

Jeroen Meijerink

Curriculum Vitae & Publication List

Updated till October 2014

Dr. J.G. (Jeroen) Meijerink
School of Behavioral, Management and Social Sciences
University of Twente
T: + 31 (0)6 18582642
E: j.g.meijerink@utwente.nl

1. Education

2008 – 2013	Ph.D. in Business Administration / Human Resource Management University of Twente, The Netherlands
2007 – 2008	Master of Science in Business Administration (with distinction / cum laude), University of Twente, The Netherlands
2004 – 2008	Bachelor of Science in Business Administration, University of Twente, The Netherlands

2. Professional positions held

February 2013 – Present	Assistant Professor of Human Resource Management, University of Twente, The Netherlands
November 2008 – February 2013	Ph.D. Researcher University of Twente, The Netherlands
Augustus 2012 – November 2012	Visiting Fulbright Scholar Rutgers, The State University of New Jersey (USA)
April 2008 – September 2008	Graduate Researcher TNT Post, The Hague, The Netherlands <i>Additional activity: member of the board of TNT Interns Club</i>

3. Attended courses and workshops

- University Teaching Qualification, score: Excellent (in Dutch: Basis Kwalificatie Onderwijs).
- Strategic human resource management. Rutgers, The State University of New Jersey, September – November 2012 (Ph.D. level).
- Linear models for continuous variables (Multilevel Analysis). University of Twente, November 2011 – January 2012 (Ph.D. level).
- Introduction to structural equation modeling with AMOS. University of Leeds, 13 – 15 July, 2011 (Ph.D. level).

- Questionnaire construction and field work. University of Twente, January – March, 2010 (graduate level)
- Advanced studies in human resource management. Dutch HRM network, January – April, 2010 (Ph.D. level)
- Introductory course into qualitative research. OOHR/NIKOS department of the University of Twente, March – May, 2009 (Ph.D. level).
- Introductory course into research methodology. OOHR/NIKOS department of the University of Twente, September – November, 2009 (Ph.D. level).

4. Research and teaching interests

- HRM Shared Services
- Employee Agency in Employee-Organization Relationships
- Co-Creation of HRM by Employees
- Service-Dominant Logic

5. Course taught and student services provided

- Seminar Human Resources & Organization Studies (undergraduate course at the University of Twente)
- Management and Organization (undergraduate course at the University of Twente).
- Management, Organization and Information (undergraduate course at the University of Twente).
- Transformation of the HR function with information technologies (graduate course at the University of Twente).
- HRM and organizational development (graduate course at the University of Twente).
- Supervision of undergraduate thesis research projects at the University of Twente.
- Supervision of graduate thesis research projects at the University of Twente.

6. Advisory role in PhD Projects

- Milana Korotka (started in September 2014): “Influence of HRM system configurations on innovative organization performance”
- Jorrit van Mierlo (started in September 2014): “Structuration of HRM systems”
- Maarten Renkema (started in September 2014): “Multilevel analysis of HRM and innovative work behavior and performance”

7. Other professional activities

7.1. Review services provided for:

- The International Journal of Human Resource Management
- Personnel Review
- Technovation
- Academy of Management Annual Meetings
- International eHRM Conference

7.2. Invited presentations

- (2013) The BU-SSC-Employee triad and HR SSC performance. Presentation for The Ministry of Defence of Singapore, June 19, 2013
- (2013) Beyond shared savings: a multilevel analysis of the perceived value of HR shared services, Utrecht University, June 11, 2013.
- (2013) Beyond shared savings: what explains the perceived value of HR shared service centers? HR Shared Services Platform/Northgate Arinso, The Netherlands. May 16, 2013
- (2013) Research into the value of HR shared services. Research Center of Public Innovation, The Netherlands. January 30, 2013
- (2011) HRM shared service centers, resources and value creation. Ministry of Defence, The Netherlands. June 17, 2011.
- (2010) Towards optimizing HRM shared service models: experiences from the Dutch central government. Institute for Employment Studies, London, United Kingdom. September 15, 2010.
- (2010) An introduction and overview of HR shared services in the Netherlands. Beljon + Westerterp, The Netherlands. June 3, 2010.

7.3. Organization of international workshops and symposia

- (2014) Advancing a multi-actor perspective on HRM implementation (with S. Garg, Rutgers University). Annual Meeting of the Academy of Management, August 1 – 5, 2014, Philadelphia (PA), United States of America
- (2013) Explaining employee perceptions of HRM: Sensemaking, framing, and co-creation by providers and users (with dr. K. Jiang, University of Notre Dame). Annual Meeting of the Academy of Management, August 9 – 14, 2013, Orlando (FL), United States of America
- (2010) HR shared services and value creation for organizations (with dr. T.V. Bondarouk and M. Maatman). University of Twente, May 25-26, 2010.

7.4. Consultations

- (2010 – 2011) Consulting services for Stork Technical Services, The Netherlands. Project: uncovering eligibility of HR services for shared HR delivery.
- (2009 – 2011) Consulting services for the Ministry of the Interior, The Netherlands. Project: identification of customer preferences of P-Direkt, the HR shared service center of the Dutch Government

8. Grants, prices and nominations

- (2014) Research Grant from The Netherlands Organization for Scientific Research (NWO). Title: "Innovating HRM for Employee Driven Innovation". Dossier number: 409-13-204. (together with prof. dr. T. Bondarouk and A. Veenendaal), 660 k€
- (2013) Elected member of the Faculty Council, School of Management and Governance, University of Twente
- (2013) Nomination for best teacher award of the School of Management and Governance (University of Twente)
- (2012) Fulbright Scholarship granted for staying at Rutgers, The State University of New Jersey during the academic year 2012-2013, (proposal was approved by the Dutch NWO), 3 k\$

9. Publications and conference presentations

9.1. Peer reviewed, international publications

- Hofman, E. & **Meijerink, J.G.** (in press). Platform Thinking for Services: The Case of Human Resources. *The Service Industries Journal*
- **Meijerink, J.G.** (2014). Practicing Social Innovation: Enactment of the Employee-Organization Relationship by Employees. In: T. Bondarouk & M. Olivas-Lujan (Eds.), *Human Resource Management, Social Innovation and Technology*, Emerald Group Publishing Ltd.
- **Meijerink, J.G.**, Ten Kattelaar, J. & Ehrenhard, M.L. (2014). Structuring Shared Services: Realizing SSC Benefits Through End-Users Usage of an HR Portal. In: T. Bondarouk (Eds.), *Shared Services as a New Organizational Form*, Emerald Group Publishing Ltd.
- **Meijerink, J.G.**, Bondarouk, T. & Maatman, M. (2013). Exploring and Comparing HR Shared Services in Subsidiaries of Multinational Corporations and Indigenous Organisations in The Netherlands: A Strategic Response Analysis, *European Journal of International Management*, 7, (4), 469 – 492.
- **Meijerink, J.G.** & Bondarouk, T. (2013). Exploring the Central Characteristics of HR Shared Services: Evidence From a Critical Case Study in the Netherlands, *International Journal of Human Resource Management*, 24, (3), 487 – 513.
- **Meijerink, J.G.**, Bondarouk, T. & Looise, J.C. (2013). Value Creation Through HR Shared Services: Towards a Conceptual Framework, *Personnel Review*, 42, (2), 154 – 175.

9.2. Ph.D. Thesis

- **Meijerink, J.G.** (2013). Beyond Shared Savings: A Multilevel Analysis of the Perceived Value of HR Shared Services. Doctoral dissertation. Enschede, The Netherlands: University of Twente.

9.3. Work in progress

- **Meijerink, J.G.**, & Bondarouk, T. & Lepak, D.P. Employees as Active Consumers of HRM: Linking Employees' Competences with Their Perceptions of HRM Service Value. (Under review, second round)

- **Meijerink, J.G.** & Bos-Nehles, A.C. Implementing HRM Systems: The Role of Employees' Co-Production Behavior and HR Attributions.
- **Meijerink, J.G.** Exploring the Effect of Supplier and Consumer Resource Configurations on Perceived Service Value: A Fuzzy-Set Analysis Approach.
- **Meijerink, J.G.** & Garg, S. Helping themselves by helping the supervisor? How supervisor helping by employees affects HRM and psychological contract fulfillments.

9.4. Conference presentations

- Bos-Nehles, A.C. & **Meijerink, J.G.** (2014) How HR Attributions Affect Employee Performance: The Role of HR Co-Production by Employees. Paper presented at the 9th International Workshop on Human Resource Management.
- **Meijerink, J.G.** (2014). It Takes Two to Tango. A Fuzzy-Set Analysis of HR Value Co-Creation by Employees and HR Service Providers. Paper presented at the 9th International Workshop on Human Resource Management.
- **Meijerink, J.G.**, Bondarouk, T.V., & Lepak, D.P. (2013). How Employee Perceptions of HRM are Created: Employees as Co-Creators of HR Shared Services Value. Paper presented at the Annual Meeting of the Academy of Management, Orlando (FL), USA. Augustus 9 – 14, 2013.
- **Meijerink, J.G.** & Maatman, M. (2013). The Influence of Provider and Employee Capability Configurations on Employee Perceptions of HR Value. Paper presented at the Annual Meeting of the Academy of Management, Orlando (FL), USA. Augustus 9 – 14, 2013.
- **Meijerink, J.G.** & Maatman. (2012). The Localization of HR Shared Services: Translation as a Strategic Response to Institutions. Paper presented at the Annual Meeting of Annual meeting of the Academy of Management: Boston (MA), USA. Augustus 3-7, 2012.
- **Meijerink, J.G.**, Hofman, E., & Hemels, H. (2011). To share or not to share, that's the question! When does sharing of HR services maximize their perceived service value? Paper presented at the 7th International Conference of the Dutch HRM Network, Groningen, The Netherlands. November 10-11, 2011
- **Meijerink, J.G.**, Bondarouk, T., & Looise, J.C. (2011). Why a well-designed HR shared service provider fails to create end-user value. Paper presented at the 7th International Conference of the Dutch HRM Network, Groningen, The Netherlands. November 10-11, 2011
- Bondarouk, T., & **Meijerink, J.** (2010). Structuring the Implementation of an HR Portal: Results of a Qualitative Study from a Public Sector Organization. Paper presented at the Annual Meeting of the Academy of Management, August 6-10, 2010, Montréal, Canada.
- **Meijerink, J.G.**, & Bondarouk, T. (2010). Intellectual capital configurations and value creation: a conceptual model of HR shared services. Paper presented at the Annual Meeting of the Academy of Management, August 6-10, 2010, Montréal, Canada.
- **Meijerink, J.G.**, Bondarouk, T., & Maatman, M. (2010). Comparing HRM shared services models in MNCs and local organizations. Paper presented at the 11th International Human Resource Management Conference, Birmingham, United Kingdom. 9-12 June, 2010
- **Meijerink, J.G.**, Bondarouk, T., & Looise, J.C. (2009). Towards a conceptual model of HRSS: leveraging intellectual capital configurations to create value for end-users. Paper presented at the 6th International Conference of the Dutch HRM Network, Amsterdam, The Netherlands. November 13-14, 2009

- **Meijerink, J.G.**, Bondarouk, T., & Looise, J.C. (2009). Bundling of intellectual capital in human resource shared services as a mechanism to create value: towards a conceptual model. Paper presented at the 5th Workshop on Visualising, Measuring and Managing Intangibles and Intellectual Capital, Dresden, Germany. October 8-9, 2009.

9.5. Publications in practitioner journals

- Maatman, M., **Meijerink, J.G.**, & Bondarouk, T. (2011). Samen Sterk: HR shared services halen nog geen maximaal resultaat. *Personeelsbeleid*, 47, 7/8, 28 – 31.
- **Meijerink, J.G.**, & Reilly, P. (2010). Going Dutch: HR Shared Services in the Dutch Government. *People Management*, September, 30, 24-27.

9.6. Technical reports

- **Meijerink, J.G.**, Maatman, M. , & Bondarouk, T. (2012). Explaining the value of HR shared service centers for clients and end-users. A multi-perspective benchmark. (Metis code: 288036)
- **Meijerink, J.G.** (2011). Uncovering the intellectual capital and perceived value creation by P-Direkt.
- Bondarouk, T.V., Maatman, M., and **Meijerink, J.** (2010). Human resource shared services: business models and value creation. Results of a qualitative benchmark study. A first step towards a benchmark tool for assessing the value creation by HR Shared Services. (Metis code: 266809)