

Tanya Bondarouk

Curriculum Vitae

Academic Services

Publications List

Prof. Dr. T.V. (Tanya) Bondarouk, PhD
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Prof. T. Bondarouk (Ph.D) is recognized as one of the founders of the *electronic Human Resource Management (e-HRM)* discipline. During the past two decades, her work was mainly concerned with the integration of Human Resource Management (HRM) processes, and practices with the social aspects of (Information) Technology Implementations. Within this discipline, her work aimed to solve complex organisational and societal problems from an ecosystemic perspective, capitalising on the cross-functional competencies of various inter-disciplinary teams. She has made substantial contributions to high-impact peer-reviewed journals across various disciplines such as Information Technology (IT), HRM and general management, including the *European Journal of Information Systems*, *European Management Journal*, *International Journal of HRM*, *HRM Review*, *Human Resource Management*, and *Personnel Review*. She has worked extensively within both the private- and public sectors as not only an academic and a researcher, but as a functional advisor on policy level for organizations such as 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 large-scale interdisciplinary research projects (financed by NWO) into Innovating Human Resource Management for Employee Driven Innovations. These projects span various sectors ranging from healthcare organizations, to the higher educational environment and aims to examine the multilevel effects of HRM on innovation performance. Here she is managing multi-disciplinary, international team projects which focus on the dynamics of (configurations of) HRM practices and their impact on individual Innovative Work Behavior of employees, individual, group, organizational and social innovation performance.

Her **research performance** is summarized as:

- Authoring more than 100 international journals and book chapters publications, and 12 scholarly books, and editing 12 special issues into different aspects of digitalization of HRM and workforce in international refereed journals
- Work as the editor: European Associate Editor of the *Personnel Review*; Associate Editor of *The International Journal of HRM*; Senior Editor of *European Journal of International Management*, and Book Series editor of *Advanced Series of Management* (Emerald Publishers BV)
- Supervising 16 PhD projects, examining 23 PhD dissertations; national and international; mentoring young scholars
- Establishment of the International e-HRM research community, about 150 scholars from the world
- Initiating and organizing the Biennial e-HRM International conferences (since 2006), successfully managing interdisciplinary teams and projects

Management and leadership experience of Prof. T. Bondarouk is justified by her lead as the educational director of the (International) Business Administration programmes at the University of Twente (UT), involving profound change in the curriculum, and successful leading the EPAS and NVAO educational accreditations. She has worked as the Chair of the Examining Board for Management Sciences at the University of Twente where she was responsible for harmonisation of processes in Safeguarding of Assessment Quality among Examination Boards at the Faculty, and co-coordinating the Examination Boards Platform at UT; she spear headed the project on the Double Degree of the HRM Master program with the University of L'Aquila. She has been leading the HRM research department at the University of Twente since 2014.

ACADEMIC APPOINTMENTS

2014 – present	Full Professor of HRM, Chair of the HRM research department, University of Twente, The Netherlands
2014 - 2019	Chair of the Examination Board Management Sciences, Coordinator of the Examination Board Platform, UT
2012- 2014	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
2017 – 2019	Associate Editor, <i>The European Journal of International Management</i>
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 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

CIPD Academic Fellow	2019 – Chartered Institute of Personnel and Development, UK
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 (supervisors: 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

EXTRA TRAINING

SUTQ	2019 - UT
Debates for professionals	2017 – Nederlands Debat Instituut
Academic leadership	2012 - UT
Kunstgeschiedenis	2010 - VrijeAcademie

RESEARCH & TEACHING INTERESTS

- Global Talent Management; Strategic Human Resource Management
- Innovating HRM Function
- Digitalisation of HRM; Human Resource Information Systems
- Research Methodology, Qualitative Research & Discourse (Text) Analysis

ACADEMIC CITIZENSHIP

- Mentoring young academics (UT mentoring program, and HRM Division within the Academy of Management)
 - Supervision of PhD workshops on career development at the Academy of Management / HRM Division
 - Spear heading the Double Degree master program with the University of L'Aquila (Italy)
 - Leading the UT-wide research project on Talent Management
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TEACHING EXPERIENCE

- U/G courses**
- High Tech Human Talent in a Global Context
 - Organization Theory and Design
 - Electronic HRM in a Global Context
 - HRM transfer in the Asia-Pacific Context
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- Graduate courses**
- 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
 - Methodology Workshop
 - Qualitative Research Methods
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- PhD courses**
- PhD Master Class (Philosophy of Science; Qualitative Research)
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- Invited international teaching**
- Digitalisation of HRM (5 ECTS, uc3m, Universidad Carlos III de Madrid, Spain)
 - Performance management and appraisal (5 ECTS, University of Paramaribo, Suriname)
 - 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
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- Executive teaching**
- 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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INTERNATIONAL ACADEMIC COMMITMENTS

- Member of the Business Panel of the Academy of Finland (since 2019)
 - Member of the Evaluation Panel for “Universities of Excellence”, Germany’s Excellence Strategy – member (2019)
 - Chair of the HRM standing track - the European Academy of Management (since 2015)
 - Chair of the Biennial European Academic Workshop on e-HRM (since 2006)
 - Chair of the Annual International Workshop on Human Resource Information Systems, since 2007
 - Manager of the E-HRM Global Mailing list (academics)
 - Jury member of the International Human Resource Management Scholarly Research Award of the Human Resources Division of the Academy of Management
 - Member of the PRT EPAS for programs in Business Administration, European Federation for Management development
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NATIONAL ACADEMIC COMMITMENTS

- Chair of the Dutch International HRM Network (2019 -2022)
- NWO Vidi committee (2019)
- NWO Research Talent Economics and Business Administration (2018)
- NWO Veni committee (2013; 2017)
- Board Member of the Dutch HRM network
- Advisory Board member, AMA Saxion
- Advisory Board member, International HRM program, Saxion
- Advisory Board member, Lectoraat “Social Innovation”, Windesheim

UT SERVICES

- 2020 - : Co-chair of the UT Committee on Recognition & Rewards
- 2019: Leader of the Track “Way of Working”, Shaping 2030
- 2019 - : Chair of the Research theme “Industry”, BMS Faculty
- 2017 - : Jury member - de Overijssel PhD Award en De Winter Price
- 2016 - : Member of the Career Development committee (BMS)
- 2016 - 2019 : Coordinator of the platform “UT Examination Boards”
- 2015 – 2019 : Member of the Relocation (“Herplaatsing”) committee
- 2015 - 2019: Chair of the Examination Board Management Sciences
- 2012 - 2014: IBA/BA program director
- 2010 - 2012: BIT Examination Board member 2008 - 2010: BIT program committee member

ADVISORY ROLE - INTERNATIONAL RESEARCH PROJECTS

- 2018: 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

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

- 2019: Best Paper. In: Proceedings of the 2019 Academy of Management Meeting (August, 2019, Boston, Massachusetts, USA): ‘Exploring the Influence of Digitalization on Global Talent Management’ (with V. Khoreva, V. Vaiman and S. Salojärvi)
- 2018: Best HRM Scientist in the Netherlands
- 2018: Inspiration Award, UT, BMS
- 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*” (with E. Ettinger)
- 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: 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)

SCIENTIFIC & ORGANIZING COMMITTEES

- 8th International Conference on e-HRM, Denmark, June, 2020
 - 7th International Conference on e-HRM, Milan, Italy, November, 2018
 - 6th International Conference on e-HRM, University of Twente, the Netherlands, October 2016
 - 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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SUPERVISION OF PhD PROJECTS

1. 2017 – 2020; P. Beerten, “Een Ontwerp van een Kennisinstrument ter Bevordering van de Expliciete Innovatiecapaciteit” (principle supervisor; University of Twente, The Netherlands) *external PhD*
2. 2019 - ; M. Wiersma, “Knowledge sharing in innovation spaces. *A design to maximize knowledge sharing in innovation spaces between Small and Medium Enterprises (SME’s) and Universities of Applied Sciences (UAS’s) in Triple Helix collaborations.*” *external PhD*
3. 2017 – 2020; M. van den Goor, “Calling and collegiality. Unravelling the core essence of physician performance”. (principle supervisor; University of Twente, The Netherlands) *external PhD*
4. 2018 - ; F. Alam, “The role of deliberative form of democracy in the role of deliberative form of democracy in processes of sustainable market transformation” (principle supervisor; University of Twente, The Netherlands) *external PhD*
5. 2018 - ; E. Drent, “Managing social networks in the digital era” (principle supervisor; University of Twente, The Netherlands) *external PhD*
6. 2016 – 2020; L. Collou, “The design of a strategic human resource management serious game” (principle supervisor; Saxion & University of Twente, The Netherlands) *contract PhD*
7. 2016 - ; H.-J. van Essen, “Explanation of innovative work behavior by intrinsic motivation” (principle supervisor; University of Twente, The Netherlands) *external PhD*
8. 2015 – 2020; A. Kovac, “Policy process in restructuring higher education. An explanatory study of the establishment of a new medical school in Slovenia” (principle supervisor; University of Twente, The Netherlands) *external PhD*
9. 2015 - 2020; M. Habraken, “HRM in Smart Industries” (principle supervisor; University of Twente, The Netherlands) *IGS PhD*
10. 2014 - 2018; M. Renkema, “Enhancing innovation performance through HRM: a multilevel perspective” (principle supervisor; University of Twente, The Netherlands) *NWO PhD*
11. 2014 – 2018; J. van Mierlo, “The dynamic nature of HRM implementations” (principle supervisor; University of Twente, The Netherlands) *NWO PhD*
12. 2009-2013; J. Meijerink, “Beyond Shared Savings. A Multilevel Analysis of the Perceived Value of HR Shared Services” (principle supervisor; University of Twente, The Netherlands)
13. 2009-2017; M. Maatman, “Enhancing HR Shared Service Centers through Resource Orchestration. Uncovering the Dynamic Capabilities of the Administrative Expert” (principle advisor; University of Twente, The Netherlands)
14. 2013- 2015; A. Veenendaal, “Influence of HRM in Innovative Work Behaviour: a Creative Capital Perspective” (supervisor; University of Twente, The Netherlands)
15. 2013: J.-P. Heikkilä, “Bringing Electronic HRM into the International Setting”(external supervisor; University of Vaasa, Finland)
16. 2012: A. Girard, “L’intégration des médias sociaux dans les stratégies d’e-GRH: le cas du recruitment” (external supervisor; Université Montpellier 2, France)

PhD EXAMINATION COMMITTEES

1. 2020: John Werkhoven, “The use of business analytics capabilities for insight and business value creation in Human Resource Management” (committee member, Nyenrode Business University, The Netherlands)
 2. 2020: Beza Nisrane, “Home, but not “at home”: The reintegration of unskilled Ethiopian female return migrants from Arabian Gulf countries” (committee member, University of Twente, The Netherlands)
 3. 2019: Esther van Laar, “What are e-essential skills? A multimethod approach to 21st-century digital skills within the creative industries” (committee member, University of Twente, The Netherlands)
 4. 2019: Sergey Gorbатов, “Personal branding: self-presentation in contemporary careers” (committee member, VU, The Netherlands)
 5. 2019: Maryna Rusthoven, “The role of context in proactive and voice behaviour” (committee member, VU, The Netherlands)
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6. 2019: Daniel Smits, “Hard and Soft IT Governance Maturity” (committee member, University of Twente, The Netherlands)
 7. 2018: Laura Cortellazzo, “Emerging perspective on behavioral competencies: an innovative measurement model, learning antecedents, and employability outcome” (president of the PhD committee, Ca’Foscari University, Italy)
 8. 2018: Inken Gast, “Team-Based Professional Development. Possibilities and challenges of collaborative curriculum design in higher education” (committee member, University of Twente, The Netherlands)
 9. 2018: James Otieno Jowi, “Academic Work from a Comparative Perspective: Cross-National Differences in Research orientation, Productivity and Time use” (committee member, University of Twente, The Netherlands)
 10. 2018: M.S.D. Oostinga, “Breaking (the) ice: Communication error management in law enforcement interactions” (committee member, University of Twente, The Netherlands)
 11. 2018: Bandula Lanka Galthena, “E-HRM adoption behaviour of the firms in emerging economies” (committee member, University of Agder, Norway).
 12. 2018: M.H.C.F. Bouwmans, “The role of VET colleges in stimulating teachers’ engagement in team learning” (committee member, Wageningen University & Research, The Netherlands)
 13. 2017: B.B.M. Keers, “Alliance strategy. Context, process, and requirements” (committee member, University of Twente, The Netherlands)
 14. 2017: E. Njoku, “An analysis of the contribution of e-HRM to sustaining business performance” (external Viva examiner, University of South Wales, UK)
 15. 2016: J.H. Banis – den Hartog, “Identifying potential excellent professionals” (external committee member, University of Twente, The Netherlands)
 16. 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)
 17. 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)
 18. 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)
 19. 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)
 20. 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)
 21. 2015: R.P.A. Loohuis, “How practice breakdowns disclose existing structures and contribute to practice innovation” (external committee member, University of Twente, The Netherlands)
 22. 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)
 23. 2014: Monique van Rijn, “Understanding employees’ professional development” (external committee member, University of Twente, The Netherlands)
 24. 2012: E. Furtmueller, “Using Technology for Global Recruitment. Why HR/OB Scholars Need IS Knowledge?” (external committee member, University of Twente, The Netherlands)
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INVITED PRESENTATIONS

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- 2020: CIPD-HKBU International Symposium 2020 (5 June 2020) - The Changing Contours of Work. Key-note address “Where Technology will Transform the Practice of People Management”.
 - 2019: NRC Live, “Future of Work”, key-note address
 - 2019: SPAR International, March 27, 2019, Amsterdam. Key-note address, “The disruptive impact of technology in HRM”
 - 2019: WOA 2019 Conference, February 2019, Palermo, Italy. Key-note address, “Publishing for a journal – shaping your readership”.
 - 2018: Cranet Conference, September 2018, Copenhagen, Denmark, CBS. Key-note address, “Orchestrating the e-HRM symphony”
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- 2018: 7th e-HRM International Conference on “HRM 4.0 for Human-Centered Organization”, November 2018, Milan, Italy. Invited key-note speaker, “Liberating HRM from High tech Gravity”
 - 2017: HR Network for Central and Eastern Europe, Bratislava, October 2017, „HRM and Technology – can IT Strengthen the HRM work?“ Bratislava, October 20-22, 2017
 - 2017: High Tech HR, HR Community, Amsterdam, June 20, 2017
 - 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 HRM 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
 - 2009: HRM professionalization through e-HRM: reality or myth? MBA Program in Business Administration at Bocconi SDA School of Management, Milan, Italy¹
 - 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
 - 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 CONFERENCES / SESSIONS

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- 2015: HRM, Technology and Innovation. 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, Warsaw, Poland, June 2015
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- 2012: HRM and Performance: a matter of people, processes and strategy. 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. 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. 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. 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. Workshop at the 9th International Conference on Enterprise Information Systems, Madeira, Portugal, 2007
 - 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. 12th European Conference on Information Systems, Turku School of Economics, Turku, Finland, June, 2004.
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GUEST EDITORSHIP OF JOURNALS' SPECIAL ISSUES

- International Journal of Human Resource Management
 - Special Issue on Conceptual and Empirical Discoveries in HRM Implementation (co-editors J. Trullen and M. Valverde, 2019, Vol. 24, No.22)
 - European Journal of International Management
 - 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, Vol. 11, No. 5)
 - European Journal of International Management
 - 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)
 - European Journal of International Management
 - 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
 - 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
 - Special Issue on Interactions between Technologies and Workforce Management (co-editor with H. Ruël, 2010, Vol. 6, No.3)
 - 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
 - Special Issue on e-learning (co-editor with P. Lewis, 2010, Vol. 14, No.3)
 - International Journal of Human Resource Management,
 - Special Issue on e-HRM (co-editor with H. Ruël, 2009, Vol. 20, No. 3)
 - Encyclopedia of Electronic Human Resource Management (2007)
 - Encyclopedia of Information Science and Technology (2005)
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APPENDIX 1. LIST OF PUBLICATIONS

International (refereed) journals

- Habraken, M. & Bondarouk, T. (2020). Embracing Variety in Decision-Making Regarding Adoption of Industry 4.0. *Administrative Sciences*, 10(2), 30.
- Bos-Nehles, A., Bondarouk, T., & Methorst, H. (2019). A Sociomateriality perspective of sustainable e-HRM implementation. *Studi Organizzativi*, 2, 29 – 54. DOI 10.3280/SO2019-002002
- Renkema, M., Bondarouk, T., & Bos-Nehles, A. (2018). Transformation to self-managing teams: lessons learnt. A look at current trends and data. *Strategic HR Review*, 17(2), 81 – 84.
- Bondarouk, T., Trullen, J., & Valverde, M. (2018) It's never a straight line: advancing knowledge on HRM implementation. *The International Journal of Human Resource Management*, 29(22), 2995-3000, DOI. 10.1080/09585192.2018.1509535
- Van Mierlo, J., Bondarouk, T., & Sanders, K. (2018). The dynamic nature of HRM implementation: a structuration perspective. *The International Journal of Human Resource Management*, 29(22), 3026-3045. DOI: 10.1080/09585192.2018.1443957
- Bos-Nehles, A., & Bondarouk, T. (2017). HRM implementation in Europe – the need for a dialogue between HR and line management. *European Journal of International Management*, 11 (5), 511 – 514.
- Bos-Nehles, A., Bondarouk, T., & Labrenz, S. (2017). HRM implementation in multinational companies: the dynamics of multifaceted scenarios. *European Journal of International Management*, 11 (5), 515 – 536.
- Renkema, M., Meijerink, J., & Bondarouk, T. (2017). Advancing multilevel thinking in human resource management research: Applications and guidelines. *Human Resource Management Review*, 27(3), 397-415 .
- 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.
- Van den Heuvel, S., & Bondarouk, T. (2017). The rise (and fall?) of HR analytics. A study into the future application, value, structure, and system support. *Journal of Organizational Effectiveness: People and Performance*, 4 (2), 127 – 148..
- 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.
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