mayrhofer, W. 2014. Determinants of work role transition outcomes of Filipinos in Singapore. *Journal of Global Mobility*, 2(3): 317-342.
7. Kattenbach, R., Schneidhofer, T. M., Lücke, J., Latzke, M., Loacker, B., Schramm, F., & Mayrhofer, W. 2014. A quarter of a century of job transitions in Germany. *Journal of Vocational Behavior*, 84: 49-58.
8. Demel, B., & Mayrhofer, W. 2013. Dimensionen des Karriereerfolgs: Wie sich Flexpatriates von Expatriates unterscheiden. *PERSONALQuarterly*, 65(4): 20-25.
9. Schneidhofer, T. M., Schiffinger, M., & Mayrhofer, W. 2012. Still a man's world? The influence of gender and gender role type on income in two business school graduate cohorts over time. *Equality, Diversity and Inclusion: An International Journal*, 31 (1): 65-82.
10. Mayrhofer, W. 2012. Falling for the Change Hype - or: (Career, HR, and OB) Research Should Know Better. *Zeitschrift für Personalforschung*, 26(1): 77-82.
11. Gunz, H., Mayrhofer, W., & Tolbert, P. 2011. Career as a Social and Political Phenomenon in the Globalized Economy. *Organization Studies*, 32(12): 1613-1620
12. Schneidhofer, T. M., Schiffinger, M., & Mayrhofer, W. 2011. Ein altes Spiel mit neuen Regeln? Karrieren, Gender und Mikropolitik aus einer Bourdieu'schen Perspektive (An old game with new rules? Career, gender, and micro-politics from a Bourdieuan perspective). *Freie Assoziation – Zeitschrift für das Unbewusste in Organisation und Kultur*, 14(3+4): 133-155.
13. Mayrhofer, W., Brewster, C., Morley, M. J., & Ledolter, J. 2011. Hearing a different drummer? Convergence of human resource management in Europe — A longitudinal analysis. *Human Resource Management Review* 21 (1): 50-67

14. Brewster, C., Mayrhofer, W., & Reichel, A. 2011. Riding the tiger? Going along with Cranet for two decades - A relational perspective ***Human Resource Management Review***, 21(1): 5-15
15. Chudzikowski, K., & Mayrhofer, W. 2011. In search of the blue flower? Grand social theories and career research: The case of Bourdieu's theory of practice. ***Human Relations***, 64(1): 19-36
16. Gunz, H., & Mayrhofer, W. 2011. Re-conceptualizing career success: a contextual approach. ***Zeitschrift für ArbeitsmarktForschung***, 43(3): 251-260.
17. Reichel, A., Brandl, J., & Mayrhofer, W. 2010. The Strongest Link: Legitimacy of Top Management Diversity, Sex Stereotypes and the Rise of Women in Human Resource Management 1995-2004. ***Management Revue***, 31(3): 332-352.
18. Demel, B., & Mayrhofer, W. 2010. Frequent Business Travelers Across Europe. Career Aspirations and Implications. ***Thunderbird International Business Review***, 52(4): 301-312.
19. Reichel, A. & Mayrhofer, W. 2009. The End of Personnel? Managing Human Resources in Turbulent Environments. ***Management Revue*** 20 (1): 5-14.
20. Mayrhofer, W., Nordhaug, O., & Obeso, C. 2009. Career and Job Preferences among Elite Business Students. ***Beta. Scandinavian Journal of Business Research***, 22 (2): 38-64.
21. Chudzikowski, K., Demel, B., Mayrhofer, W., Briscoe, J. P., Unite, J., Bogicevic Milikic, B., Hall, D. T., Heras, M. L., Shen, Y., & Zikic, J. 2009. Career transitions and their causes: A country-comparative perspective. ***Journal of Occupational and Organizational Psychology***, 82: 825-849.
22. Mayrhofer, W., & Schneidhofer, T. 2009. The lay of the land: European career research and its future. ***Journal of Occupational and Organizational Psychology***, 82: 721-737.
23. Reichel, A., Brandl, J., & Mayrhofer, W. 2009 Departmental status in light of a growing proportion of female staff: the case of human resource management. ***European Journal of International Management***, 3(4): 457-477
24. Fink, G., & Mayrhofer, W. 2009. Cross-cultural competence and management - setting the stage. ***European Journal of Cross-Cultural Competence and Management***, 1(1): 42-65.
25. Brandl, J., Mayrhofer, W., & Reichel, A. 2008. The Influence of Social Policy Practices and Gender Egalitarianism on Strategic Integration of Female HR Directors. ***International Journal of Human Resource Management***, 19(11): 2113-2131
26. Brandl, J., Mayrhofer, W., & Reichel, A. 2008. Equal, but Different? The Impact of Gender Egalitarianism on the Integration of Female/Male HR Directors. ***Gender in Management***, 23(1): 67-80.
27. Mayrhofer, W., & Reichel, A. 2008. Looking for the Holy Grail? Tracking human resource management developments over time - reflections on theoretical and methodological issues. ***Problems and Perspectives in Management***, 6(1): 128-135.
28. Mayrhofer, W., Meyer, M., Schiffinger, M., & Schmidt, A. 2008. The influence of family responsibilities, career fields and gender on career success: An empirical study. ***Journal of Managerial Psychology*** 23 (3): 292-323.
29. Brandl, J., Mayrhofer, W., & Reichel, A. 2007. Gender-egalitarian culture and differences in strategic integration among women and men in HR director positions. ***Management Research News***, 30(9): 634-645.

30. Mayrhofer, W. 2007. European comparative management research: towards a research agenda. *European Journal of International Management*, 1(3): 191-205.
31. Mayrhofer, W., Meyer, M., Steyrer, J., & Langer, K. 2007. Can expatriation research learn from other disciplines? The case of international career habitus. *International Studies of Management & Organization*, 37(3): 89-107.
32. Mayrhofer, W., & Iellatchich, A. 2005. Rites, right? The value of rites de passage for dealing with today's career transitions. *Career Development International*, 10(1): 52-66.
33. Mayrhofer, W., & Brewster, C. 2005. European human resource management: researching developments over time. *Management Revue*, 16(1): 36-62.
34. Mayrhofer, W., Steyrer, J., Meyer, M., Strunk, G., Schiffinger, M., & Iellatchich, A. 2005. Graduates' career aspirations and individual characteristics. *Human Resource Management Journal*, 15(1): 38-56.
35. Mayrhofer, W., Iellatchich, A., Meyer, M., Steyrer, J., Schiffinger, M., & Strunk, G. 2004. Going beyond the individual. Some potential contributions from a career field and habitus perspective for global career research and practice. *Journal of Management Development*, 23(9): 870-884.
36. Mayrhofer, W., Meyer, M., Iellatchich, A., & Schiffinger, M. 2004. Careers and human resource management - a European perspective. *Human Resource Management Review*, 14: 473-498.
37. Strunk, G., Schiffinger, M., & Mayrhofer, W. 2004. Lost in Transition? Complexity in Organisational Behaviour - the Contributions of Systems Theories. *Management Revue*, 15(4): 481-509.
38. Iellatchich, A., & Mayrhofer, W. 2004. Management across borders - A multidisciplinary approach towards globalisation and diffusion processes in Central and Eastern Europe. *Journal for East European Management Studies*, 9(2): 93-97.
39. Mayrhofer, W., Müller-Camen, M., Ledolter, J., Strunk, G., & Erten, C. 2004. Devolving responsibilities for human resources to line management? An empirical study about convergence in Europe. *Journal for East European Management Studies*, 9(2): 123-146.
40. Mayrhofer, W. 2004. Social Systems Theory as Theoretical Framework for Human Resource Management - Benediction or Curse? *Management Revue*, 15(2): 178-191.
41. Müller-Camen, M., Mayrhofer, W., Ledolter, J., Strunk, G. & Erten-Buch, C. 2004. Pure Rhetorik? Populäre personalwirtschaftliche Handlungsempfehlungen der 1990er Jahre und ihre Umsetzung - eine international vergleichende empirische Analyse (Pure Rhetoric? Popular recipes in human resource management in the 1990's and their realisation – an international comparative empirical analysis). *Zeitschrift für Personalforschung*, 18(2), 2004, 164-182
42. Mayrhofer, W. 2003. No one can serve two masters - not even HRM! About the relationship between talking business and being human friendly. *Estonian Business Review*, 17(Autumn): 197-203.
43. Iellatchich, A., Mayrhofer, W. & Meyer, M. 2003. Career fields: A small step towards a grand career theory? *International Journal of Human Resource Management*, 14 (5), 2003: 728-750.
44. Morley, M. J., Gunnigle, P., & Mayrhofer, W. 2003. Labour market developments and flexible working practices - Introduction. *International Journal of Manpower*, 24(2): 118-127.

45. Mayrhofer, W. 2002. Sodobni trendi pri vodenju: Ijudi samo voditi ne zadostuje (Contemporary trends in leadership: Leading people is not enough). *Kadri*(Nov): 12-17.
46. Mayrhofer, W. & Meyer, M. 2002. "No More Shall We Part?" Neue Selbständige und neue Formen der Kopplung zwischen Organisation und ihrem Personal (newly self-employed and new forms of coupling between organisation and its personnel). *Zeitschrift für Personalforschung*, 16(4): 599-614.
47. Mayrhofer & W., Scullion, H. 2002. Femal expatriates in international business. Empirical evidence from the German clothing industry. *International Journal of Human Resource Management*, 13 (4), 815-836
48. Mayrhofer, W., & Iellatchitch, A. 2002. Diffusion in kulturell heterogenen Kontexten - eine Einführung. *Journal of Cross-Cultural Competence & Management*, 3: 199-202.
49. Mayrhofer, W., Müller-Camen, M., Ledolter, J., Strunk, G. & Erten, C. 2002. The Diffusion of Management Concepts in Europe - Conceptual Considerations and Longitudinal Analysis. *Journal of Cross-Cultural Competence & Management*, 3: 315-349.
50. Taylor, S., Napier, N. K. & Mayrhofer, W. 2002. Women in Global Business. *International Journal of Human Resource Management*, 13(4): 160-166.
51. Iellatchitch, A., Mayrhofer, W. & Meyer, M. 2003. Career fields: A small step towards a grand career theory? *International Journal of Human Resource Management*, 14 (5), 2003: 728-750.
52. Mayrhofer, W., Meyer, M., Steyrer, J., Iellatchitch, A., Schiffinger, M., Strunk, G., Erten-Buch, C., Hermann, A. & Mattl, C. 2002. Einmal gut, immer gut? Einflussfaktoren auf Karrieren in 'neuen' Karrierefeldern (Once good, always good? Factors influencing careers in 'new' career fields). *Zeitschrift für Personalforschung*, 16(3): 392-414.
53. Müller, M., Mayrhofer, W., Ledolter, J., Erten, C. & Strunk, G. 2001. Neue Formen der Arbeitsorganisation in Europa - eine empirische Studie (New forms of work organisation in Europe – an empirical study). *Journal für Betriebswirtschaft*, 51(5-6): 265-277.
54. Mayrhofer, W. 2001. Organisational international career logics (OICLs). A conceptual tool for analysing organisational expatriation patterns and their consequences for the management of organisations. *Thunderbird International Business Review*, 43(1): 121-144.
55. Kasper, H., Mayrhofer, W. & Meyer, M. 1999. Der Unternehmer ist verschwunden - es lebe der Unternehmer (The entrepreneur is gone – long live the entrepreneur). *Die Betriebswirtschaft*, 59(6): 850-854.
56. Mayrhofer, W. & Volz, R. 1999. Neue Akteure und Arenen in den europäischen Arbeitsbeziehungen (New actors and arenas in European Industrial relations). *WSI-Mitteilungen*, 52: 349-359.
57. Müller, M., Lundblad, N., Mayrhofer, W. & Söderström, M. 1999. A comparison of Human Resource Management Practices in Austria, Germany and Sweden. *Zeitschrift für Personalforschung*, 13(1): 67-82.
58. Weber, W., Mayrhofer, W., Kabst, R. & Hanel, U. 1999. Personalmanagement in Europa (Human resource management in Europe). *Personal*, 51(1): 32-36.
59. Kasper, H., Mayrhofer, W. & Meyer, M. 1998. Managerhandeln - nach der systemtheoretisch-konstruktivistischen Wende (Managing after the systemtheoretical-constructivist turnaround). *Die Betriebswirtschaft*, 58(5): 603-621.

60. Mayrhofer, W. 1998. Between market, bureaucracy, and clan - coordination and control mechanisms in the Cranfield Network on European Human Resource Management (Cranet-E). *Journal of Managerial Psychology*, 13(3/4): 241-258.
61. Mayrhofer, W. 1997. Attention: Flexibility can damage your organisational health. *Employee Relations*, 19(6): 519-534.
62. Mayrhofer, W. 1997. Of dice and men. High flyers in German speaking countries. *Career Development International*, 2(7): 331-340.
63. Mayrhofer, W. 1997. Auslandseinsatz als Instrument des informationellen Grenzmanagements international tätiger Unternehmen - eine systemtheoretisch orientierte Analyse (International assignment as an instrument of informational boundary management in international enterprises - a system analysis). In G. Schreyögg, & J. Sydow (Eds.), *Managementforschung 7 - Gestaltung von Organisationsgrenzen*: 111-157. Berlin, New York: De Gruyter.
64. Mayrhofer, W. 1997. Kreuz und quer durch die Kulturen (Zig-zagging through cultures). *Die Mitbestimmung*, 5: 49-51.
65. Brewster, C., Larsen, H. H., & Mayrhofer, W. 1997. Integration and Assignment: A Paradox in Human Resource Management. *Journal of International Management*, 3(1): 1-23.
66. Brewster, C., & Mayrhofer, W. 1996. Ethnocentric staffing policies in European multinationals. *International Executive*, 38(6): 749-778.
67. Morley, M., Brewster, C., Gunnigle, P. & Mayrhofer, W. 1996. Evaluating change in European industrial relations: research evidence on trends at organisational level. *International Journal for Human Resource Management*, 7: 640-656.
68. Mayrhofer, W., & Dunkel, M. 1996. Personalentwicklung in den neuen Bundesländern (Training and development in the New Federal States (East-Germany)). *Wissenschaftliche Zeitschrift der Technischen Universität Dresden*, 45(4): 16-20.
69. Mayrhofer, W. 1995. Human Resource Management in Austria. *Employee Relations*, 17(7): 8-30.
70. Mayrhofer, W. 1992. Universitätsinterne Karrieren von Studierenden. Eine empirische Studienverlaufsanalyse vor dem Hintergrund der betrieblichen Mobilitätsforschung (Internal university careers of students. An empirical analysis of the course of studies based on organisational mobility research). *Zeitschrift für Personalforschung*, 6(2): 164-179.
71. Pullig, K.-K., & Mayrhofer, W. 1992. Das Organisationsplanspiel (OPS) als Baustein von Organisationsentwicklungs(OE)-Prozessen (Organisational simulation exercises as part of organisational development processes). *Gruppendynamik*, 23(1): 77-96.
72. von Eckardstein, D. & Mayrhofer, W. 1994. Evaluation der Studiensituation an der Wirtschaftsuniversität Wien (Evaluating the study situation at the Wirtschaftsuniversität Wien). *Zeitschrift für Betriebswirtschaft*, Ergänzungsheft 2: 217-234.
73. Mayrhofer, W. 1991. Trennung von der Organisation (Leaving organisations). *Zeitschrift für Personalforschung*, 5(4): 359-362.
74. Mayrhofer, W. & Rundstedt, E. v. 1991. Outplacement als Instrument des modernen Personalmanagements (Outplacement as an instrument of modern personnel management). *Zeitschrift Führung Organisation*(1): 42-48.
75. Mayrhofer, W. 1989. Betriebliches Personalwesen und (Ehe-)Paare mit zwei Karrieren (Personnel management and dual-career couples). *Wirtschaftswissenschaftliches Studium*, 18(8): 419-421.

76. Mayrhofer, W. 1989. Outplacement - Stand der Diskussion (Outplacement - state of the discussion). **Die Betriebswirtschaft**, 49(1): 55-68.
77. Weber, W. & Mayrhofer, W. 1988. Organisationskultur - zum Umgang mit einem vieldiskutierten Konzept in Wissenschaft und Praxis (Organisational culture – about a much discussed concept in science and practice). **Die Betriebswirtschaft**, 48(5): 555-566.
78. Mayrhofer, W. 1987. Der gegenwärtig Stand der Outplacement-Diskussion (Outplacement - the current state of the outplacement discussion). **Zeitschrift für Personalforschung**, 1(2): 147-180.

Book Chapters

1. Latzke, M., Schneidhofer, T., Pernkopf, K., Rohr, C., & Mayrhofer, W. 2015. Relational career capital: towards a sustainable perspective. In A. De Vos & B. Van der Heijden (Eds.), ***Handbook of research on sustainable careers***: 50-66. London: Edward Elgar Publishing.
2. Kasper, H. & Mayrhofer, W. 2015. Prolog: Zur Herstellung von Wirklichkeiten in Wirtschaft und ihren Organisationen (About producing reality in the economy and its organisations). In W. Mayrhofer & G. Furtmüller & H. Kasper (Eds.), ***Personalmanagement - Führung - Organisation***: 9-16. Wien: Linde.
3. Mayrhofer, W. & Pernkopf, K. 2015. Motivation und Arbeitsverhalten (Motivation and work behaviour). In W. Mayrhofer & G. Furtmüller & H. Kasper (Eds.), ***Personalmanagement - Führung - Organisation***: 71-110. Wien: Linde.
4. Schneidhofer, T., Latzke, M., & Mayrhofer, W. 2015. Careers as Sites of Power: A Relational Understanding of Careers Based on Bourdieu's Cornerstones. In A. Tatli & M. Özbilgin & M. Karatas-Özkan (Eds.), ***Pierre Bourdieu, Organisation, and Management***: 19-36. New York, London: Routledge.
5. Mayrhofer, W. & Steinbereithner, M. A. 2015. Religion and spirituality – the blind spot of business schools? Empirical snapshots and theoretical reflections. In S. Gröschl & R. Bendl (Eds.), ***Managing Religious Diversity in the Workplace. Examples from Around the World***: 281-302. Farnham, Burlington: Gower.
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Invited academic presentations and keynote addresses

- 1) *Of hedgehogs and foxes. Four suggestions for recontextualizing HRM.* Invited keynote presentation at 9th Biennial International Conference of the Dutch HRM Network on 'Recontextualizing HRM', Utrecht, Netherlands, 12-13 November 2015
- 2) *Where do we go from here? Some thoughts on the future of Cross-Cultural and Expatriate Management Research.* Invited keynote presentation, 2nd DFG-network meeting 'Expatriate Management', WU Vienna, Austria, 26 February 2015
- 3) *Redeemed? Enlightened? Wise? Clever? Why embracing Christian values is crucial for educating future leaders.* Invited keynote presentation, ESRC Seminar Series Developing Ethical Leaders – The Contribution of Philosophy and Spirituality, University of Birmingham, Birmingham, UK, 23 October 2015
- 4) *The Social Chronology Framework: towards helping career research make better use of organization studies.* Presented at SCANCOR Monday Seminar Series, Stanford University, Palo Alto, CA, USA, 12 May 2014
- 5) *Falling into the same trap twice? A plea for a contextualized framework of human resource management.* Presented at SCANCOR Friday Seminar Series, Stanford University, Palo Alto, CA, USA, 11 April 2014
- 6) *Social Chronology Framework – guiding theory building in career studies.* Invited keynote presentation, ISCTE, Lisbon, Portugal, 31 January 2014
- 7) *New Ponies, Old Tricks? Younger Generations Entering the Workforce - Characteristics, Problems and HRM Consequences.* Invited keynote presentation, 5th International Research Conference on Managing the Intangible: Ethics and Value Changes in Business, Education and Research, Bratislava, Slovakia, 25 April 2013
- 8) *Der Datensatz des Cranet Project on International Strategic Human Resource Management (Cranet) als Basis für die Comparative-HRM Forschung (The data set of the Cranet Project on International Strategic Human Resource Management (Cranet) as a basis for comparative HRM research).* Invited keynote presentation, 10. Jahrestagung of Arbeitskreis Empirische Personal- und Organisationsforschung AK EMPOR, Graz, Austria, 30 November 2012
- 9) *Higher education institutions (HEI) and their role in the transition to the labour market.* Invited keynote presentation, 2nd DEHEMS International Conference on Employability of Graduates & Higher Education Management Systems, Ljubljana, Slovenia, 27 September 2012
- 10) *Culture and Institutions.* Invited keynote presentation, 11th IACCM annual conference, Naples, Italy, 21 June 2012
- 11) *Touchstones of good management research.* Invited keynote presentation at Riphah International University, Islamabad, 30 January 2012
- 12) *Methodology in management research – core issues.* Invited keynote presentation at National Defence University, Islamabad, Pakistan, 28 January 2012
- 13) *Building robust empirical management research.* Invited keynote presentation at National University of Science & Technology, Islamabad, 29 January 2012
- 14) *Nothing new under the sun? The uniqueness of European career research – a plea.* Invited keynote presentation, Launch Seminar Centre for Contemporary Professional Work and Careers, Loughborough University, UK, 28 September 2011
- 15) *Preliminary Results on DEHEMS Qualitative Survey – Implications for Business and Economics Domain.* Invited keynote presentation at DEHEMS International Conference:

- Employability of Graduates & Higher Education Management Systems, Vienna, Austria, 21-23 September 2011
- 16) *Arbeiten im Alter am Beispiel Wien (Working in old age – the example of Vienna)*. Invited keynote presentation, AgeGASK, supported by KORANET, Hamburg, Germany, 22 July 2011
 - 17) *Comparative HRM – reflections after twenty years of digging*. Invited keynote presentation, VIII International Workshop on Human Resource Management, Seville, Spain 12-13 May 2011
 - 18) *Gen Y ante portas@ Graduates' views on work and career*. Invited keynote presentation, Seminar on Managing an age diverse workforce, Westminster Business School, London, UK, 20 January 2011
 - 19) *Who cares about learning? Reflections on individual and organisational learning from an HRM perspective*. Invited keynote presentation, EIASM Workshop on Organisational Change and Development, Vienna, Austria, 23-24 September 2010
 - 20) *Is there anything beyond money? Global perceptions of careers and career success – empirical findings and their significance for HRM*. Invited keynote presentation, International Conference on “New Trends and Tendencies in Human Resource Management – East meets West”, 13-14 June 2008, Pécs, Hungary.
 - 21) *What about new dogs and old tricks, then? European Comparative HR research – reflections and global lessons*. Invited keynote presentation, 9th International Human Resource Management conference, Tallinn, Estonia, June 12-15, 2007
 - 22) *European career management systems – types, influencing factors and performance consequences. An empirical study*. Invited keynote presentation at 3rd International conference on Human Resource Management in Europe: Trends and challenges, Athens, Greece, May 19th, 2005 (also conference paper with Uwe Seebacher)
 - 23) *Beware of Procrustes! Some theory-driven remarks on international careers*. Presented at Faculty Seminar Series, University of Strathclyde, Glasgow, UK, March 7, 2003.
 - 24) *Human Resource Management during the transition process. Lessons from the East-German experience*. Invited keynote presentation at the conference on Human Resource Management in Bulgaria, Varna, Bulgaria, 17.5.2000 (also conference paper)

Presentations and papers at academic conferences and workshops

- 1) Wolfgang Mayrhofer. *Die im Dunkeln sieht man nicht. Oder: context matters – auch und gerade bei ideengeschichtlicher Rekonstruktion (Those in the dark are invisible. Or: context matters – also and in particular when reconstructing the history of ideas)*. Paper presented at Ideengeschichte der Betriebswirtschaftslehre, Hamburg, Germany, 21-22 September 2015
- 2) Katharina Pernkopf; Mila Lazarova; Wolfgang Mayrhofer. *A multi-situational perspective on the study of strategic HRM: Contributions from convention theory*. Paper presented at the Academy of Management Meeting, Vancouver, BC, Canada, 6-11 August 2015
- 3) Silvia Dello Russo, Wolfgang Mayrhofer, Antonio Caetano, Ana Passos. *HR practices during the Portuguese financial crisis*. Paper presented at symposium on ‘The impact of the financial crisis on HRM and employee behavior: Evidence from Europe’, Academy of Management Meeting, Vancouver, BC, Canada, 6-11 August 2015

- 4) Petra Eggenhofer-Rehart, Markus Latzke, Michael Schiffinger, Wolfgang Mayrhofer. *Career patterns of Austrian business school graduates – a sequence analysis*. Paper presented at symposium on ‘Applying Sequence Analysis in Careers & HRM Research – Taking It to the Next Level’, Academy of Management Meeting, Vancouver, BC, Canada, 6-11 August 2015
- 5) Wolfgang Mayrhofer. *Personal branding through digital tools*. Presented at Professional Development Workshop on ‘Become an Academic Rock Star: Using Digital Tools to Build Your Personal Brand’, Academy of Management Meeting, Vancouver, BC, Canada, 6-11 August 2015
- 6) Wolfgang Mayrhofer; Petra Eggenhofer-Rehart. *Comparative Career Research – an emerging field*. Presented at Professional Development Workshop on ‘New avenues in international career research’, Academy of Management Meeting, Vancouver, BC, Canada, 6-11 August 2015
- 7) Katharina Pernkopf; Wolfgang Mayrhofer. *Vorwärts, zurück in die Vergangenheit. Anmerkungen zu einer Theorie der Pfadbrechung (Ahead, back into the past. Remarks on a theory of path disruption)*. Presented at Pflingsttagung des Verbands der Hochschullehrer für Betriebswirtschaft e.V., 28-29 May 2015, Vienna, Austria
- 8) Wolfgang Mayrhofer. *Career Division Ambassador Initiative – Experiences and Outlook*. Presented at European Association of Work and Organizational Psychology (EAWOP), Oslo, 21-23 May 2015, Oslo, Norway
- 9) Katharina Pernkopf; Wolfgang Mayrhofer. *Part of a bigger game: Being a good workplace for innovative people – A convention-theoretical perspective*. Presented at European Association of Work and Organizational Psychology (EAWOP), Oslo, 21-23 May 2015, Oslo, Norway
- 10) Katharina Pernkopf; Mila Lazarova; Wolfgang Mayrhofer. *Transnational organizations and institutional complexity: Actors’ competence to incorporate global strategic organizational practices into local coordination situations*. Paper presented at New Institutional Theory Workshop, 26-27 March 2015, WU Vienna, Austria
- 11) Invited comments on Stefan W. Konlechner, Gerald Eisenkopf, Wolfgang H. Güttel, Stephan Nüesch, Barbara Müller, Irina Koprax, Karin Link (JKU Linz): *A Wolf in Sheep's Clothing: Organizational Defense in Interpretive Schema Change*. Kommission Organisation, Zurich, Switzerland, 13 February 2015
- 12) Petra Eggenhofer-Rehart, Wolfgang Mayrhofer, Astrid Reichel. *Dimensions of career success – A global perspective and a country-specific illustration*. Paper presented at 1st International Workshop on Career Management „Promotion Systems: Rules – Experiences – Preferences – Attitudes“, Reutlingen (Germany), December 11-13, 2014.
- 13) Invited comments on Bernadette Bullinger/Corinna Treisch: *Herding cats and other paradoxes – Future professionals’ expectations of good employers*. Herbstworkshop Kommission Personal, Graz, Austria, 25 September 2014
- 14) Brewster, Chris; Lazarova, Mila; Mayrhofer, Wolfgang. *The effects of place and time on the work of HRM departments and the profile of senior HRM executives*. Paper presented at Academy of Management Meeting, Philadelphia, PA, USA, 1-5 August 2014
- 15) Jon P. Briscoe, Robert Kaše, Nicky Dries, Anders Dysvik, Julie Unite, K. Övgü Çakmak-Otluoğlu, Ifedapo Adeeye, Eleni Apospori, Olesgun Babala, Silvia Bagdadli, Jean-Luc Cerdin, Jong-Seok Cha, Zhangfeng Fei, Martina Gianecchini, Najung Kim, Wolfgang Mayrhofer, Sushanta K. Mishra, Astrid Reichel, Richa Saxena, Yan Shen, Vivien Supangco, & Marijke Verbruggen. *A Cross-Culturally Generated Measure of Career*

- Success: Results of a three stage study.* Presented at Academy of Management Meeting, Philadelphia, PA, USA, 1-5 August 2014
- 16) Katharina Pernkopf, Mila Lazarova and Wolfgang Mayrhofer. *Comparative HRM and convention theory.* Presented at Academy of Management Meeting, Philadelphia, PA, USA, 1-5 August 2014
 - 17) Wolfgang Mayrhofer; Noreen Saher. *The Importance of Being Earnest. Data Collection and Interpretation in Unconventional Contexts – Experiences and Lessons Learned.* Presented at Professional Development Workshop, Academy of Management Meeting, Philadelphia, PA, USA, 1-5 August 2014
 - 18) Wolfgang Mayrhofer. *Getting Tenure in non-US Universities – the case of German-speaking countries.* Presented at Professional Development Workshop, Academy of Management Meeting, Philadelphia, PA, USA, 1-5 August 2014
 - 19) Thomas Schneidhofer, Markus Latzke and Wolfgang Mayrhofer. *Caring for others or just for oneself? An exploratory study of Diversity Managers' careers in Austria.* Paper presented at 30th EGOS Colloquium, Standing Working Group 01: Careers within and across Organizations, Rotterdam, The Netherlands, 3-6 July 2014
 - 20) Stephan Leixnering, Wolfgang Mayrhofer. *Peeping Tom? Die Nutzung Sozialer Netzwerke bei personenbezogenen Managemententscheidungen – eine ethische Analyse (Peeping Tom? Using social networks for people-related management decisions – an ethical analysis).* Paper presented at Herbstworkshop Kommission Personal, Hamburg, 19-20 September 2013
 - 21) Wolfgang Mayrhofer. Learning from blood, sweat and tears: core issues for publishing in top-tier North-American journals. An Austrian philippic. Presented at the Professional Development Workshop on Publishing in top tier US journals for non-US scholars, Academy of Management Meeting, Orlando, FL, USA, 9-13 August 2013
 - 22) Wolfgang Mayrhofer. Breakthrough? Old wine in new bottles? Hot air? Some comments on the role of sequence analysis in career research. Presented at the Symposium on Applying Sequence Analysis in Career & HRM Research – Opportunities, Challenges and New Perspectives, Academy of Management Meeting, Orlando, FL, USA, 9-13 August 2013
 - 23) Wolfgang Mayrhofer, Michael Schiffinger, Michael Meyer, Johannes Steyrer, Guido Strunk. Is it who you are or where you come from? The changing influence of social origin and personality on objective career success – a longitudinal analysis. Paper presented at the Academy of Management Meeting, Orlando, FL, USA, 9-13 August 2013
 - 24) Markus Latzke, Wolfgang Mayrhofer, Katharina Pernkopf-Konhäsner, Carina Rohr, Thomas M. Schneidhofer: Career capital in transitions crossing career fields, Paper presented at 29th EGOS Colloquium, Standing Working Group 01: Careers within and across Organizations, Montreal, Canada, 7 July 2012, 5 July 2013
 - 25) Wolfgang Mayrhofer, Martin A. Steinbereither. Pointless, useless, mindless? Religion and spirituality as the blind spot of business schools. Paper presented at workshop Questions Business Schools Don't Ask, Sarum College, Salisbury, UK, 23-24 June 2013
 - 26) Reichel, Astrid; Mayrhofer, Wolfgang; Sparrow, Paul. Lost in variety? A passage-based framework for new forms of international work, Paper presented at 10. Jahrestagung of Arbeitskreis Empirische Personal- und Organisationsforschung AK EMPOR, Graz, Austria, 30 November 2012

- 27) Gunz, Hugh, Mayrhofer, Wolfgang 2012. Social Chronology Theory – a multiperspective approach to career studies, Paper presented at the Academy of Management Meeting, Boston, MA, USA, 12-16 August 2012
- 28) Wolfgang Mayrhofer. The value of Comparative HRM. Presented at the Symposium on Comparative Human Resource Management – Insights from beyond the pale, Academy of Management Meeting, Boston, MA, USA, 12-16 August 2012
- 29) Wolfgang Mayrhofer, Ralph Kattenbach, Florian Schramm. Analyzing Change in Careers Over Time Through Longitudinal Studies. Presented at the Symposium on Researching Careers: Current Approaches and Future Trajectories, Academy of Management Meeting, Boston, MA, USA, 12-16 August 2012
- 30) Thomas M. Schneidhofer, Ralph Kattenbach, Markus Latzke, Janine Lücke, Wolfgang Mayrhofer, Florian Schramm. 'Jump and Run' or 'Jump and Freeze'? Transitions and career success over time. Paper presented at 28th EGOS Colloquium 'Doing Career Research: Applying varieties of disciplines, theories and methods' Standing Working Group 01: Careers within and across Organizations, Helsinki, Finland, 7 July 2012
- 31) Nedelko, Zladko, Mayrhofer, Wolfgang. The influence of managerial personal values on leadership style. Paper presented at 11th World Congress of the International Federation of Scholarly Associations of Management (IFSAM), Limerick, Ireland, 28 June 2012
- 32) Mayrhofer, Wolfgang. Comments on contextual issues in global careers. Discussant at the Symposium on Careers Across Cultures – international experiences and attitudes, Society of Industrial and Organizational Psychology (SIOP), San Diego, CA, USA, 28 April 2012
- 33) Mayrhofer, Wolfgang. Reflections on Current Issues in Management, Spirituality, and Religion. Presented at Second JMSR International Conference 'The Spiritual Challenge in Management: What Is To Be Done?', Bangalore, India, 9-11 January 2012
- 34) Markus Latzke; Wolfgang Mayrhofer; Michael Schiffinger; Thomas M. Schneidhofer. Buccaneering or Back To A Safe Haven? Career Aspirations Of European Business School Graduates In Turbulent Times. Presented at International Conference on Global HRM, Karmiel, Israel, 23-25 November 2011
- 35) Mayrhofer, Wolfgang. Haunted by the A-words. The danger of a-contextuality and a-temporality when researching HR practices. Presented at the Academy of Management Meeting, San Antonio, TX, USA, 12-16 August 2011
- 36) Wolfgang Mayrhofer; Michael Schiffinger; Katharina Chudzikowski; Paul Demeter; Markus Latzke; Bernadette Loacker; Astrid Reichel; Thomas M. Schneidhofer; Johannes Steyrer. Employability: Yes, but post-organisational!? A four-cohort study of business school graduates' changes in career aspirations 1970-2010. Paper presented at the Academy of Management Meeting, San Antonio, TX, USA, 12-16 August 2011
- 37) Mayrhofer, Wolfgang. 7 questions before saying yes to cross-cultural research in international networks. Presented at the Academy of Management Meeting, San Antonio, TX, USA, 12-16 August 2011
- 38) Ralph Kattenbach, Janine Lücke, Florian Schramm, Markus Latzke, Bernadette Loacker, Wolfgang Mayrhofer, Thomas M. Schneidhofer. A changing career world? An empirical analysis on job mobility among managers and professionals in Germany. Paper presented at 27th EGOS Colloquium 'Reassembling Organizations' Standing Working Group 01: Careers within and across Organizations: The Return of Boundaries?, Gothenburg, Sweden, 7-9 July 2011

- 39) Mayrhofer, Wolfgang. Conceptualizing and operationalising HR practices. Presented at EAWOP Annual Conference, Maastricht, Belgium, 25-28 May 2011
- 40) Mayrhofer, Wolfgang. Comparative Human Resource Management - Current Status and Future Developments. Paper presented at the Academy of Management Meeting, Montreal, Canada, 6-10 August 2010
- 41) Mayrhofer, Wolfgang; Odd Nordhaug; Carlos Obeso. Young, Eager and...? European Elite Business Students and their View of Work – An Empirical Exploration. Paper presented at the Academy of Management Meeting, Montreal, Canada, 6-10 August 2010
- 42) Mayrhofer, Wolfgang; Reichel, Astrid. Careers in a Global Perspective: Strengthening the Contextual View of HRM. Paper presented at the Academy of Management Meeting, Montreal, Canada, 6-10 August 2010
- 43) Schneidhofer, Thomas. M.; Schiffinger, Michael; Mayrhofer, Wolfgang. A tale of two cities? Effects of gender, gender role type and birth cohort on business school graduates' objective career success. Presented at European Workshop on 'Leadership positions: how accessible are they for women in materials research?', Bellaterra, Barcelona, Spain, 19 to 21 of May 2010
- 44) Hofbauer, Johanna; Iellatchitch, Alexandre; Mayrhofer, Wolfgang; Meyer, Michael; Schneidhofer, Thomas M. Universitäre Karriereelogen als Ergebnis des Wechselspiels zwischen sozialen Feldern. Theoretische Konzeptionalisierung und empirische Analyse (Career logics at universities as a result of the interplay between social fields. Theoretical conceptualizations and empirical analysis). Paper presented at Kommission Hochschulmanagement, Flensburg, Deutschland, 19-20 February 2010
- 45) Mayrhofer, Wolfgang. Human Resource Management and sustainable organisational growth. International Scientific Conference 'Insights into sustainable growth of business', ISM University of Management and Economics, Vilnius, Lithuania, 19-21 November 2009
- 46) Mayrhofer, Wolfgang; Meyer, Michael; Steyrer, Johannes; Chudzikowski, Katharina; Demel, Barbara; Reichel, Astrid; Schiffinger, Michael; Schneidhofer, Thomas; Strunk, Guido: The magic third wave. Gender and income – a longitudinal analysis of the Vienna Career Panel Project. Paper presented at the Academy of Management Meeting, Chicago, IL, USA, 9-11 August 2009
- 47) Demel, Barbara; Yan, Shen; Hall, Douglas T.; Mayrhofer, Wolfgang; Chudzikowski, Katharina; Unite, Julie; Briscoe, Jon; Abdul Ghani, Rohayu; Bogicevic Milikic, Biljana; Colorado, Ociel; Fei, Zhangfeng; Las Heras, Mireia; Ogliastri, Enrique; Pazy, Asya; Poon, June; Shefer, Dana; Taniguchi, Mami; Zikic, Jelena. Cracking the fortune cookies: Influencing factors in career success across 11 countries. – Paper presented at the Academy of Management Meeting, Chicago, IL, USA, 9-11 August 2009; Carolyn Dexter Award Nominee and Best International Paper Award, Career Division
- 48) Schneidhofer, Thomas M.; Schiffinger, Michael; Mayrhofer, Wolfgang. Men and women – what else? Gender role types and their effects on objective career success over time. Paper presented at the Academy of Management Meeting, Chicago, IL, USA, 9-11 August 2009
- 49) Jon P. Briscoe, Julie Unite, Katharina Chudzikowski, Barbara Demel, Wolfgang Mayrhofer, Douglas T. Hall, Mireia Las Heras, Shen Yan, Biljana Bogicevic Milikic, Enrique Ogliastri, Mami Taniguchi, Jelena Zikic. Orientations to career transitions: A cross-cultural framework for understanding their impact. Paper presented at 25th

- Colloquium of European Group for Organizational Studies (EGOS), ESADE, Barcelona, Spain, 2-4 July 2009
- 50) Gunz, Hugh; Mayrhofer, Wolfgang. Trias: Towards an integrative model of work careers. Paper presented at 25th Colloquium of European Group for Organizational Studies (EGOS), ESADE, Barcelona, Spain, 2-4 July 2009
 - 51) Mayrhofer, Wolfgang. Careers and Culture. Presented at IACCM Annual Conference, 'Cross Cultural Competence: Knowledge Migration, Communication and Value Change', WU, Vienna, Austria, 24-26 June 2009
 - 52) Reichel, Astrid, Brandl, Julia, Mayrhofer Wolfgang. Organizational Status of the HR Department – Effects of Gender Composition. Paper presented at 10th International Human Resource Conference, Santa Fe, New Mexico, USA, 21-24 June 2009
 - 53) Reichel, Astrid, Brandl, Julia, Mayrhofer Wolfgang. The Effect of the Proportion of Women on Departmental Status: The Case of HR Departments. Paper presented at BAM Special Interest Group Workshop Programme, Cardiff University, Cardiff, 30-31 March 2009
 - 54) Mayrhofer, Wolfgang. 2009. Gendering of excellence in materials research institutions. Presented at EU-FP7 DIVERSITY Project kick-off meeting, TU Dresden, Dresden, Germany, 16-17 Jan 2009
 - 55) Reichel, Astrid, Mayrhofer, Wolfgang, Brandl, Julia. 2008. The changing face of the HR department - trends in feminization and strategic integration. Presented at Cranet Meeting 2008, ESADE, Barcelona, 20 Nov 2008.
 - 56) Obeso, Carlos; Mayrhofer, Wolfgang. 2008. Work values and career aspirations of the next generations of leaders. Conclusions from an empirical study among business students in Europe. Presented at Cranet Meeting 2008, ESADE, Barcelona, 20 Nov 2008.
 - 57) Demel, Barbara; Mayrhofer, Wolfgang. 2008. Frequent business travellers across Europe. Career aspirations and implications. Paper presented at 4th Workshop on Expatriation, EIASM, Las Palmas, Gran Canaria (Spain), October 23-24, 2008
 - 58) Mayrhofer, Wolfgang. 2008. Career transitions and HRM - consequences from a global study on careers. Presented at the Academy of Management Meeting, Anaheim CA, USA, 8-13 August 2008 (symposium presentation)
 - 59) Chudzikowski, Katharina, Demel, Barbara, Mayrhofer, Wolfgang, Briscoe, Jon, Hall, Tim D., Las Heras, Mireia, Ogliastri, Enrique, Pazy, Asya, Taniguchi, Mami, Unite, Julie. 2008. Causes and triggers for career transitions in stable economies: A five-country study in three occupational groups. Presented at the Academy of Management Meeting, Anaheim CA, USA, 8-13 August 2008 (symposium presentation)
 - 60) Chudzikowski, Katharina, Mayrhofer, Wolfgang, Schiffinger, Michael. 2008. Career movements and their outcomes – a way of interacting with organisations: An empirical study of career transitions in Austria. Paper presented at 24th Colloquium of European Group for Organizational Studies (EGOS), Amsterdam, Netherlands, 10-12 July 2008 – Mike Driver Best Overall Regional Careers Paper 2008-Award.
 - 61) Demel, Barbara, Chudzikowski, Katharina, Mayrhofer, Wolfgang, Briscoe, Jon , Unite, Julie, Hall, Douglas T. , Yan, Shen , Las Heras, Mireia, Colorado, Ociel , Abdul Ghani, Rohayu, Poon, June, Ogliastri, Enrique , Pazy, Asya , Shefer, Dana, Taniguchi, Mami , Zikic, Jelena , Bogicevic Milikic, Biljana. 2008. Causes, triggers and desired outcomes of career transitions in three professional groups – a country-comparative study. Paper presented at 24th Colloquium of European Group for Organizational Studies (EGOS), Amsterdam, Niederlande, 10-12 July 2008.

- 62) Demel, Barbara, Mayrhofer, Wolfgang. 2008. Flexpatriate Careers in Europe. Aspirations, Motives, Goals, and Consequences - getting high, smart, and in contact. Academy of Management, Anaheim, Vereinigte Staaten/USA, 08.08.-13.08 2008.
- 63) Meyer, Michael; Schmidt, Angelika; Mayrhofer, Wolfgang; Schiffinger, Michael. 2008. Work-Family-Conflicts: Coping Strategies and Career Effects. Paper presented at CINFOGO Workshop "Work-Life-Balance in Europe. Possibilities and Constraints", Plovdiv, Bulgarien, 04.02.-05.02. 2008.
- 64) Reichel, Astrid, Brandl, Julia, Mayrhofer, Wolfgang. 2008. Trends in feminization and strategic integration of HR departments in Europe. Paper presented at 23rd EIASM Workshop on Strategic Human Resource Management, Bled, Slowenien, 03.04.-04.04. 2008
- 65) Chudzikowski, Katharina, Demel, Barbara, Mayrhofer, Wolfgang, Bogicevic, Biljana, Briscoe, Jon, Las Heras, Mireia, Yan, Shen, Zikic, Jelena. 2008. Career transitions in Europe. A country-comparative analysis of causes and triggers in three occupational groups. Paper presented at EAWOP Small Group Meeting Empowering Careers Research in Europe: New Dialogue, Concepts and Studies, Amsterdam, Netherlands, 12.03.-14.03.
- 66) Mayrhofer, Wolfgang, Schneidhofer, Thomas. 2008. The lay of the land. European Career Research - a future agenda. Paper presented at EAWOP Small Group Meeting, Amsterdam, Netherlands, 12.03-14.03. 2008
- 67) Reichel, Astrid, Mayrhofer, Wolfgang, Brandl, Julia. 2007. The Changing Face of HR Departments: Feminization and Strategic Integration in Europe 1995-2004. Presented at 5th International Conference of the Dutch HRM Network, Tilburg, Niederlande, 09.11.-10.11. 2008
- 68) Frei? Vogelfrei? Einerlei? Atypische Beschäftigungsverhältnisse und ihre Auswirkung auf Karrierezufriedenheit. Presented at 6th Workshop Arbeitskreis Empirische Personal- und Organisationsforschung, Vienna, Austria, 19-20 October 2007 (with Michael Schiffinger and Katharina Chudzikowski)
- 69) Shaping the Future: How to Accommodate the Global Career of Tomorrow. Invited Panelist, Roundtable Discussion, Managing in a Global Economy XII – Eastern Academy of Management, Amsterdam, The Netherlands, 27 August 2007
- 70) Doing Well by Doing Good Across Cultures: A Global Perspective on Career Success. Symposium accepted at the Academy of Management Meeting, Philadelphia, USA, 4-8 August 2007 (with Jon Briscoe)
- 71) Do I look as if I care? Doing well in careers of three professional groups in Austria – a qualitative study. Presented at the Academy of Management Meeting, Philadelphia, USA, 4-8 August 2007 (symposium presentation, with Katharina Chudzikowski and Barbara Demel)
- 72) Grand social theories and careers research – a kaleidoscopic journey. Presented at the Academy of Management Meeting, Philadelphia, USA, 4-8 August 2007 (symposium presentation)
- 73) Comparative HRM – a glorious past, a splendid future? Presented at the Academy of Management Meeting, Philadelphia, USA, 4-8 August 2007 (Symposium panel discussant)
- 74) Commonalities, Differences and HR Implications of Careers across National Contexts. Symposium accepted at the Academy of Management Meeting, Philadelphia, USA, 4-8 August 2007 (with Mila Lazarova and Francoise Dany)

- 75) One world, one flow? HR practices to manage organizational careers – a country comparative study. Presented at the Academy of Management Meeting, Philadelphia, USA, 4-8 August 2007 (symposium presentation, with Francoise Dany, Florian Hatt and Mila Lazarova)
- 76) Conceptualizations of Careers in Austria and their consequences for HRM – a qualitative study. Presented at the Academy of Management Meeting, Philadelphia, USA, 4-8 August 2007 (symposium presentation, with Katharina Chudzikowski and Barbara Demel)
- 77) Career Success Across Cultures: Dancing to the Beat of Their Own Drummers. Conference paper at the 23rd Colloquium of European Group of Organization Studies (EGOS), Vienna, Austria, 4-7 July 2007 (with Jon P. Briscoe, Katharina Chudzikowski, Barbara Demel, Julie Unite, Mireia Las Heras, Melody Didi, Zhangfeng Fei, Rosina Gasteiger, Rohayu Abdul-Ghani, Douglas T. Hall, Eric Jones, Fauziah Noordin, Asya Pazy, June M.L. Poon, Yan Shen, Mami Taniguchi, Burger van Lill and Jelena Zikic)
- 78) Making sense of career networking. Towards a qualitative approach to social capital. Conference paper at the 23rd Colloquium of European Group of Organization Studies (EGOS), Vienna, Austria, 4-7 July 2007 (with Johanna Hofbauer, Alexandre Iellatchitch, Michael Meyer and Thomas Schneidhofer)
- 79) Dancing across fields and within space, wherever it takes us. Career trajectories and their change over time – an empirical study. Conference paper at the 23rd Colloquium of European Group of Organization Studies (EGOS), Vienna, Austria, 4-7 July 2007 (with Katharina Chudzikowski, Michael Schiffinger, Johannes Steyrer, Barbara Demel, Astrid Reichel and Thomas Schneidhofer)
- 80) From Perplexity to Complexity? The "complexity hypothesis" in career research. Conference paper at the 23rd Colloquium of European Group of Organization Studies (EGOS), Vienna, Austria, 4-7 July 2007 (with Guido Strunk and Michael Schiffinger)
- 81) Dancing just for the sake of it? Conceptualizing career success in NFPOs – a theoretical framework. Conference paper at the 23rd Colloquium of European Group of Organization Studies (EGOS), Vienna, Austria, 4-7 July 2007 (with Martin A. Steinbereithner)
- 82) Gender egalitarian values, institutional equalization and role differences among female and male HR managers. Presented at 9th International Human Resource Management conference, Tallinn, Estonia, June 12-15, 2007 (with Astrid Reichel, also conference paper with Julia Brandl and Astrid Reichel)
- 83) Equal but different? The impact of gender egalitarian values and institutional equalization on role differentiation among female and male HR managers. Presented at 22nd Workshop on Strategic Human Resource Management, Brussels, Belgium, 19-20 April 2007 (with Astrid Reichel)
- 84) Organising career success. An exploratory study of individuals' configuration of objective and subjective career success. Presented at the 22nd Colloquium of European Group of Organization Studies (EGOS), Bergen, Norway, 6-8 July 2006 (with Astrid Reichel and Thomas Schneidhofer; also conference paper with Astrid Reichel, Michael Schiffinger, Katharina Chudzikowski, Barbara Demel, Thomas Schneidhofer and Johannes Steyrer)
- 85) Careers around the world: what can be drawn from a comparison of HR practices in different national contexts? Presented at the 22nd Colloquium of European Group of Organization Studies (EGOS), Bergen, Norway, 6-8 July 2006 (with Françoise Dany; also conference paper with Françoise Dany, Zied Guedri, Florian Hatt and Mila Lazarova)

- 86) Here, There, and Everywhere? Conceptualisations of Career Success in Different Cultures. Presented at the 22nd Colloquium of European Group of Organization Studies (EGOS), Bergen, Norway, 6-8 July 2006 (with Katharina Chudzikowski and Barbara Demel; also conference paper with Katharina Chudzikowski, Barbara Demel, Wolfgang Mayrhofer, Rohayu Abdul-Ghani, John Briscoe, Dai Changjun, Tim Hall, Eric Jones, Mireia Las Heras, Fauziah Noordin, June M.L. Poon, Yan Shen, Julie Unite and Jelena Zikic)
- 87) Saving faith? The merit of subjective firm performance measures – a methodological contribution to the HRM-firm performance debate. Presented at the workshop of the European Institute of Advanced Studies in Management (EIASM) on Strategic Human Resource Management, Birmingham, UK, 30 March 2006 (with Astrid Reichel; also conference paper with Astrid Reichel).
- 88) Looking for the Holy Grail? Tracking Human Resource Management developments over time – some theoretical and methodological issues. Presented at the workshop of the European Institute of Advanced Studies in Management (EIASM) on Strategic Human Resource Management, Birmingham, UK, 30 March 2006 (with Astrid Reichel; also conference paper with Astrid Reichel)
- 89) A lot to do, but little to say? A Cross-National Comparison of Gender and Power in the Personnel Function. Conference paper at the workshop of the European Institute of Advanced Studies in Management (EIASM) on Strategic Human Resource Management, Birmingham, UK, 30 March 2006 (with Julia Brandl and Florentine Maier).
- 90) HR and performance – a context based view. Three roads for future development of the field. Presented at the Academy of Management Meeting, Honolulu, USA, August 5-10, 2005 (symposium discussant)
- 91) MNCs' career managements systems and their contributions to organisational success - a comparative view from Europe. Presented at the Academy of Management Meeting, Honolulu, USA, August 5-10 (also conference paper)
- 92) Objective and subjective career success –empirical findings from the Vienna Career Panel Project based on the notion of "Career habitus". Presented at the Workshop of European Group of Organization Studies (EGOS), Berlin, Germany, June 30-July 2 2005 (with Johannes Steyrer and Michael Meyer; also conference paper with Johannes Steyrer, Guido Strunk, Michael Schiffinger and Michael Meyer)
- 93) Career Habitus Revisited. Complicated and Incomprehensible Answers to Questions Nobody Asked? Presented at the Workshop of European Group of Organization Studies (EGOS), Berlin, Germany, June 30-July 2 2005 (with Michael Meyer; also conference paper with Alexandre Iellatchitch and Michael Meyer)
- 94) Do old sins cast long shadows? The importance of life and work history for career outcomes of business school graduates - an empirical study. Presented at faculty colloquium, Instituto de Empresa, Madrid, Spain, 23 June 2005
- 95) Looking for a ghost? Genesis and consequences of different types of career habitus – a theory-based empirical study. Presented at 8th International Human Resource Management conference, Cairns, Australia, June 14-17, 2005 (poster presentation; also conference paper with Michael Meyer, Johannes Steyrer, Alexandre Iellatchitch and Michael Schiffinger)
- 96) Developing Managers in Europe: A meso-level analysis of regional patterns. Presented with Chris Mabey at 8th International Human Resource Management conference, Cairns,

- Australia, June 14-17, 2005 (also conference paper with Chris Mabey and Matias Ramirez)
- 97) Career management systems in Europe and their effects on organisational core and support processes. An empirical study. Presented at 8th International Human Resource Management conference, Cairns, Australia, June 14-17, 2005 (also conference paper with Uwe Seebacher)
 - 98) Why HRM should not care about individual learning. Remarks on the relationship between individual and organisational learning and the contribution of HRM to the latter. Presented at faculty colloquium, Istanbul University, Faculty of Business Administration, Istanbul, Turkey, March 21, 2005
 - 99) Can expatriation research learn from other disciplines? The case of international career habitus – empirical results and theoretical reflections. Presented at EIASM Workshop on Expatriation, Brussels, Belgium, October 18-19, 2004 (also workshop paper with Michael Meyer, Johannes Steyrer and Katharina Langer)
 - 100) Career management systems in Austria and Germany – the HR specialists' view. An empirical study. Presented at European Management Development Network Workshop, Bucharest, Romania, October 11-12, 2004 (also workshop paper)
 - 101) Learning across national boundaries: Evidence of convergence in HRM practices? Presented at the Academy of Management Meeting, New Orleans, USA, August 6-11, 2004 (also conference short paper with Chris Brewster and Michael Morley)
 - 102) International Career Habitus – Thick Descriptions and Theoretical Reflections. Presented at the Academy of Management Meeting, New Orleans, USA, August 6-11, 2004 (also conference paper with Michael Meyer, Johannes Steyrer, Julia Maier, Katharina Langer and Anett Hermann)
 - 103) New careers, more complex careers? Empirical and methodological results concerning the "complexity hypothesis" in career research. Presented at the Workshop of European Group of Organization Studies (EGOS), Ljubljana, Slovenia, July 1-3, 2004 (also conference paper with Guido Strunk and Michael Schiffinger)
 - 104) Thick Descriptions of Career Habitus. Agency and Structure within Career Fields. Presented at the Workshop of European Group of Organization Studies (EGOS), Ljubljana, Slovenia, July 1-3, 2004 (also conference paper with Michael Meyer, Johannes Steyrer, Julia Maier and Anett Hermann)
 - 105) "There's a lot of opportunities - if there aren't, you can make them, make or break them". A contextual view of career opportunities in two different age cohorts. Presented at the Workshop of European Group of Organization Studies (EGOS), Ljubljana, Slovenia, July 1-3, 2004 (also conference paper with Alexandre Iellatchitch and Guido Strunk)
 - 106) Soziale Systemtheorie und Personalwirtschaftslehre – mehr Segen als Fluch? (Social systems theory and human resource management – more a blessing than a curse?) Presented at the International Symposium on Human Resources and Economic Success Human Resources and Economic Success, Paderborn, Germany, February 27-28, 2004 (also conference short paper)
 - 107) Talking business and being friendly – a contradiction in HRM? Remarks on the role of HR in business driven organisations. Presented at the 1st International Human Resource Management Research Conference in Estonia on "People Friendly Management", Tallin, Estonia, November 6, 2003 (also conference paper)
 - 108) Careers, Chaos and Complexity. Presented at the Academy of Management Meeting, Seattle, USA, August 4, 2003 (also conference paper with G. Strunk & M. Schiffinger)

- 109) Rites, right? Coping with transitions during global career moves – some conceptual considerations. Presented at the Academy of Management Meeting, Seattle, USA, August 4, 2003 (also conference paper)
- 110) Organizational and Post-Organizational Career Aspirations, Personality Traits and Behavior Presented at the Academy of Management Meeting, Seattle, USA, August 4, 2003 (also conference paper with J. Steyrer, M. Meyer, G. Strunk & M. Schiffinger)
- 111) Adding a missing piece to the mosaic: The specifics of career success in nonprofit organisations. Presented at 7th International Human Resource Management Conference, Limerick, Ireland, June 4-6, 2003 (also conference paper)
- 112) Methodological and epistemological issues in culture standard research. Presented at InterKnow-EuroWorkshop I: 'Theory and methods in the study of intercultural knowledge and interaction', Eisenstadt, Austria, May 12, 2003 (also conference paper).
- 113) «Manntje, Manntje, Timpe Te, Buttje, Buttje in der See, myne Fru de Ilsebill will nich so, as ik wol will» - oder: Schön blöd für die Empirie, wenn sie nicht zu unserer Theorie passt? Anmerkungen zu einem prekären Verhältnis anhand einer theorienahen Untersuchung von Karrieren («Manntje, Manntje, Timpe Te, Buttje, Buttje in der See, myne Fru de Ilsebill will nich so, as ik wol will» - or: Too bad for the empirical results if they do not fit our theory. Remarks on a fragile relationship based on a theory-driven survey of careers). Presented at 'Arbeitskreis Empirische Personal- und Organisationsforschung (Standing workshop on empirical personnel and organisational research)', Lüneburg, Germany, March 27/28, 2003.
- 114) Converging for Success? The diffusion of management concepts in Europe and its relationship to organisational success – an empirical analysis. Presented at 'Forschung für Wirtschaft und Gesellschaft (Research for economy and society)', yearly conference of Vienna University of Economics and Business Administration (WU Wien), Vienna, November 5-7, 2002
- 115) Converging for Success? European human resource practices and organisational performance in the 1990s – an empirical analysis. Presented at the 2nd international conference on 'Human Resource Management in Europe – Trends and Challenges', Athens University of Economics and Business Administration, Athens, October 17, 2002 (also conference paper with M. Müller-Camen, J. Ledolter, G. Strunk & C. Erten)
- 116) Doing it in international networks - yes! But doing it right? Some lessons from experience. Presented at Special Development Workshop at the Academy of Management Meeting, Denver, August 11, 2002
- 117) New organisational forms in Europe? A longitudinal study from an HRM-perspective. Presented at the Global Conference on Comparative HRM, Barcelona, Spain, June 20-22, 2001 (also conference paper with Michael Müller, Johannes Ledolter, Guido Strunk und Christiane Erten)
- 118) Unternehmenserfolg und Personalmanagement – eine vergleichende empirische Analyse (Organisational performance and human resource management – a comparative empirical analysis). Presented at Annual Conference of German Scholars of Business Administration, Munich, May 23, 2002 (also conference paper)
- 119) New Dimensions of Professional Careers (with Christiane Erten and Johannes Steyrer) Presented at 'New Dimensions in Human Resource Management', Nicosia, Cyprus, November 8, 2001 (also conference paper with C. Erten and J. Steyrer)

- 120) Female Expatriates on a Post-Industrial Career Track: Development and Implications. Presented at the Academy of Management Meeting, Washington, August 4-8, 2001 (also conference paper with Alexandre Iellatchitch, Christiane Erten and Anett Hermann)
- 121) Cultural standards research – an epistemological and methodological critique. Presented at the Academy of Management Meeting, Washington, August 4-8, 2001 (also conference paper with A. Dunkel)
- 122) The Field of Career: Towards a new theoretical perspective. Presented at the Workshop of European Group of Organization Studies (EGOS), Lyon, Frankreich, 5-7.7.2001 (also conference paper with Alexandre Iellatchitch, Michael Meyer, Johannes Steyrer, Guido Strunk and Christiane Erten)
- 123) To belong or not to belong – is that the question? New forms of coupling between organisations and the individuals and their consequences for careers. Presented at the Workshop of European Group of Organization Studies (EGOS), Lyon, Frankreich, 5-7.7.2001 (also conference paper with M. Meyer)
- 124) New organisational forms in Europe? A longitudinal study from an HRM-perspective. Presented at the Global Conference on Comparative HRM, Barcelona, Spain, June 20-22, 2001 (also conference paper)
- 125) The Diffusion of Management Concepts in Europe – Conceptual Considerations and Longitudinal Analysis. Presented at the International Association of cross-cultural competence and management-conference, Vienna, Austria, May 10-11, 2001 (also conference paper with M. Müller, J. Ledolter, G. Strunk und C. Erten)
- 126) A habitus-based perspective of females' international careers. Conceptual considerations and some empirical evidence. Presented at the Annual Meeting of the Society of Industrial and Organisational Psychology (SIOP), San Diego, USA, 26.4.2001 (also conference paper)
- 127) Management Research in the New Europe: Is There a Need for a Specific Central and East European Perspective? (with Arnold Schuh and Sona Ferencikova) Paper submitted to the Inaugural Conference of the European Academy of Management, Barcelona, April 21-22, 2001
- 128) Strategic Orientation in HRM – A European Perspective. Conference paper presented at the Symposium on Current International Business Research in Europe, Academy of International Business 2000 Annual Meeting, 20.11.2000
- 129) Don't let them in. Exclusion effects of new career requirements in management. (with A. Iellatchitch) Presented at the VIIIth Biennial Conference of the International Society for Justice Research (ISJR) on 'Social Justice and Social Exclusion', College of Management, Rishon LeZion, Israel, 20.9. 2000 (also conference paper)
- 130) Towards a habitus based concept of managerial careers. Conference paper presented at the Academy of Management Meeting, Toronto, Canada, 7.8.2000
- 131) Finally on their own? The changing role of functional specialists in Europe - conceptual and empirical considerations. Presented at the Annual Meeting of the Society of Industrial and Organisational Psychology (SIOP), New Orleans, USA, 15.4.2000 (also conference paper)
- 132) He's a Real Nowhere Man? Der Umgang von Organisationen mit ihren Grenzen - das Beispiel 'Neue Selbständige'. (with Michael Meyer) Presented at the Kommission 'Organisation' im Verband der Hochschullehrer für Betriebswirtschaft, 2.3.2000, Zurich, Switzerland (also conference paper)

- 133) Herausforderungen in multikulturellen Arbeitskontexten – Schwierigkeiten und Lösungsansätze (Challenges in a multicultural working context – problems and solutions). Presented at the conference on ‚Multiethnic workplace‘ of the Institut für betriebliche Gesundheitsförderung, Vienna, 15.11.1999.
- 134) From heaven to hell? The future role of functional specialists – conceptual and empirical considerations using the example of the human resource function (with P. Gunnigle, C. Brewster, M. Morley). Presented at the Irish Academy of Management, Limerick, September 1999 (also conference paper with P. Gunnigle, C. Brewster, M. Morley)
- 135) Expatriation and the (self-)management of organisations. The consequences of different expatriation patterns for environmental scanning in organisations – a systems theoretical point of view. Presented at the 3rd Workshop on Expatriation, European Institut of Advanced Studies in Management/Universidad Carlos III, Madrid, 25.9.1999 (also conference paper)
- 136) Clash of logics. The European convergence-divergence debate in management and its significance for NAFTA - a conceptual framework and empirical evidence. Presented at the Symposium on ‚Towards or Away from the US Model? Evidence from Europe on the Debate about Convergence in Human Resource Management‘, Academy of Management Meeting, Chicago, USA, 11. August 1999 (also conference paper)
- 137) Emergency Room revisited. Empirical and conceptual considerations about HRM in hospitals. Presented at the workshop of the European Institute of Advanced Studies in Management (EIASM) on Strategic Human Resource Management, St. Gallen, Switzerland, 30.3.1999 (also conference paper)
- 138) In-house professionals – an endangered species? Conceptual and empirical considerations. Presented at the 1999 workshop series, School of Business and Finance, University of Nottingham, UK, 14.3.1999.
- 139) Success breeds failure. Organisational life cycle phenomena and their relevance for the management of intercultural research networks. Presented at the conference on ‚Methods and Methodology in intercultural research‘, Euroconference Series ‚Cultural Standards in Business and Society in the European Union‘, Kranichberg, Austria, 16.3.1999.
- 140) Human Resource Management and national culture - two birds that flock together? Empirical evidence from 13 European countries. Presented at the European International Business Academy meeting, Jerusalem, 14./15.12.1998 (also conference paper with C. Erten)
- 141) Female expatriates in international business. Empirical evidence from the German clothing industry. Presented at the European International Business Academy meeting, Jerusalem, Israel, 14./15.12.1998 (also conference paper with H. Scullion)
- 142) Convergence or divergence in European HRM? Empirical evidence on the influence of national culture on HRM models and practices in European countries. Presented at Erasmus University, Rotterdam, Netherlands, 19.11.1998.
- 143) Autonomy and Control - main challenges of management. Presented at the workshop '600 years of economic excellence', Vienna, Austria May 7 & 8, 1998.
- 144) We're on the road to nowhere, come on and join? Anmerkungen zu einem postmodernen Controlling (We're on the road to nowhere, come on and join? Some remarks on post-modern controlling). Presented at the Kommission 'Organisation' im Verband der Hochschullehrer für Betriebswirtschaft, 27.2.1998, Berlin, Germany

- 145) Endangered Species or Crucial Actors? Contributions of HRM to Organisational Success. Presented at the European Conference on 'Human Resource Management in Europe: Trends and Challenges', Athens, Greece, October 1997 (also conference paper)
- 146) New Actors in European Industrial Relations. Presented at the 5th European Regional Conference, International Industrial Relations Association, Dublin, Ireland, August 28, 1997 (also conference paper with R. Volz)
- 147) Between market, bureaucracy, and clan - coordination and control mechanisms in the Cranfield Network on European Human Resource Management (Cranet-E). Presented at the Symposium on 'Creating, Managing, and Benefiting from International Research Teams', Academy of Management Meeting, Boston, USA, 10. August 1997.
- 148) Von der Kunst der Intervention - Managerhandeln aus der Sicht der neueren Systemtheorie (The art of intervention. Managerial action from the perspective of new systemstheory). Gehalten an der Universität-GH-Essen, Essen, Deutschland, 10.6.1997.
- 149) Communication and consultation within European organisations: no place left for collective representation? Presented at the international workshop on 'The impact of Strategy, Job Design, and organisational structure on human resource management. Scenarios for the year 2000.', Cádiz, Spain, 25-28 May 1997 (also conference paper with C. Brewster and M. Morley).
- 150) Integration und Differenz - Personalarbeit zwischen Fachabteilung und Linienmanagement im europäischen Vergleich (Integration and difference – HRM between staff unit and line management, a European comparison). Gehalten im Rahmen der Kommission 'Internationales Management' im Verband der Hochschullehrer für Betriebswirtschaft, 14.3.1997 in Beilngries bei Ingolstadt, Deutschland (also conference paper)
- 151) Personalarbeit in Unternehmen der neuen Bundesländer und der Tschechischen Republik (HRM in companies of the new federal states and the Czech Republic) (with U. Hanel). Gehalten beim 7. internationalen Workshop 'Kultur und Management - Management und Kultur. Arbeitswelt und Personalführung im interkulturellen Kontext.', Wien, Österreich, 2./3. 12. 1996.
- 152) Attention: Flexibility can damage your organisational health. Presented at the international conference on European Challenges of Work Flexibility (Los retos europeos de la flexibilidad laboral), Barcelona, Spain, 7.11.1996 (also conference paper)
- 153) Industrial Relations in Europe (with M. Morley, P. Gunnigle, C. Brewster). Presented at the 5th Conference on International HRM, San Diego, USA, 24.-27.6.1996 (also conference paper)
- 154) Ethnocentricity - still alive and well! (with C. Brewster). Presented at the 5th Conference on International HRM, San Diego, USA, 24.-27.6.1996 (also conference paper)
- 155) Qualifications? Performance? Behaviour! Steps towards an appraisal of performance related behaviour. Presented at the International Conference on Human Resource Management in Czech Republic in the European Context, Prag, Czech Republic, 21.3.1996.
- 156) In praise of ethnocentricity: expatriate policies in European multinationals (with C. Brewster). Presented at the Annual Meeting of the Academy of Management, International Management Division, Distinctive Poster Session Paper, Vancouver, Canada, August 1995.
- 157) Abstiege und Degradierungen. Anmerkungen zu einem vernachlässigten personalwirtschaftlichen Phänomen (Descents and demotions. Statements about an

- ignored phenomenon of Human Resource Management). Gehalten im Rahmen der Kommission 'Personal' im Verband der Hochschullehrer für Betriebswirtschaft, 8.10.1994 in Paderborn, Deutschland.
- 158) Organisationsspezifische internationale Karriereologiken und Führung in international tätigen Unternehmen (The logic of specific organisational, international careers and the management at international enterprises). Gehalten beim 13. Österreichischen Kongreß für Soziologie im Rahmen der Sektion 'Arbeits- und Industriesoziologie', 26.11.1993 in Klagenfurt, Österreich (also conference paper)
 - 159) Studentische Laufbahnen an der Universität - eine empirische Verlaufsanalyse (Student's career at the university - an empirical analysis) (with D. v. Eckardstein). Gehalten im Rahmen des Expertenkolloquiums 'Auswahl des Fach- und Führungskräftenachwuchses in den alten und neuen Bundesländern', 21./22.10.1993 in Landshut, Deutschland (also conference paper)
 - 160) Strategic Human Resource Management. A Central European Perspective. Presented at the Conference on Human Resource Management - a European Perspective, Kopenhagen, Dänemark, 14.10.1993 (also conference paper)
 - 161) Evaluation der Studiensituation an der Wirtschaftsuniversität Wien (Evaluating the study situation at the Wirtschaftsuniversität Wien) (with D. v. Eckardstein). Gehalten im Rahmen des Werkstattgesprächs Hochschuldidaktik/-ökonomie des Verbands der Hochschullehrer für Betriebswirtschaft, 8.10.1993 in Nürnberg, Deutschland (also conference paper)
 - 162) Ethnocentrism revisited. In defence of an 'out-dated' staffing approach in the European context. Presented at the workshop on international staffing and expatriate management, Cranfield, UK, 21./22.9.1992 (also conference paper)
 - 163) Quantitative Studien und ihre Aussagekraft (Quantitative studies and their informative value). Gehalten im Rahmen des Workshop 'Empirische Forschung' der Kommission 'Personal' im Verband der Hochschullehrer für Betriebswirtschaft, 29.11.1991 in Gummersbach, Deutschland.
 - 164) StudentInnenkarrieren an der WU (Careers of students at the Wirtschaftsuniversität Wien). Gehalten im Rahmen der Kommission 'Personal' im Verband der Hochschullehrer für Betriebswirtschaft, 28.9.1991 in Wien, Österreich (also conference paper)
 - 165) Organisationskultur (Organisational culture) (with W. Weber). Gehalten im Rahmen der Kommission 'Organisation' im Verband der Hochschullehrer für Betriebswirtschaft, 2.4.1987 in Schleiden, Deutschland (also conference paper)

Invited presentations at practitioner conferences, academic programs and other workshops

- 1) *Managing HRM in Europe. The Cranet international observatory.* Invited keynote presentation at AIDP conference on 'Engagement o efficienza? I trend nella gestione delle risorse umane', Milano, Italy, 1 December 2015
- 2) *Karriere – Annäherungen an eine Missverständene (Career – getting closer to something frequently misunderstood).* Invited keynote presentation, Fachtagung Karriere in der Pflege – genug Platz für alle? Gestaltungsmöglichkeiten beruflicher Laufbahnen. Vienna, Austria, 6 November 2014
- 3) *Der Reformprozess der Bundes-Sportförderung. Reflexionen mit der Gnade des Rückblicks. (The reform process of the Federal Sports subsidy System. Reflections based on the grace of hindsight).* Invited keynote presentation, Fachtagung Abstimmung zwischen Bundes-Sportfachverbänden und Bundes-Dachverbänden, Vienna, Austria 31 October 2014
- 4) *Werte in der Führung. Überlegungen zu einem vieldeutigen Konzept (Values in leadership. Some considerations about an ambiguous concept).* Invited key note presentation, Forum Personalmanagement 2014: Werteorientierte Führung, 24 October 2014, Vienna, Austria
- 5) *Spitzensport und Wirtschaft – eine Reflexion (Top sports and economy – a reflection).* Invited keynote, Praxistage Drei, Neusiedl/See, Austria, 12 September 2014
- 6) *HR-Standards in Österreich (HR standards in Austria).* Invited keynote presentation, Forum Personal D-A-CH Workshop, Vienna, Austria, 9 September 2013
- 7) *Teamlernen und Arbeiten in stabilen High-Performance Teams (Team learning and working in high-performance teams).* Invited keynote presentation, Top Executive Workshop, Münze Österreich, Podersdorf, Austria, 12 June 2013
- 8) *Marionetten, Mavericks oder ...? Plädoyer für einen entspannten Umgang mit Führungskräften (Puppets, mavericks, or ...? A plea for a relaxed relationship with managers).* Invited keynote presentation, Annual Forum Personal congress 2012, Salzburg, Austria, 11 October 2012
- 9) *Where Does HRM Stand Today? Or: Personal musings on what we can be proud of and what keeps me awake at night.* Invited keynote presentation at the Annual Conference of of the Association of Human Resource Management in International Organisations (AHRMIO) 2012, Vienna, Austria, 17-19 September 2012
- 10) *Challenges and pathfinders in Global HRM. Empirical findings and personal musings.* Invited keynote presentation, annual conference of Danish HRM, Copenhagen, Denmark, 30 August 2012
- 11) *The supervision relationship from the perspective of the student and the supervisor. Musings of a PhD program director and old fart.* Presented at the doctoral workshop at 11th World Congress of the International Federation of Scholarly Associations of Management (IFSAM), Limerick, Ireland, 27 June 2012
- 12) *Karriere – mehr als ‚hoch hinauf‘ und ‚viel verdienen‘ (Career – more than ‚higher up‘ and ‚earn a lot‘).* Invited keynote presentation, HR congress 2012, Vienna, Austria, 13 March 2012
Ansatzpunkte für eine strategische Entwicklung von Mitarbeitern & Organisationen
- 13) *Motivation – what works and what doesn't.* Presented at University of Salerno, Executive Program on Health Care Management, Italy, 29 March 2012.

- 14) *Comparative Human Resource Management – core insights and future directions*. Presented at Doctoral Workshop, University of Salerno, Italy, 29 March 2012.
- 15) *Going global as an academic? Joining international research networks and publishing in international journals – if this is a ‘must’, how do I do this?* Presented at Doctoral Workshop, University of Salerno, Italy, 29 March 2012.
- 16) *Motivation – what works and what doesn’t*. Presented at Doctoral Workshop, University of Salento, Italy, 28 March 2012.
- 17) *Incentives without money – possibilities and limitations*. Presented at Bachelor Program Business Administration, University of Salento, Italy, 27 March 2012.
- 18) *Von Eigentor bis gut gemeint – Ansichten & Einsichten zur variablen Entgeltgestaltung. Eine empirisch und theoretisch fundierte Philippika (Between own goal and best of intentions – views on flexible reward management. An empirical and theoretical philippic)*. Invited keynote presentation, ARS conference ‚Leistungs- und Erfolgsentlohnung‘, Vienna, Austria, 20-21 October 2011
- 19) *Beware of recruiting Gen Y elite business schools graduates? Some empirical evidence*. Invited keynote presentation, zbp General Assembly 2011, Vienna, Austria, 30 May 2011
- 20) *Why not business as usual? Leading in turbulent times*. Invited keynote presentation, HRM Forum: Lithuania in the European context: the latest HRM research findings, ISM, Vilnius, Lithuania, 4 November 2010
- 21) *Up, up, and away? Blick auf den Karriereerfolg rund um den Globus und Konsequenzen fürs HRM (Up, up and away? Looking at career success around the globe – consequences for HRM)*. Invited keynote presentation, Science Forum „Das Ende der Karriere – neue Karrieren?“, Winterthur, Switzerland, 28 October 2010
- 22) *Beyond Generation Y? Expectations of future leaders entering the labour market – a European-wide survey*. Invited keynote speaker, 5th International Conference ‘Human Resource Management in Europe: Trends and Challenges’, Athens, Greece, 27 May 2010
- 23) *Motivating people in turbulent times – hocus-pocus, solid work or artistic endeavour?* Invited keynote speaker, Annual Conference Baltic Management Development Association (BMDA), Riga, Latvia, 14 May 2010
- 24) *Ein garstig Lied, pfui, ein politisch Lied? - Karriere machen in NPOs (An ugly song, a political song? Making a career in NPOs)*. Invited keynote speaker, NPO-Tag, WU, Vienna, Austria, 12 April 2010
- 25) *Rechts und Links. Oben und unten, vor und zurück. (Right and left. Up and down, forward and backward)*. Invited keynote speaker, Joseph Roth presentation, Literaturhaus, Vienna, Austria, Nov. 19 2009
- 26) *Where Angels Fear To Tread? A layman’s view of the land*. Invited keynote speaker, Leadership Forum, Servants of the Word, Ann Arbor, MI, USA, 31 Aug - 3 Sep 2009
- 27) *Career systems in Christian Organisations*. Invited keynote speaker, Leadership Forum, Servants of the Word, Ann Arbor, MI, USA, 31 Aug - 3 Sep 2009
- 28) *Mitarbeiterbeteiligungen aus Sicht des Personalmanagement (Employee participation from an HRM perspective)*. Invited keynote speaker, Wr. Bilanzrechtstage 2009, WU, 24 April 2009, Vienna, Austria
- 29) *Just like the rest of us? Portrait of a new generation of leaders based on the CEMS-L’Oreal Fellowship*. Invited keynote speaker, CEMS Benchmark Meeting, Paris, 28 Nov 2008
- 30) *Berufliche Integration von SpitzensportlerInnen (Occupational integration of top-level athletes)*. Invited keynote speaker, presented at KaDa dissemination meeting and press conference, 14 October 2008, Erste Bank, Vienna, Austria.

- 31) *Up, up and away? Views on careers and career success from across the globe – empirical findings and consequences for HRM*. Invited keynote speaker, presented at Annual HR Conference 2008, “Global Insights in People Management”, Nicosia, Cyprus, 22 May 2008
- 32) *Motivation at work-mumbo-jumbo, art or daily handicraft?* Invited keynote speaker, presented at 4th International Conference on Human Resource Management in Europe: Trends and Challenges, 30 May 2008, Athens, Greece.
- 33) *Endlich geschafft? Anmerkungen aus der Karriereforschung zur Post-Bologna Studienarchitektur (Finally there! Remarks from a career research perspective to the post-Bologna study architecture)*. Presented at „What’s next? Beyond Bologna“, WU Wirtschaftsuniversität Wien, Vienna, Austria, 15 April 2008
- 34) *High Performance Teams*. External Speaker, presented at Gerencia del Desarrollo Humano: El Nuevo Trabajo del Gerente de D.H., INCAE, Alajuela, Costa Rica, 7 March 2008
- 35) *Leadership in a growth region – what really matters*. Presented at Hewlett-Packard CEE Top Talent Program 2008, Vienna, Austria, 23 Jan 2008
- 36) *The Impact of Management Development on Firm Performance: Wishful thinking or established fact?* Presentation, International Lounge – The Art of Human Capital Management, Vienna, Austria (with Astrid Reichel). 29 November 2007
- 37) *Motivation at work – mumbo-jumbo, art or daily handicraft?* Presentation at International Management Meeting, AT&S, Frankenfels, Austria, 24 November 2007
- 38) *Vom andern Stern? Soziale Herkunft und berufsrelevante Kompetenzen österreichischer Spitzensportlerinnen und Spitzensportler – eine empirische Analyse (Extraterrestrial? Social Background and job-relevant competences of Austrian top athletes – an empirical analysis)*. Presented at Tag des Sports, University of Salzburg, Salzburg, Austria, 23 November 2007.
- 39) *Schwach angefangen, stark nachgelassen? Die methodische Fundierung der Lebens- und Sozialberatung in Österreich – eine empirische Studie (Weak beginning, strong decrease? Methodological basis of Life- and Social Counseling in Austria – an empirical study)*. Presented at Meeting of Lebens- und Sozialberater Österreichs, Wien, 21 November 2007
- 40) *„Medice, cura te ipsum“? Methoden und Qualität in der Lebens- und Sozialberatung in Österreich – eine empirische Studie (Methods and quality in Life- and Social Counseling in Austria – an empirical study)*. Presented at Wirtschaftskammer Österreichs, Wien, 21 November 2007
- 41) *Up, up and away? Oder: Was macht Karrieren eigentlich wirklich aus? (What, actually, are careers all about?)* Presented at WU-Talks, Wien, Austria, 13 March 2007
- 42) *Macht?erfolg?reich?glücklich?(Power? Success? Rich? Happy?)* Presented at Kepler Society, Linz, Austria, 18 January 2007
- 43) *Das Ösi-Phänomen (The Ösi Phenomenon)*. Roundtable discussion, 4. Österreichischer Export-Tag, Wirtschaftskammer Österreich, Vienna, Austria, 29 June 2006.
- 44) *Nachricht von meinem Ableben stark übertrieben. Auslandseinsätze und ihre Zukunft – Anmerkungen aus der Wissenschaft (Reports of my death highly exaggerated. Foreign assignments and their future – remarks from academia)*. Presented at Symposium of SIETAR Germany, Bonn, Germany, 3 March 2006
- 45) *Spitzensport und Karriere (Top sports and career)*. Roundtable discussion, organised by ‘Die Presse’, Palais Coburg, Vienna, Austria, 24 October 2005
- 46) *Where do I come from? Influencing factors of career success*. Presented at Universidad de Carlos III, MBA program, Madrid, Spain, 24 June 2005

- 47) *Born to be wild? Die Bedeutung der Lebens- und Arbeitsgeschichte für den Karriereerfolg (The importance of one's life and work history for career success)*. Presented at Executive Lounge, Vienna, Austria, 23 May 2005
- 48) *Macht? Erfolg? Reich? Glücklich? Einflussfaktoren von Karrieren in Wirtschaft und Management (Power? Success? Rich? Happy? Determinants of careers in business and management)*. Presented with Michael Meyer and Johannes Steyrer at book presentation Wirtschaftsuniversität Wien, Wien, Austria, 25 April 2005.
- 49) *About chicken and eggs? Companies' economic success, human resource development and moderators of this relationship*. Presented at Dublin City University, Master of Human Resource Management program, Dublin, Ireland, 6 April 2005
- 50) *Teambuilding and team development*. Presented at Istanbul University, MBA program, Istanbul, Turkey, March 21, 2005
- 51) *What a Cranet Conference 2005 could look like – strange ideas and not so strange ones...* Presented at Centre for Leadership, Copenhagen, Denmark, 1 March 2005
- 52) *Von Zwergen, Problemlösern, bunten Hunden, und Übersetzern. Zukünftige Rollen des Human Resource Management (HRM) und ihre Relevanz für Nonprofit Organisationen (About dwarfs, problem solvers, colourful dogs and translators. Future roles of human resource management (HRM) and their relevance for nonprofit organisations)*. Presented at 4. NPO-Tag, Wirtschaftsuniversität Wien, 30 March 2004; appeared as: *Rollen des Human Resource Management (HRM) in der Zukunft – auch in Nonprofit Organisationen? (Roles of Human Resource Management (HRM) in the future – also for Nonprofit Organisations?)*, in: *Glocalist*, 26/2004, 15-17.
- 53) *Resistance and change – two unlike twins?* Presented at Estonian Business School, open lecture within the MBA program, Tallinn, Estland, 7 November 2003
- 54) *Talking business and being human friendly*. Presented as invited key note at 'People Friendly' – International Conference on Human Resource Management, Tallinn, Estland, 6 November 2003
- 55) *No one can serve two masters - not even HRM! Remarks on the role of HR in business driven organisations*. Presented at Practitioner Forum 'New Challenges of Human Resource Management', Limerick, Ireland, June 5, 2003
- 56) *Managing transitions in global careers - basic dimensions and a blueprint for taking action*. Presented at Global Career Forum, Cranfield, UK, June 4, 2003
- 57) *Feeling comfortable in Procrustes' bed? Wake-up calls from a career field perspective*. Presented at CREME Colloquium 'Managing Global Careers', Cranfield, UK, January 20, 2003
- 58) *Contemporary trends in Leadership: Focusing on people is not enough!* Presented as invited key note at Yearly Conference of Slovenian Human Resource Managers, Radenci, Slovenia, November 14, 2002
- 59) *Some grounded speculations about the future of HR in Europe - relevant for the UK, too?* Presented as invited key note at Conference 'Future of HRM', Cranfield School of Management, UK, April 25, 2002
- 60) *Bausteine für ein zeitgemäßes Personalmanagement (Building blocks of modern HRM)*. Presented at 12. Bauwirtschaftlichen Tagung, Vienna, 23. November 2001.
- 61) *Sieben Rollen für das Personalmanagement der Zukunft (7 Roles of HRM in the future)*. Presented at the Workshop "Das Morgen des Human Ressource Managements" („The tomorrow of HRM“, Forum Personal, Linz, 16. November 2001

- 62) *HRM i modlys - The 7 habits of successful HR Management in the future*. Presented as an invited key note at the annual conference of the Danish Association of Personnel Managers, Copenhagen, August 28 2001.
- 63) *Personalentwicklung im internationalen Vergleich. Ausgewählte Ergebnisse aus dem Cranet-Survey (Personnel Development – an international comparison. Results from the Cranet-Survey)*. Presented at the Workshop ‚Human Resource Management in multinational corporations‘, Industriellenvereinigung, Vienna, Austria, 26.9.2000.
- 64) *Communications and Employee Relations*. Presented at the Workshop of the Association of Human Resource Management in International Organisations (AHRMIO), Geneva, Switzerland, 14.9.2000.
- 65) *Expatriate vs. the ‚Home Country Workforce‘*. Presented as an invited key note at the Inaugural Conference of the Association of Human Resource Management in International Organisations (AHRMIO), Geneva, Switzerland, 12.9.2000.
- 66) *Berufliche Weiterbildung in Österreich – Auswirkungen von Maßnahmen im Rahmen des Leonardo da Vinci Programms (Training and Development in Austria – Impact of measures within the Leonardo da Vinci programme)*. Presented at the Workshop ‚Valorisierung von LEONARDO DA VINCI in Österreich – Berufliche Weiterbildung‘, Vienna, February 2000
- 67) *Decentralisation – empowering line managers to perform better*. Presented as an invited key note at the colloquium of the United Nations on Human Resources Management, Geneva, Switzerland, 10.12.1999.
- 68) *Human Resource Management – the Micro-Tendencies in the New Millenium*. Presented as an invited key not at the conference of the the Portugese Human Resource Managers‘ Association (APG) on ‚Inteligências, competências e outras tendências‘, Lisbon, Portugal, 25.11.1999 (also conference paper)
- 69) *Serving two masters? Human resource mangement caught in the magical polygon of stakeholders' interest*. Presented as an invited key note at the annual conference of the Danish Association of Personnel Managers, Copenhagen, 26.8.1999.
- 70) *„Ihr könnt nicht beiden dienen, Gott und dem Mammon.“ Betriebliche Personalpolitik im magischen Vieleck von Interessen (You cannot serve both God and Mammon. Personnel Policy in the magical polygon of interests)*. Presented at the Essener Wirtschaftsforum, Universität-GH-Essen, Germany, 20.5.1999.
- 71) *Kampf der Kulturen. Krankenhäuser im magischen Dreieck von Heilungsauftrag, Mitarbeiterorientierung und Rationalisierungsdruck - eine kulturtheoretisch-konstruktivistische Analyse (Culture clash. Hospitals within the magical triangle of healing, employee orientation and rationalisation pressure – a culture theoretical-constructivist analysis)*. Presented at the 3. Österreichischen Konferenz Gesundheitsfördernder Krankenhäuser, Linz, Austria, 3.12.1998.
- 72) *Zwischen Hilfe und Gewinn - Nonprofit-Organisationen am freien Markt (Between help and profit – Nonprofit-organisations in the free market)*. Presented at the Interdisziplinären Fachtagung 'Nonprofit Organisationen als Partner von Staat und Wirtschaft', Wien, Austria, 22.4.1998.
- 73) *From diversity to convergence? The case of Human Resource Management in Europe*. Presented at the Euroconference on 'Costs and Benefits of Europeanization', Wien, Österreich, 5.-8.4.1995.

Working Papers and Technical Reports (selection)

- 1) *Management Research in the New Europe: Is There a Need for a Specific Central and East European Perspective?* (with Arnold Schuh and Sona Ferencikova) Paper submitted to the Inaugural Conference of the European Academy of Management, Barcelona, April 21-22, 2001
- 2) *Neue Formen der Arbeitsorganisation – die europäische Perspektive (New Forms of work – the European Perspective)* (with Michael Müller, Johannes Ledolter, Guido Strunk and Christiane Erten-Buch). In: Jürgens, U.; Pasch, W.; Storz, C. (Eds.): „New Economy“ – Neue Formen der Arbeitsorganisation in Japan. Duisburger Arbeitspapiere Ostasienwissenschaften, Duisburg 2000, 21-40.
- 3) *Berufliche Weiterbildung in Österreich – Auswirkungen von Maßnahmen im Rahmen des Leonardo da Vinci Programms (Training and Development in Austria – Impact of measures within the Leonardo da Vinci programme)* (with Guido Strunk). Paper presented at the Workshop ‚Valorisierung von LEONARDO DA VINCI in Österreich – Berufliche Weiterbildung‘, Vienna, February 2000
- 4) *All equal? The importance of context - empirical evidence about male and female expatriates from the German clothing industry* (with Hugh Scullion). Paper presented at the Academy of International Business, Charleston, South Carolina, November 1999, also working paper 1/2000 der Interdisziplinären Abteilung für Verhaltenswissenschaftlich Orientiertes Management, Vienna 1999.
- 5) *Personalarbeit in Unternehmen der neuen Bundesländer und der Tschechischen Republik* (with U. Hanel). Working paper series Kultur & Management - Arbeitspapier Nr. 8 der Gesellschaft für Ostkooperation, 1998, pp.1-20.
- 6) *Learning Environments in European Organisations* (with M. Aparicio-Valverde, C. Soler, O. Tregaskis). Paper presented at the European Conference on 'Human Resource Management in Europe: Trends and Challenges', Athens, Greece, October 1997.
- 7) *Institutionalisation of Human Resource Management in Eastern Germany in the European context - an empirical analysis* (with U. Hanel, A. Hegewisch). Working paper series Schriftenreihe Lehrstuhl BWL, insb. Personalwirtschaft, 3/1997, Dresden
- 8) *Arbeitsgruppen im Devisenhandel. Eine Fallstudie zur Kooperation in einer österreichischen Großbank* (with J. Hofbauer, H. H. Holzmüller, M. Kindl, M. Lueger, C. Mattl, A. Novy). Working paper series Dresdner Beiträge zur Betriebswirtschaftslehre, 7/97, Dresden 1997.
- 9) *Institutionalisation of Human Resource Management in Eastern Germany in the European Context - an empirical analysis* (with U. Hanel). Working paper series Lehrstuhl für Betriebswirtschaftslehre, insbes. Personalwirtschaft, 2/1997, Fakultät Wirtschaftswissenschaften, Technische Universität Dresden.
- 10) *Kooperation in Arbeitsgruppen. Technical report 'Multimethodische Forschung in kulturvergleichenden Managementstudien: Die interkulturelle Analyse der Kooperation in Arbeitsgruppen (Multi-method research in culture comparative management studies: Intercultural analysis of co-operation in working groups)'*, sponsored by Kammer der gewerblichen Wirtschaft für Wien (Viennese Chamber of Commerce) (with J. Hofbauer, H. H. Holzmüller, M. Lueger, C. Mattl, A. Novy), Wien 1996.

- 11) *Executive Summary, Cranfield Network on European Human Resource Management (CRANET-E), Results of the 1995 Survey* (with team of authors), Cranfield, UK, 1996.