

Prof. Dr. Tanya Bondarouk

Curriculum Vitae & Publications

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*, *Journal of Information Systems*, *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.

Her **research performance** is summarized as:

- Authoring 84 international journals and book chapters publications (since 2004), and 8 scholarly books
- 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 experience of Prof. T. Bondarouk is justified by her lead as the educational director of the Business Administration programmes, involving profound change in the curriculum, successful leading the EPAS and NVAO (2014) educational accreditations, and leading the HRM department at the University of Twente (since 2014).

1. ACADEMIC / RESEARCH APPOINTMENTS

2014 - present	Full Professor of HRM, University of Twente, The Netherlands
2010 - 2014	Associate Professor HRM, University of Twente, The Netherlands
2013 - present	Associate Editor, <i>International Journal of HRM</i>
2011 - present	Series (co)-editor, <i>Advanced Series in Management</i> , Emerald Group Publishing
2004 - 2010	Assistant Professor HRM, University of Twente, The Netherlands
1999 - 2004	PhD researcher, University of Twente
1997 - 1999	Assistant Professor Pedagogy, University of Saint-Petersburg, Russia

2. MAIN QUALIFICATIONS

PhD Business Administration	2004 - University of Twente, The Netherlands, 2004 Title of thesis: Using Group Learning to Enhance the Implementation of Information Technologies: the Results of Discourse Analysis
PhD Pedagogy	1997 - University of Saint-Petersburg, Russia, 1997 Title of thesis: The Role of Axiological Aspects in Learners' Cognitive Activities

3. RESEARCH & TEACHING GRANTS

- 2014: Grant from NWO, “Human Capital Programme” for 3 PhDs (lead investigator, co-applicants are 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 sabbatical 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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SELECTED PUBLICATIONS

- International (refereed) journals**
- 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 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.
- 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.
- Bondarouk, T., Looise, J.C., & Lempink, 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
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- 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. (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.
- Bondarouk, T., & Looise, J.C. (2005). HR contribution to IT innovation implementation: results of three case studies. *Creativity and Innovation Management*, 14, (2), 160 – 169.
- Ruël, H.J.M., Bondarouk, T., & Looise, J.C. (2004). E-HRM: innovation or irritation. An explorative empirical study in five large companies on web-based HRM. *Management Revue*, 15, (3), 364 - 381.
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Books

- Bondarouk, T.V. & Olivas-Luijan, M.R. (2014) (Eds). *Human Resource Management, Social Innovation and Technology*, Advanced Series in Management. Emerald Group Publishing Limited: WA, UK.
- Bondarouk, T.V. (2014) (Eds). *Shared Services as a New Organizational Form. Advanced Series in Management*. Emerald Group Publishing Limited: WA, UK. ISBN: 978-1-78350-535-7.
- Bondarouk, T.V., & Olivas-Luijan, M.R. (2013) (Eds). *Social Media in Human Resource Management. Advanced Series in Management*. Emerald Group Publishing Limited: WA, UK.
- Olivas-Luijan, M.R. & Bondarouk, T.V. (2013) (Eds.). *Social Media in Strategic Management. Advanced Series in Management*. Emerald Group Publishing Limited: WA, UK.
- Oiry E., Ologeanu-Taddei R., Pascal A., Tchabanian R., Fallery B., Bondarouk T., Ruël H., Jongejan J. (2013), *Développer les usages des logiciels collaboratifs. Le rôle des SI, des RH et des managers*, Springer, Paris.
- Bondarouk, T., Ruël, H.J.M., & Looise, J.C. (2011) (Eds.). *Electronic HRM in Theory and Practice, Advanced Series in Management*. Emerald Group Publishing Limited: WA, UK.
- Bondarouk, T., Ruël, H.J.M., Oiry, E., & Guiderdoni-Jourdan, K. (2009). (Eds.), *Handbook of Research on E-Transformation and Human Resources Management Technologies*, Information Science Reference, Hershey: New York.
- Bondarouk, T., & Ruël, H.J.M. (2009) (Eds.). *Human Resource Information Systems, Proceedings of the 3rd International Workshop on Human Resource Information Systems – HRIS 2009, Milan, Italy, June 5 - 7, 2009, INSTICC PRESS: Portugal*.
- Bondarouk, T., & Ruël, H.J.M. (2007) (Eds.). *Human Resource Information Systems, Proceedings of the 1st International Workshop on Human Resource Information Systems – HRIS 2007, Funchal, Portugal, June 12-13, 2007, INSTICC PRESS: Portugal. ISBN: 978-989-8111-02-9*.
- Ruël, H.J.M., Bondarouk, T., & Looise, J.C. (2004). *E-HRM: innovation or irritation? An exploration of web-based human resource management in large companies*. Lemma Publishers: Utrecht, The Netherlands.
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