

MARCO LEANDER RAPP

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RESEARCH INTERESTS

My research explores contextual influences on human resource management using a variety of methodological approaches. In particular, I investigate how national regulations and culture affect human resource management practices such as flexible working practices, teleworking and HR analytics. My recent work has increasingly focused on the latter, with projects investigating how organisations respond to and adapt algorithms and data-driven decision making to deliver HR practices and services.

ACADEMIC POSITIONS

Ongoing	Research and Teaching Associate, Interdisciplinary Institute for Management and Organizational Behaviour, WU Vienna University of Economics and Business, Austria
2019	Research and Teaching Assistant, Institute for Human Resource Management, WU Vienna University of Economics and Business, Austria
2017 – 2018	Research and Teaching Assistant, Institute for Economic Psychology, University of Vienna, Austria
2016	Project Research Assistant, Institute for Work and Organisational Psychology, University of Innsbruck, Austria

EDUCATION

Ongoing	PhD in Social and Economic Sciences, WU Vienna University of Economics and Business, Austria. PhD Committee: Prof. Wolfgang Mayrhofer, Prof. Chris Brewster, & Prof. Mila Lazarova Thesis title: “Unravelling Context: An Exploration of its Role in Shaping Human Resource Management.”
2017 – 2019	M.Sc. in Management, WU Vienna University of Economics and Business, Austria Thesis title: “Young, wild, and free? Challenges and maturation processes in self-managing organisations.”
2016 – 2019	M.Sc. in Psychology, University of Vienna, Austria Thesis title: “Lucky guess? Linking morally relevant choices to political preference, tax morale, and greed.”
2013 – 2016	B.Sc. in Psychology, University of Innsbruck, Austria
2012 – 2016	B.Sc. in Management & Economics, University of Innsbruck, Austria
2018	Semester abroad Master in Business Analytics, University of Manchester, UK
2014	Semester abroad Bachelor in Management & Psychology, University of New Orleans, US

RESEARCH ACTIVITIES

Published

Reiss, L., Schiffinger, M., **Rapp, M.**, & Mayrhofer, W. (2023). Intersectional income inequality: A longitudinal study of class and gender effects on careers. *Culture and Organization*, [10.1080/14759551.2023.2232505](https://doi.org/10.1080/14759551.2023.2232505)

- Mayrhofer, W. & **Rapp, M.** (2021). Different Countries. In E. Knies & B. Steijn (Eds.), *HRM in the Public Sector*. London: Routledge
- Mayrhofer, W., Steinbereithner, M.A., **Rapp, M.**, Reiss, L., & Zellhofer, D. (2021). Religion and career success: A country-comparative study. In E. Pio, R. Kilpatrick, T. Pratt (Eds.), *Reimagining Faith and Management*. London: Routledge.
- Strecker, C., Brenner, M., **Rapp, M. L.**, Kachel, T., Höge, T., Höfer, S., & Weber, W. G. (2019). *Verfahren zur Beobachtung des Soziomoralischen Klimas*. Innsbruck: Innsbruck University Press.

Under Review

- Diefenhardt, F., **Rapp, M.**, Bader, V., & Mayrhofer, W. "In God We Trust. All others must bring data": HR analytics as a lever in the tactical accumulation of strategic capabilities. Submitted to *Human Resource Management Journal*
- Mayrhofer, W., Biemann, T., Koch-Bayram, I., & **Rapp, M.** Contextual Effects on HRM Systems and the Role of HRM Departments. A 34-Countries Analysis. Submitted to *Human Resource Management* (2nd round R & R, one reviewer fully satisfied and addressing minor comments)
- Rapp, M.**, Hassan, N., Trullen, J., & Valverde, M. The evolution of HRM actors' roles according to economic complexity. Submitted to *International Journal of Human Resource Management*

Selected Conference Presentations and Proceedings

- Rapp, M.L.**, Latzke, M. & Mayrhofer, W. (2023, Sep.). *Von „Massenabfertigung“ bis „maßgeschneidert“ - Soziale Repräsentationen von machine learning-unterstützter Personalbeschaffung*. Herbstworkshop der wissenschaftlichen Kommission Personal, Berlin, Germany
- Diefenhardt, F., **Rapp, M.**, Bader, V., & Mayrhofer, W. (2023, Aug.). *HR Analytics and HRM's Strategic Positioning: Navigating the Uncertainties of an Emerging Technology*. Academy of Management Annual Meeting, Boston, Unites States.
- Diefenhardt, F., **Rapp, M.**, Bader, V., & Mayrhofer, W. (2023, Jul.). *Accepting the numbers challenge? How HR professionals manage uncertainties around HR analytics*. EGOS Annual Meeting, Cagliari, Italy.
- Diefenhardt, F., **Rapp, M.**, Bader, V., & Mayrhofer, W. (2023, Jun.). *"In God We Trust. All others must bring data": HR analytics as a lever in the tactical accumulation of strategic capabilities*. 2nd EIASM WORKSHOP ON PEOPLE ANALYTICS & ALGORITHMIC MANAGEMENT (PAAM), Leeds, UK
- Rapp, M.L.** (2023, May). *The influence of context on the use of HR analytics: a mixed-methods approach*. 4th HRIC: International Conference of the HR Division, Sun City, South Africa
- Rapp, M.L.**, Brewster, C., Gooderham, P., & Mayrhofer, W. (2023, May). *Context, institutions, and HRM: The case of non-standard work arrangements*. 4th HRIC: International Conference of the HR Division, Sun City, South Africa
- Diefenhardt, F., **Rapp, M.**, Bader, V., & Mayrhofer, W. (2023, May). *"In God We Trust. All others must bring data": HR analytics as a lever in the tactical accumulation of strategic capabilities*. 4th HRIC: International Conference of the HR Division, Sun City, South Africa
- Diefenhardt, F., **Rapp, M.**, Bader, V., & Mayrhofer, W. (2023, May). *Doing more by doing less? The role of setting formalized guardrails in the application of HR analytics*. 28th Internal Conference on Strategic Management and Decision Support, Subotica, Serbia.
- Diefenhardt, F., **Rapp, M.**, Bader, V., & Mayrhofer, W. (2022, Nov.). *"In God We Trust. All others must bring data": HR analytics as a lever in the tactical accumulation of strategic capabilities*. Dutch HRM Conference, Twente, The Netherlands.
- Rapp, M.L.** (2022, Nov.). *HR data is universal, right? The role of context on the adoption of HR analytics*. Dutch HRM Conference, Twente, The Netherlands.
- Mayrhofer, W., Biemann, T., Koch-Bayram, I., & **Rapp, M.** (2022; Jul.). *Contextual Effects on HRM Systems and the Role of HRM Departments. A 34-Countries Analysis*. Academy of Management Annual Meeting, Seattle, Unites States. <https://journals.aom.org/doi/abs/10.5465/AMBPP.2022.137>
- Rapp, M.L.**, Brewster, C., Gooderham, P., & Mayrhofer, W. (2023, Jul.). *Context, institutions, and HRM: The case of non-standard work arrangements*. EGOS Annual Meeting, Vienna, Austria

Rapp, M.L., Brewster, C., Gooderham, P., & Mayrhofer, W. (2021, Sep.). *Context, institutions, and HRM: The case of non-standard work arrangements*. Herbstworkshop der wissenschaftlichen Kommission Personal, Düsseldorf, Germany

Reiss, L., Schiffinger, M., **Rapp, M.**, & Mayrhofer, W. (2020, Jul.). *Intersectional inequality at all times? A longitudinal two-cohort study of class and gender-based income disparities in careers*. EGOS Annual Meeting (virtual), Hamburg, Germany.

Professional Publications, Articles, and Reports

Rapp, M.L. & Peretz, H. (2023). Staffing II: Non-standard work arrangements. *Cranet Executive Report on International Human Resource Management: Summary and Analysis of 2021-2022 Survey Data*. <http://dx.doi.org/10.2139/ssrn.4647015>

Rapp, M.L. (2023). Introduction. *Cranet Executive Report on International Human Resource Management: Summary and Analysis of 2021-2022 Survey Data*. <http://dx.doi.org/10.2139/ssrn.4647015>

Rapp, M.L., Latzke, M. (2023). „Wir brauchen so jemanden wie sie!“ – Der Einfluss von Persönlichkeit auf den Karriereerfolg. *Der Standard*, 19.08.2023: in press.

Mayrhofer, W., **Rapp, M. L.**, & Reichel, A. (2023). HR Karrieren: Professionell, spezialisiert und strategisch wertvoll? *personal manager*, 3(2023), in press.

Diefenhardt, F., **Rapp, M.**, & Eggenhofer-Rehart, P. (2023). Digitalisierung in der Karrierewelt. In W. Mayrhofer & J. Steyrer (Eds.), *Karriereachterbahn*. Vienna: Linde.

Steyrer, J., **Rapp, M.**, & Latzke, M. (2023). Die Rolle von Persönlichkeit. In W. Mayrhofer & J. Steyrer (Eds.), *Karriereachterbahn*. Vienna: Linde.

Steyrer, J., Latzke, M., & **Rapp, M.** (2023). Die Rolle von Karrieretaktiken. In W. Mayrhofer & J. Steyrer (Eds.), *Karriereachterbahn*. Vienna: Linde.

Reichel, A., **Rapp, M.**, & Mayrhofer, W. (2022). CRANET PROJECT ON GLOBAL HUMAN RESOURCE MANAGEMENT: Ergebnisse für Österreich 2021. Paris Lodron Universität Salzburg und Wirtschaftsuniversität Wien.

Rapp, M. L., Diefenhardt, F., & Mayrhofer, W. (2022). HR Analytics: Hypes um Bytes? *personal manager*, 6(2022), 38-41.

Reichel, A., **Rapp, M. L.**, & Mayrhofer, W. (2022). Warum der "Frauenberuf" HR-Management an Status gewinnt. *personal manager*, 1(2022), 32-34.

CURRENT PROJECTS

2023	Co-determination and its effects on and implications for HR analytics with Verena Bader and Julius Lechner, data analysis
2023	Contextual effects on HR analytics: a mixed-methods approach, single-authored, preparing for submission to <i>International Journal of Human Resource Management</i>
2023	Attitudes towards algorithms in recruitment processes with Markus Latzke and Wolfgang Mayrhofer, data analysis
2022	Meta-analysis on organizational justice with a broader team around Piers Steel and Jason Colquitt, data collection
2020	Meta-analysis on career success with a broader team around Wolfgang Mayrhofer and Peter Heslin, conceptualizing the theoretical approach

SCHOLARSHIPS AND GRANTS

2020	Small Scale Project ‘HR in Context’ (4,890€)
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AWARDS AND DISTINCTIONS

- 2023 Best Paper Award at the 4th HRIC: International Conference of the AOM HR Division (\$ 300)
- 2022 Academy of Management HR Division Best Paper
(Top 10% Best HR Division Conference Papers)

TEACHING EXPERIENCE

- Since 2020 Problem Solving and Cooperation in Groups (interactive seminar emphasizing reflections about group structures and power dynamics, group conflicts, social identity, and diversity in groups)
- #VOMperspectives (seminar focusing on coaching students during the development of a course paper about the application of theoretical lens on societally relevant phenomena)
- Organization and Environment (lecture covering organization theories, organization culture, and power and micro-politics)

INVITED TALKS

- 2022 “Software for Conducting Systematic Literature Reviews: A Tale of Three Tools” –
WU Vienna, Competence Centre for Empirical Research Methods

PROFESSIONAL ASSOCIATIONS

- Academy of Management Member, Divisions and Interest Groups: Human Resource Management, Careers
- European Group for Organizational Studies (EGOS)

SERVICE TO THE COMMUNITY

- Co-Organizer of the Management Pre-Doc Platform, WU Vienna
- Alternate Member WU Department Conference, institute representation for centre section
- Ad-hoc Reviewer: Academy of Management Annual Meeting; Junior Management Scholars (JUMS)

LANGUAGES

- German (native), English (fluent), Spanish & French (basic)

PROGRAMMING SKILLS

- R (expert), RShiny (advanced), JavaScript (advanced), Python (basic), PHP (basic)