

Tanya Bondarouk

Curriculum Vitae & Publications List

Prof. Dr. T.V. (Tanya) Bondarouk, PhD
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Prof. T. Bondarouk is recognized as one of the founders of the new research area of Human Resource Management (HRM) and Technology, named *electronic HRM*. Her main publications concern an integration of Human Resource Management and social aspects of (Information) Technology Implementations, where she conducts interdisciplinary projects. Her works appear in peer-reviewed journals of a high standard across the disciplines IT, HRM and general management, including *European Journal of Information Systems*, *European Management Journal*, *International Journal of HRM*, and *Personnel Review*. She has conducted research with and provided advice to both private and public sectors including Dutch and Belgian Ministries, Shell, Dow Chemical, KPN and Belgacom, Philips, KLM Air France, ABN AMRO Bank, Ford, IBM, and several healthcare organizations. Since 2014 she has been leading a large research project (financed by *The Netherlands Organisation for Scientific Research (NWO)*) into Innovating Human Resource Management for Employee Driven Innovation. The research is conducted, among others, in healthcare organisations, including care and cure domains, and aims to examine the multilevel effects of HRM on innovation performance. The projects focuses on the dynamics of (configurations of) HRM practices and their impact on individual Innovative Work Behavior of employees, individual, group and organisation-wide innovation performance.

Her **research performance** is summarized as:

- Authoring more than 80 international journals and book chapters publications (since 2004), and 8 scholarly books, and editing 9 special issues into different aspects of HRM innovations in international refereed journals
- Work as the editor: European Associate Editor of the *Personnel Review*; Associate Editor of the *International Journal of HRM*; and Book Series editor of *Advanced Series of Management* (Emerald Publishers BV)
- Establishment of the International e-HRM research community, about 100 scholars from the world
- Initiating and organizing the Biennial e-HRM International conferences (since 2006)

Management and leadership experience of Prof. T. Bondarouk is justified by her lead as the educational director of the Business Administration programmes at the University of Twente, involving profound change in the curriculum, successful leading the EPAS and NVAO (2013) educational accreditations, Chair of the Examining Board for Management Sciences at the University of Twente, and leading the HRM department at the University of Twente.

ACADEMIC APPOINTMENTS

2014 – present	Full Professor of HRM, Chair of the HRM research department, University of Twente, The Netherlands
2015 - present	Advisory Board member, Lectoraat “Social Innovation”, Windesheim University of Applied Sciences
2014 - present	Advisory Board member, AMA Saxion University of Applied Sciences
2013 - 2015	Program Director, International Business Administration, University of Twente
2013 - present	Member of the PRT EPAS for programs in Business Administration, European Federation for Management development
2013 - present	Associate Editor, <i>The International Journal of HRM</i>
2012 - 2013	European Regional Editor, <i>Personnel Review</i> , Emerald Group Publishing
2011 - present	Series Editor, <i>Advanced Series in Management</i> , Emerald Group Publishing
2010 - 2014	Associate Professor HRM, University of Twente, The Netherlands
2004 – 2010	Assistant Professor HRM, University of Twente, The Netherlands
2002 – 2003	Researcher: NWO ¹ Project “E-HRM: innovation or irritation?”
1999 – 2004	PhD researcher, University of Twente
1997 – 1999	Assistant Professor, Herzen State Pedagogical University of Russia, Saint-Petersburg, Russia

QUALIFICATIONS

PhD Business Administration	2004 - University of Twente, The Netherlands Title of thesis: Using Group Learning to Enhance the Implementation of Information Technologies: the Results of Discourse Analysis (principle advisors: Prof. J.C. Looise, Prof. R.J. Wieringa)
MSc. Educational & Training Systems Design	1999 - University of Twente, The Netherlands
PhD Pedagogy	1997 – Herzen State Pedagogical University of Russia, Saint-Petersburg, Russia Title of thesis: The Role of Axiological Aspects in Learners’ Cognitive Activities (principle advisor: Prof. Z.I. Vasiljeva [†])
MSc. Chemistry	1988 – State University of Saint-Petersburg, Russia, 1988

RESEARCH & TEACHING INTERESTS

- Global Talent Management
 - Strategic Human Resource Management
 - Innovating HRM Function
 - Electronic HRM & Human Resource Information Systems
 - HR Shared Services
 - HRM in the Public Sector
 - Research Methodology, Qualitative Research & Discourse (Text) Analysis
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¹ NWO - The Netherlands Organisation for Scientific Research, http://www.nwo.nl/nwohome.nsf/pages/SPPD_5R2QE7_Eng

TEACHING EXPERIENCE

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| U/G courses | <ul style="list-style-type: none">• High Tech Human Talent in a Global Context• Organization Theory and Design• Electronic HRM in a Global Context• Seminar on International HRM• HRM transfer in the Asia-Pacific Context |
| Graduate courses | <ul style="list-style-type: none">• HRM and Technology Design• HRM and Organizational Development• Managing Change and Human Resources• Design of Technology, Work and Organizations• Transformation of the HRM Function with IT• Information Technology and Group Work• Master class HRM• Methodology Workshop |
| PhD courses | <ul style="list-style-type: none">• PhD Master Class (Philosophy of Science; Qualitative Research) |
| Guest lecturing | <ul style="list-style-type: none">• Human Resource Information Systems in the International Context (5 ECTS course, University of Vaasa, Finland)• Advances in HRM systems and their impact on performance (lecture), Webster University Leiden, The Netherlands |
| Executive teaching | <ul style="list-style-type: none">• Innovating HRM Function (Saxion University of Applied Sciences, Masters Human Resources Managing)• Information Technology & HRM (De Baak Management Center, VNO-NCW) |
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PROFESSIONAL MEMBERSHIP AND AFFILIATIONS

- Board member of the Dutch HRM Network
 - Academy of Management, HRM, ORM, and ICT divisions
 - Association for Information Systems, Associate Editor of SIG Research Methods
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RESEARCH & TEACHING GRANTS

- 2014: Grant from NWO, “Human Capital Programme” for 3 PhDs (together with Dr. J. Meijerink and A. Veenendaal), 660 k€
 - 2013: Grant from the World Bank, within the BAPPENAS programme, for the PhD research project into “Implementation of e-HRM within the Asia-Pacific Context”
 - 2011: Grant for the research leave at the Rutgers University, USA, from the UT stimuleringsfonds, 4 k€
 - 2011: UT Grant for designing an international exchange package “Global HRM & Technology”(with Dr. H.J.M. Ruël), 30 k€
 - 2008: Grant for two PhD projects (3rd money-stream) from Dutch Ministries of Defence and Dutch Ministry of Interior and Kingdom Relations (with Prof. J.C. Looise), 300 k€ Research projects “Implementation and value creation of HR Shared Services”
 - 2006: Grant for organization of the First European Academic Workshop on e-HRM in the University of Twente (October, 2006) KNAW, RC 141.512.4439, 7 k€
 - 2006: Grant for organization of the First European Academic Workshop on e-HRM in the University of Twente (October, 2006) NWO, N 2006/07409/MaGW, 10 k€
 - 2002: Research project: “E-HRM: Innovation or Irritation? Relationships between ICT and employment relations” NWO, N 014-43-619, Research program “Society and Electronic Communications” (with Dr. H.J.M. Ruël and Prof. J.C. Looise), 65 k€
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PRIZES AND NOMINATIONS

- 2012: Best Paper Proceedings of the 2012 Academy of Management Meeting (August, 2012, Boston, Massachusetts, USA): "Electronic Human Resource Management: Four Decades of Empirical Evidence".
 - 2012: Best Teacher Award, UT School of Management and Governance
 - 2011: Nomination of the paper "The new rules of attraction: What determines job-search behaviour of generation Y on Social Networking Sites?" for the Best Paper of the VIII International Workshop on HRM, Seville, May 2011 (together with Martijn van Velzen and René Klerks)
 - 2010: Nomination for the Early Career Achievement, Academy of Management Meeting, Montreal, August 2010
 - 2009: Best Paper Award, 6th International Conference of the Dutch HRM Network; paper "Exploring the contribution of e-HRM appropriation to the HRM service quality" (co-authored with R. Harms)
 - 2005: Nomination of the PhD research for the Prof. Dr. Aart Bosman Prijs voor Bestuurlijke Informatiekunde, 2005
 - 2005: Nomination of the PhD research for the 1st Annual Emerald Outstanding Doctoral research Awards (Subject area: Organisational change and development)
 - 2004: Nomination of the paper "Discourse analysis: making complex methodology simple" for the Best Paper of the European Conference on Information Systems (Finland, Turku, June 2004)
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ACADEMIC SERVICES

ADVISORY ROLE IN RESEARCH PROJECTS

- 2016: International Scientific Committee of the Multidisciplinary Research Lab, HRM & Organisation, Università Cattolica, the Management Department
 - 2016: ERC Consolidator Grant 2016. "Changing minds: Process model of implicit theory of change". (Scientific Advisory Board member)
 - 2016: Raet e-HRM Benchmark Research (<http://www.raet.nl/hr-trends-en-themas/hr-benchmark/e-hrm>)
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ADVISORY ROLE IN PhD PROJECTS

- 2015 -: M.Habraken, "HRM in Smart Industries" (principle advisor; University of Twente, The Netherlands)
 - 2014 -: M. Korotka, "Technologically advanced HRM configurations to attract and retain talents for innovative healthcare organizations" (principle advisor; University of Twente, The Netherlands)
 - 2014-; M. Renkema, "Enhancing innovation performance through HRM: a multilevel perspective" (principle advisor; University of Twente, The Netherlands)
 - 2014 - ; J. van Mierlo, "The dynamic nature of HRM implementations" (principle advisor; University of Twente, The Netherlands)
 - 2013 -: S. Herawati, "TOP Factors in the Implementation of e-HRM in the Asia-Pacific Context" (principle advisor; University of Twente, The Netherlands)
 - 2009-2013: J. Meijerink, "Beyond Shared Savings. A Multilevel Analysis of the Perceived Value of HR Shared Services" (principle advisor; University of Twente, The Netherlands)
 - 2009- : M. Maatman, "A Dynamic Capabilities Perspective on Implementation of Transactional HR Shared Service Centres" (principle advisor; University of Twente, The Netherlands)
 - 2013- 2015: A. Veenendaal, "Influence of HRM in Innovative Work Behaviour: a Creative Capital Perspective" (advisor; University of Twente, The Netherlands)
 - 2013: J.-P. Heikkilä, "Bringing Electronic HRM into the International Setting"(external advisor; University of Vaasa, Finland)
 - 2012: A. Girard, "L'intégration des médias sociaux dans les stratégies d'e-GRH: le cas du recruitment" (external advisor; Université Montpellier 2, France)
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ADVISORY ROLE

- Advisory Board member, AMA Saxion
- Advisory Board member, Lectoraat “Social Innovation”, Windesheim

MEMBERSHIP OF PHD EXAMINATION COMMITTEE’S

- 2017: E. Njoku, “An analysis of the contribution of e-HRM to sustaining business performance” (external Viva examiner, University of South Wales, UK)
- 2016: J.H. Banis – den Hartog, “Identifying potential excellent professionals” (external committee member, University of Twente, The Netherlands)
- 2016: J.K. Snijder, “Mastering research: a study about the effectiveness of research master programmes in the Netherlands” (external committee member, University of Twente, The Netherlands)
- 2016: Claudia van der Heijde, “The measurement and enhancement of employability and career success over different life and career stages” (external committee member, University of Twente, The Netherlands)
- 2016: L. Gao, “Getting from managerial framing to employee action in strategic change. A case study of a sales automation and transformation programme” (external committee member, Nottingham Trent University, UK)
- 2015: P. J. Bentley, “Academic Work from a Comparative Perspective: Cross-National Differences in Research orientation, Productivity and Time use” (external committee member, University of Twente, The Netherlands)
- 2015: Muhammad Abdul Rauf, “HRM Effectivity in Small and medium-Sized Enterprises: A Multiple Cross-Case Study of Pakistani and Dutch SMEs” (external committee member, University of Twente, The Netherlands)
- 2015: R.P.A. Loohuis, “How practice breakdowns disclose existing structures and contribute to practice innovation” (external committee member, University of Twente, The Netherlands)
- 2015: Kia Hadji Abootorab Kashi, “Determinants and Pre-hire Outcomes of Social Recruiting Technology Adoption and Use: An Australian Study” (external committee member, Deakin University, Australia)
- 2014: Monique van Rijn, “Understanding employees’ professional development” (external committee member, University of Twente, The Netherlands)
- 2012: E. Furtmueller, “Using Technology for Global Recruitment. Why HR/OB Scholars Need IS Knowledge? (external committee member, University of Twente, The Netherlands)

INVITED PRESENTATIONS

- 2016: The Future of HRM and the Role of Technology, Personnelsgroep Enschede, September 27, 2016.
- 2016: Smart HRM and HR Analytics, Gothenburg University, Sweden, September 7-9, 2016
- 2016: HRM Trends in 2016, Forecasts and Lessons. HRM Group Regio Twente, 26th of January 2016.
- 2016: Swedish HRM Conference, key note address “Global HRM developments”, Dalarna University, Sweden, April, 2016
- 2016: Latest developments in Digital HRM. Aalto University, Finland.
- 2015: PhD Workshop on how to publish in top journals. Ca’Foscai University, Venice, Italy.
- 2015: Innovative RM Function. ESADE, Barcelona, Spain.
- 2012: Electronic Human Resource Management: Four Decades of Empirical Evidence. Key-note address at the [4th International e-HRM Academic Conference on Innovation, Creativity and e-HRM, Nottingham Trent University, Nottingham, UK, 28 – 29 March, 2012.](#)
- 2011: Does e-HRM contribute to better HR services? Results of the quantitative study in a public organization. Facoltà di Economia Università Cattolica del Sacro Cuore, Milano, Italy (2010). Modern HRM function and success factors of e-HRM projects in organizations. Atos Origin, The Netherlands

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- 2009: HRM professionalization through e-HRM: reality or myth? MBA Program in Business Administration at Bocconi SDA School of Management, Milan, Italy²
 - 2009: Implementation of e-HRM in MSE's. Université Paris XII, Paris, France
 - 2009: Benchmark research into diffusion of e-HRM in the Twente region. 'Contactgroep Personeels Managers', University of Twente
 - 2008: Electronic HRM – Review and Prospects. P&O Systems, Ede, NL
 - 2008: E-HRM implementation: success factors and value creation. The Belgian Federal Public Service for Public Health, Food-Chain Safety and Environment, Brussels
 - 2008: Business models of HRM Shared Service Centers: research and practical perspectives. Getronics PinkRocade Nederland BV, Apeldorn, The Netherlands
 - 2008: Developing a business case for e-HRM implementation. Kirkman Company, Baarn, The Netherlands
 - 2007: Strategic HRM and Information technologies. Maastricht Congress '24 hours of Maastricht', Maastricht School of Management, The Netherlands
 - 2006: Exploring perceptions of e-HRM usage in Dutch SME's. Unit4AGrosso, Hengelo, The Netherlands
 - Bondarouk, T. (2003). Implementation of e-HRM: strategic necessity or a strategic chance? SAP Nederland, Eindhoven, The Netherlands
 - 2005: Innovative Human Resource Management through Information Technologies. NWO Congress, Amsterdam, The Netherlands (with H.Ruël)
 - 2005: Emplaza implementation at the Ministry of Interior and Kingdom Relations: research results and perspectives. The Dutch Ministry of Interior and Kingdom Relations, Den Haag, The Netherlands (with H.Ruël)
 - (2005). Strategic e-HRM: competitive advantage or competitive necessity? Arinso International, Utrecht, The Netherlands. Bondarouk, T.
 - 2004: People Success Implementation: lessons learnt. Dow Chemical Benelux B.V., Terneuzen, The Netherlands
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CHAired CONFERENCE SESSIONS

- 2015: HRM, Technology and Innovation (Co-chair with Mireia Valverde). Session at the 8th International Conference of the Dutch HRM network "Re-Contextualizing HRM", Utrecht, The Netherlands, November 2015
 - 2015: HRM track within the EURAM-2015 (Co-chairing and co-organizing with S. Profili, A. Sammarra, and S. Innocenti), Warsaw, Poland, June 2015
 - 2012: HRM and Performance: a matter of people, processes and strategy (Co-chair with R. Bisola and M. Gianecchini). Conference track at the 13th Italian Workshop on Organization Studies "Desperately seeking performance in organization", Verone, Italy, May 2012
 - 2011: Transformation of the HRM function (Co-chair with C. Tansley). Session at the 7th International Conference of the Dutch HRM network "Evidence based HRM", Groningen, The Netherlands, November, 2011
 - 2009: Diversity in HRM delivery channels (Co-chair with S. Strohmeier and H. Ruël). Session at the 6th International Conference of the Dutch HRM network "*Capitalizing on Diversity in HRM Research*", Amsterdam, The Netherlands, November, 2009
 - 2009: Human Resource Information Systems in international context (Co-char with H. Ruël). Workshop at the 11th International Conference on Enterprise Information Systems, Milan, Italy, 2009
 - 2007: Human Resource Information Systems and performance: challenging issues and new directions (Co-chair with H. Ruël). Workshop at the 9th International Conference on Enterprise Information Systems, Madeira, Portugal, 2007
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- 2006: Effectiveness of e-HRM. Session at the 1st European Academic Workshop on e-HRM, University of Twente, Enschede, The Netherlands, October 2006.
 - 2004: Qualitative research methods in IS research (co-chair with Prof. R. Suomi). 12th European Conference on Information Systems, Turku School of Economics, Turku, Finland, June, 2004
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FOUNDATION OF INTERNATIONAL RESEARCH ACTIVITIES

- HRM standing track within the European Academy of Management (together with S. Profili, A. Sammarra, and S. Innocenti, since 2015)
 - Biennial European Academic Workshop on e-HRM, since 2006, <http://www.e-hrmresearch.org/>
 - Annual International Workshop on Human Resource Information Systems, since 2007
 - E-HRM Global Mailing list (academics)
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ORGANIZING ACADEMIC WORKSHOPS

- 2016: 6th International Conference on electronic HRM (University of Twente, October 2016)
 - 2015: International HRM Symposium “HRM, Technology and Innovation: Back to the Future” (University of Twente; November 2015)
 - 2015: HRM standing track within the European Academy of Management (together with S. Profili, A. Sammarra, and S. Innocenti, since 2015)
 - 2011: High Tech Human Talent: in Search for Innovation Competences in a Global Context (together with H. Ruël, U. of Twente, and R. Schuler, Rutgers U. of New Jersey; November 8 -9, 2011).
 - 2010: HR Shared Service Centers and value creation for organizations (together with Prof. J.C. Looise, U. of Twente, and Prof. P. Reilly, Institute of Employment Relations, UK; University of Twente, May 27 – 28, 2010)
 - 2010: Human Resource Information Systems in the international context (together with Prof. P. Sparrow, Lancaster Uni. and H. Ruël, U. of Twente), *11th International Human Resource Management Conference*, Aston Business School, Birmingham, UK, June 9 – 12, 2010)
 - 2010: Human Resource Shared Services and HR Value (together with Prof. D. Lepak, Rutgers University), Annual Academy of Management Meeting, August 6 - 10, Montreal, Canada, 2010)
 - 2010: Innovations in HRM Teaching and its relevance for a Management Curriculum (together with Prof. T. Calo and L. Parks, Pen. University), Annual Academy of Management Meeting, August 6 – 10, Montreal, Canada, 2010)
 - 2002: International Workshop “Learning Groups” (together with D. K. Sikkel, U. of Twente), The European Conference on Computer Support Cooperative Work, ECCSW, Bonn, Germany, 2002
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GUEST EDITORSHIP OF JOURNALS’ SPECIAL ISSUES

- International Journal of Human Resource Management
 - o Special Issue on Conceptual and Empirical Discoveries in HRM Implementation (co-editors J. Trullen and M. Valverde, 2017)
 - European Journal of International Management
 - o Special Issue on HRM Implementation Effectiveness in Europe: Mechanisms and Contextual Factors within the International Arena for HRM and Line Management (co-editor A. Bos-Nehles, 2017)
 - European Journal of International Management
 - o Special Issue on Human Resource Management and Firm Innovativeness in a European Context (co-editors H. Ruël, H. Florén, and J. Rundquist[†] 2014, Vol. 8, No.5)
 - Since 2013 – Associate Editor of the International Journal of Human Resource Management
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- 2009 - 2012 - European Regional Editor, *Personnel Review*, Emerald Group Publishing
 - Since 2011 co-editor of Advanced Series in Management, Emerald Group Publishing (together with Prof. M. Olivás-Lujan, Clarion U. of Pennsylvania, US)
 - European Journal of International Management
 - o Special Issue on Electronic Human Resource Management in an International Context (co-editor with H. Ruël, 2013; Vol. 7, No. 4)
 - German Journal of Human Resource Research
 - o Special Issue on Electronic Human Resource Management: Transformation of HRM? (co-editor with S. Strohmeier and U. Konradt, 2012, Vol. 26, No. 3)
 - International Journal of Technology and Human Interaction
 - o Special Issue on Interactions between Technologies and Workforce Management (co-editor with H. Ruël, 2010, Vol. 6, No.3)
 - o Special Issue on Framing e-HRM in a cross-national context (co-editor with H. Ruël, 2010, Vol. 6, No. 4)
 - International Journal of Training and Development
 - o Special Issue on e-learning (co-editor with P. Lewis, 2010, Vol. 14, No.3)
 - International Journal of Human Resource Management,
 - o Special Issue on e-HRM (co-editor with H. Ruël, 2009, Vol. 20, No. 3, March)
 - Encyclopedia of Electronic Human Resource Management (2007)
 - Encyclopedia of Information Science and Technology (2005)
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MEMBERSHIP OF SCIENTIFIC COMMITTEES

- 2016 – member of the International Human Resource Management Scholarly Research Award 2016 of the Human Resources Division of the Academy of Management
 - 5th European Academic Workshop on e-HRM, University at Albany, USA, August 2014
 - 4th European Academic Workshop on e-HRM, Nottingham, UK, March 2012
 - 3rd European Academic Workshop on e-HRM, Bamberg, Germany, May 2010
 - 3rd International Workshop on Human Resource Information Systems, in conjunction with International Conference on Enterprise Information systems (ICEIS), Milan, Italy, May 2009
 - 11th ETHICOMP Conference: The “Backwards, forwards and sideways” changes of ICT, Universitat Rovira i Virgili, Tarragona, Spain, April 2010
 - 2nd European Academic Workshop on e-HRM, Aix-en-Provence, France, June 2008
 - First International Workshop on Human Resource Information Systems, in conjunction with International Conference on Enterprise Information systems (ICEIS), Madeira, Portugal, June 2007
 - 1st European Academic Workshop on e-HRM, University of Twente, Enschede, The Netherlands, October 2006
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APPENDIX 1. LIST OF PUBLICATIONS

International (refereed) journals

- Renkema, M., Meijerink, J., & Bondarouk, T. (2017). Advancing multilevel thinking in human resource management research: Applications and guidelines. *Human Resource Management Review* (in press).
- Bos-Nehles, A.C., Bondarouk, T.V., & Nijenhuis, K. (2017). Innovative work behaviour in knowledge-intensive public sector organizations: the case of supervisors in the Netherlands fire services. *The International Journal of Human Resource Management*, 28(2), 379-398.
- Bondarouk, T., Parry, E., & Furtmueller, E. (2017). Electronic HRM: four decades of research on adoption and consequences. *The International Journal of Human Resource Management*, 28(1), 98-131.
- Bondarouk, T., & Brewster, C. (2016). Conceptualising the future of HRM and technology research. *The International Journal of Human Resource Management*, 27(21), 2652-2671.
- Bondarouk, T., Schilling, D., & Ruel, H. (2016). eHRM adoption in emerging economies: The case of subsidiaries of multinational corporations in Indonesia. *Canadian Journal of Administrative Sciences*, 33, 124 – 137.
- Meijerink, J.G., Bondarouk, T.V. & Lepak, David P. (2016). Employees as Active Consumers of HRM: Linking Employees: HRM Competences with their Perceptions of HRM Service Value. *Human Resource Management*, 55 (2), 219 – 240.
- Bondarouk, T., Bos-Nehles, A., & Hesselink, X. (2016). Understanding the congruence of HRM frames in a healthcare organization. *Baltic Journal of Management*, 11(1), 2-20.
- Ruël, H.J.M., Gesink, T., & Bondarouk, T. (2015). Electronic commercial diplomacy: a research model and an empirical analysis of embassy websites. *International Journal Diplomacy and Economy*, 2 (4), 299 – 329.
- Bondarouk, T., Trullen, J., & Valverde, M. (2016). Conceptual and empirical discoveries in successful HRM implementation: Call for papers. *The International Journal of Human Resource Management*, 27(8), 906-908.
- Bondarouk, T., Harms, R., & Lepak, D. (2015). Does e-HRM lead to better HRM service?. *The International Journal of Human Resource Management*, 1-31.
- Veenendaal, A.A.R. & Bondarouk, T.V. (2015). Perceptions of HRM and their Effect on Dimensions of Innovative Work Behaviour: Evidence from a Manufacturing Firm. *Management Revue*, 26 (2), 138-160.
- Ruël, H.J.M., Bondarouk, T.V., Florén, H. & Rundquist[†] J. (2014). Human Resource Management and Firm Innovativeness in a European Context: Advancing our Understanding of the Relationship. *European Journal of International Management*, 8 (5), 465-471.
- Florén, H., Rundquist[†], J., Schuler, R.S., Bondarouk, T.V. & Ruël, H.J.M. (2014). HRM and Innovation: Themes, Contingencies and Directions for Future Research. *European Journal of International Management*, 8 (5), 570-577.
- Van Geffen, C., Ruël, H.J.M., & Bondarouk, T. (2013). e-HRM in MNCs: What can be learned from a review of the IS literature? *European Journal of International Management*, 7, (4), 373 - 393.
- Ruël, H.J.M., & Bondarouk, T. (2013). Electronic Talent Management in MNCs: what makes it different? *European Journal of International Management*, 7, (4), 369 – 373.
- Meijerink, J., Bondarouk, T., & Maatman, M. (2013). Exploring and comparing HR Shared Services in subsidiaries of multinational corporations and indigenous organizations in The Netherlands: a strategic response analysis. *European Journal of International*

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- Management*, 7, (4), 469 - 492.
- Bondarouk, T., & Ruël, H. (2013). The Strategic Value of eHRM: Results from an Exploratory Study in a Governmental Organization. *The International Journal of HRM*, 24, (2), 391 – 414.
- Meijerink, J., Bondarouk, T., & Looise, J.C. (2013). Value creation through HR shared services: towards a conceptual framework. *Personnel Review*, 42 (1), 83 – 104.
- Meijerink, J., & Bondarouk, T. (2013). Exploring the central characteristics of HR shared services: evidence from a critical case study in the Netherlands. *The International Journal of HRM*, 24 (3), 487 - 513.
- Strohmeier, S., Bondarouk, T., and Konradt, U. (2012). Electronic Human Resource Management: Transformation of HRM? *German Journal of Research in Human Resource Management*, 26, (3), 215 – 218.
- Bondarouk, T. & Ruël, H.J.M. (2010). Dynamics of e-learning: theoretical and practical perspectives. *International Journal of Training and Development*, 14, (3), 149 - 154.
- Bondarouk, T. & Ruël, H.J.M. (2010). The Intersection of IT and workforce management – a maturing research field. Guest Editorial Preface. *International Journal of Technology and Human Interaction*, 6, (3), i - v.
- Maatman, M., Bondarouk, T., & Looise, J.C. (2010). Conceptualizing the Capabilities and Value Creation of HRM Shared Service Models. *Human Resource Management Review*, 327 – 339.
- Oiry, E., Ologeanu-Taddeï, & Bondarouk, T. (2010). The role of the organizational structure in the IT appropriation: explorative case studies into the interaction between IT and workforce management. *International Journal of Technology and Human Interaction*, 6, (4). 34 - 48.
- Bondarouk, T., & Ruël, H.J.M. (2010). Framing e-HRM in a cross-national context. *International Journal of Technology and Human Interaction*, 6, (4). i-x.
- Ruël, H.J.M., Bondarouk, T., & Smink, S. (2010). The Waterfall approach and requirement uncertainty: An in-depth case study of an Enterprise Systems Implementation at a major airline company. *International Journal of Information Technology Project Management*, 1 (2). 43 - 60.
- Bondarouk, T., Looise, J.C., & Lempsink, B. (2009). Framing the implementation of HRM innovation: HR professionals vs. line managers in a construction company. *Personnel Review*, 38, (5), 472 - 491.
- Bondarouk, T. & Ruël, H.J.M. (2009). Electronic Human Resource Management: challenges in the digital era. Guest-editors' Introduction to a Special Issue. *The International Journal of HRM*, 20, (3), 505 - 514.
- Bondarouk, T., Ruël, H.J.M., & Van der Heijden, B. (2009). E-HRM effectiveness in a Dutch ministry: results of a discursive exploration. *The International Journal of HRM*, 20, (3), 578 – 590.
- Bondarouk, T., & Ruël, H.J.M. (2008). HRM systems for successful information technology implementation: evidence from three case studies. *European Management Journal*, 26, 153 – 165.
- Bondarouk, T., & Van Riemsdijk, M. (2007). Successes and failures of SAP implementation: a learning perspective. *International Journal of Technology and Human Interactions*, 3, (4). 33 - 52.
- Ruël, H.J.M., Bondarouk, T., & Van der Velde, M. (2007). The contribution of e-HRM to HRM effectiveness. *Employee Relations*, 29 (3), 280 - 291.
- Bondarouk, T., & Sikkel, K. (2007). The relevance of learning processes for IT implementation. *Advances in Information Resources Management Series*, 6th Edition, 18 (1), 364 – 381.
- Bondarouk, T. (2006). The call for greater user participation. *International Journal of Technology and Human Interaction*, 2 (3), 82 - 93.
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- Bondarouk, T. (2006). Action-oriented group learning in the implementation of information systems: results from three case studies. *European Journal of Information Systems*, 15, (1), 42 – 53. (IF 1.202)
- Bondarouk, T., & Sikkel, K. (2005). Explaining IT implementation through group learning, *Information Resource Management Journal*, 18, (1), 364 – 381.
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