

AIDA HAJRO



Contact Details

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Professional Employment and Education

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|-----------------------|---------------------------------------------------------------------------------------------------|
| 2018 - present | Assistant Professor, <i>WU Vienna University of Economics and Business, Management Department</i> |
| 2016-2019 | Associate Professor, <i>Brunel University London</i> |
| 2015-2018 | Director of Postgraduate Placement Programmes, <i>Brunel University London</i> |
| 2011-2012 | Deputy Director of MBA Programmes (AMBA Accredited), <i>Brunel University London</i> |
| 2008-2016 | Assistant Professor, <i>Brunel University London</i> |
| 2007-2008 | Assistant Professor, <i>Middlesex University</i> |
| 2007 | PhD in Business, <i>WU Vienna University of Economics and Business</i> |
| 2004-2007 | Research and Teaching Assistant, <i>WU Vienna University of Economics and Business</i> |
| 2004 | MSc degree in Business, <i>WU Vienna University of Economics and Business</i> |

Professional awards

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| 2019 | <i>Academy of Management Review Outstanding Reviewer Award</i> |
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- 2019** *WU Research Excellence Award*
- 2013** *Athena Swan Research Award*
- 2013** *Academy of Management IMD Skolkovo Best Paper Award Finalist*
- 2013** *Academy of Management IMD Douglas Nigh Best Paper Award Finalist*
- 2013** *Academy of Management IMD Gustavson School of Business Best Paper Award Finalist*
- 2013** *British Academy of Management Award*
- 2012** *Academy of Management IMD Robert H. Schaffer Award for the Best Paper in Applied International Management*
- 2012** *Academy of Management IMD Skolkovo Best Paper Award Finalist*
- 2011** *BRIEF Award*
- 2010** *EIASM Best Paper Award*
- 2010** *Academy of Management IMD Samsung Best Paper Award Finalist*
- 2010** *Academy of Management IMD Best Paper in Strategy/IB Theory Award Finalist*
- 2009** *Academy of Management IMD Samsung Best Paper Award Finalist*
- 2009** *Academy of Management IMD UMSL Best Paper in OB/HRM/OT Award Finalist*
- 2008** *Stephan Koren Award (WU Best Dissertation Award)*
- 2007** *EIASM Best Student Paper Award*
- 2007** *Dr. Maria Schaumayer PhD Dissertation Award*

Professional Service:

2017 – 2020 *Academy of Management Review*, Editorial Review Board Member

2017 – present *Journal of World Business*, Editorial Review Board Member

2020 – present *Journal of International Business Studies*, Editorial Review Board Member

Research Activities

Journal Publications:

Invited:

1. Hajro, A., Brewster, C., Haak-Saheem, W., & Morley, M. (invited). (Title withheld). *Journal of International Business Studies*.

Forthcoming/published full papers:

2. Hajro, A., Zilinskaite, M., & Baldassari, P. (forthcoming). Addressing the Elephant in the Room: Global Migration and its Implications for Business School Teaching. *Academy of Management Learning and Education*. Please note that the first and second authors contributed equally on this paper.
3. Hajro, A., Caprar, D., Zikic, J., & Stahl, G.K. (2021). Global Migrants: Understanding the Implications for International Business and Management. *Journal of World Business*. <https://doi.org/10.1016/j.jwb.2021.101192>
4. Stahl, G.K., Brewster, C.J., Collings, D.G., & Hajro, A. (2020). Enhancing the Role of Human Resource Management in Corporate Sustainability and Social Responsibility: A Multi-stakeholder, Multidimensional Approach to HRM. *Human Resource Management Review*, 30(3): 1-16.
5. Hajro, A., Stahl, G.K., Clegg, C., & Lazarova, M. (2019). Integrating Skilled Migrants: A Multi-Level Framework of the Individual, Organizational, and Societal Influences on Migrants' Acculturation Outcomes. *Human Resource Management Journal*, 29(3): 328-352.
6. Hajro, A., Gibson, C., & Pudelko, M. (2017). Knowledge Exchange Processes in Multicultural Teams: Linking Organizational Diversity Climates to Teams' Effectiveness. *Academy of Management Journal*, 60(1): 345-372.
7. Hajro, A. (2017). Integrating highly-qualified migrants: allowing a personal narrative to set future research directions. *European Journal of Cross-cultural Competence and Management*, 4(3/4): 192-200.
8. Hajro, A. (2015). Cultural influences and the mediating role of socio-cultural integration processes on the performance of cross-border mergers and acquisitions. *International Journal of Human Resource Management*, 26(2): 192-215.
9. Hajro, A. & Mandal, A. (2011). Individual-level outcomes in poorly managed cross-border mergers and acquisitions: a holistic view of the relevant processes. *Schmalenbach Business Review*, 63(3): 99-116.
10. Hajro, A. & Pudelko, M. (2010). An analysis of core-competences of successful multinational team leaders. *International Journal of Cross Cultural Management*, 10 (2): 175-194.
11. Hajro, A. (2009). Corporate Culture: What do we know and where do we go from here? *European Journal of Cross-cultural Competence and Management*, 1(1): 34-41.
12. Hajro, A. (2009). Contextual influences on multinational teams: empirical evidence from an Austrian company. *European Journal of International Management*, 3(1): 111-129.
13. Numic, A. (2006). Multinational team norms in German and American companies, *Journal of Cross-Cultural Competence and Management*, 5(1): 205- 234.

Academy of Management Best Paper Proceedings:

14. Hajro, A. (2013). Opening the black box of cross-border merger and acquisition dynamics: cultural influences and the mediating role of socio-cultural integration processes. *Academy of Management Best Paper Proceedings* (paper nominated for Academy of Management IMD Skolkovo Best Paper Award, Academy of Management

IMD Douglas Nigh Best Paper Award and Academy of Management IMD Gustavson School of Business Best Paper Award Finalist).

15. Hajro, A. & Pudelko, M. (2012). Multinational Teams: How Team Interactions Mediate Between Cultural Differences and Team Performance. *Academy of Management Best Paper Proceedings* (winner of the Academy of Management Robert H. Schaffer Award for the Best Paper in Applied International Management and nominated for the Academy of Management Skolkovo Best Paper Award).
16. Hajro, A. & Mandal, A. (2010). Undesired individual-level outcomes in cross-border mergers and acquisitions: A process approach. *Academy of Management Best Paper Proceedings* (paper nominated for Academy of Management IMD Samsung Best Paper Award and Academy of Management IMD Best Paper in Strategy/IB Theory Award).
17. Hajro, A. & Pudelko, M. (2009). Multinational teams in the context of organizational culture: A multi-company case study. *Academy of Management Best Paper Proceedings* (paper nominated for the Academy of Management IMD Samsung Best Paper Award and Academy of Management IMD UMSL Best Paper in OB / HRM / OT Award).

Journal Guest Editorials:

Hajro, A., Caprar, D., Zikic, J., & Stahl, G.K. (2021). Global Migrants: Understanding the Implications for International Business and Management. *Journal of World Business*.
<https://www.sciencedirect.com/journal/journal-of-world-business/special-issue/10TP914JZF5>

Books and Book Chapters:

1. Zilinskaite, M., & Hajro, A. (2020). Responsible global migrant workforce management: leadership challenges and opportunities. In M. E. Mendenhall, M. Zilinskaite, G. S. Stahl, & R. Clapp-Smith (Eds.), *Responsible Global Leadership: Dilemmas, Paradoxes, and Opportunities*. Routledge.
2. Nunic, A. (2008). *Multinational Teams in European and American Companies*, Peter Lang Publishing: Frankfurt.

Research Funding:

Research Funding Received:

2020 *Austrian Chamber of Labour* (€37,386.00). Essential, yet Invisible: Working Conditions of Delivery Workers during COVID-19 and beyond: An Explorative Study (together with Judith Kohlenberger & Milda Zilinskaite)

2013 *Athena Swan Research Award* (£14,697.88): Team Learning: Linking Organization Structure and Functional Diversity to Team Outcomes (sole applicant).

2013 *British Academy of Management Award* (£5,325.0): A strategy for tolerating forays into the unknown: the role of intra-organisational networks in translating team learning into organisational learning (sole applicant).

2011 *BRIEF Award* (£11,287.2): Exploring the impact of organisational values and norms on team learning (sole applicant).

Third Mission:

My research on migrants is starting to have implications for the broader society. I am working in collaboration with top-level executives and human rights experts from Flex, Siemens, Maxim Integrated, Adecco Group, Semperit Group, HP Inc., and the Institute for Human Rights and Business on promoting ethical recruitment and management practices. By raising awareness of the challenges and ethical dilemmas that business practitioners face on a daily basis (e.g., seismic shifts in global labor force, migrants' human and labor rights issues, integration), I hope to bridge the science-teaching-practice gap, thus integrating internal and external impact. I have given a number of presentations on these topics to scholars, practitioner and policy makers. A list of invited lectures and talks is provided below. Furthermore, together with Dr. Milda Zilinskaite, Prof. Wolfgang Mayrhofer, and Prof. Gunther Maier I have founded the "Migration, Business, and Society" global network initiative (<https://www.migrationbusinesssociety.net/>). Our mission is to inspire research, practice and policy on migration in business and management that is meaningful and of high impact. To realize this aspiration, we:

- Foster credible and useful research on migration with particular focus on the firm-level
- Promote a compassionate and humane management of migrant workers and employees
- Connect thought leaders in science with practitioners, policy makers, and human rights activists
- Actively collaborate with scholars from other social science fields
- Seek to clarify the pedagogical grounds for integrating migration issues into business and management education

List of Invited Lectures/Talks/Editorial Tasks:

2020 'Implications of Global Migration for International Business and Management Scholarship' *The International Organizations Network (ION)*, Aberdeen, Scotland, 13-16 February

2019 'Academy of Management Review Hackathon' Invited by Jay Barney (Editor-in-Chief) to help authors revising and improving successive versions of their theory papers, *IESE Business School*, Barcelona, 22-23 February

2019 'Implications of Global Migration for Governance Choices of Multinational Enterprises' *Donau Universität Krems*, Krems, 26 August

2019 'Migrant Entrepreneurship and International Business' *Academy of International Business, Copenhagen Business School*, Copenhagen, 25 June

2019 'Acculturation of Highly Skilled Migrants at the Workplace: The Importance of Emotion-focused Coping Strategies' *Vrije University Amsterdam*, Amsterdam, 24 April

2019 'Skilled Migrants in Austria: Needed but Unwelcome?' *Vienna University of Economics and Business*, Vienna, 10 April

2019 'Migration: Blessing or Burden' John H Dunning Centre – 7th International Business Conference (Please note that participants are selected in a deliberate attempt to bring the best established scholars, and the most promising up-and-coming young researchers, in this field, to evaluate future directions), *University of Reading*, Reading, 7 April

2018 ‘Migrants as Multiculturals: a Skilled Migrants Perspective’ *Academy of International Business*, Minneapolis, 26 June

2018 ‘Integrating Skilled Migrants and Immigrants into New Workplaces: Challenges and Support Mechanism’ *Academy of Management*, Chicago, 11 August

2018 ‘An Integrative Review of Research on Different Types of Global Workers: Areas of Overlap, Opportunities for Cross-fertilization, and Avenues for Future Research on Skilled Migrants’ *Academy of Management*, Chicago, 11 August, Showcase Symposium sponsored by the IM, GDO and HR division

2018 ‘Management Über Bord im Unternehmen der Zukunft’ *Vienna University of Economics and Business*, Vienna, 29 May

2017 ‘Know How – Boost the Effectiveness of Diverse Teams. Knowledge Management in Multicultural Teams’ *Vienna University of Economics and Business*, Vienna, 10 May

2016 ‘Experiences with Publishing in the Academy of Management Journal: Knowledge Exchange Processes in Multicultural Teams: Linking Organizational Diversity Climates to Teams' Effectiveness’ *ESCP Business School*, London, 22 January

2014 ‘Climate for Inclusion, Knowledge Exchange Processes and Cognitive Integration/Differentiation in Multicultural Teams’ *Vienna University of Economics and Business*, Vienna, 02 April

2008 ‘Multinational Teams: What do we know and where do we go from here?’ *Edinburgh University Business School*, Edinburgh, 24 April

Teaching Qualifications & Experience

Teaching Qualifications:

1. Postgraduate Certificate in Teaching and Learning in Higher Education in the UK (September, 2008 - July, 2011, Brunel University London)
2. Trainee program (September, 2004 - September, 2005, Vienna University of Economics and Business)

Teaching Experience:

Workshops targeted to top- and middle-level management on Strategic Change Implementation

University-level courses at the undergraduate, MSc and executive/full-time MBA level:

1. Diversify and Sustainability (MSc Level)
2. Responsible Migrant Workforce Management (Undergraduate Level)
3. People Management (Professional MBA)
4. Strategic Change Implementation and Leadership (Executive and full-time MBA)
5. International Business Strategy (Executive and full-time MBA; Undergraduate Level)
6. Cross-cultural and Comparative Management (Executive and full-time MBA; MSc & Undergraduate Level)

7. Business Project and Professional Development (Executive and full-time MBA)
8. International and Comparative Human Resource Management (Executive and full-time MBA; Undergraduate Level)
9. Management of Culturally Diverse Teams (Executive and full-time MBA; Undergraduate Level)
10. Entrepreneurship (Undergraduate Level)
11. Understanding Business and Management Research Methods (MSc Level)
12. Writing an MSc Dissertation (MSc Level)
13. International Business Environment (Undergraduate Level)
14. International Business in Emerging Markets (Undergraduate Level)