

Jordi Trullén

Associate Professor, Department of People Management and Organisation

ESADE Business School
Department of People Management and Organization
Av. Torreblanca, 59
08172 Sant Cugat
Spain

Tel. +34 934 953 806
Email: jordi.trullen@esade.edu
Personal website: www.esade.edu/faculty/jordi.trullen

PROFESSIONAL EXPERIENCE

Since 2014	<i>Associate Professor</i> , Department of People Management and Organization, ESADE Business School (Spain)
2007 – 2014	<i>Assistant Professor</i> , Department of People Management and Organization, ESADE Business School (Spain)

EDUCATION

2007	Ph.D. in Organization Studies, Boston College (Carroll School of Management), USA
2003	M. S. in Organization Studies, Boston College (Carroll School of Management), USA
1998	Bachelor, ESADE Business School

RESEARCH INTERESTS

Implementation of HR practices and the roles played by HR and line managers
Effects of national culture on the adoption of HR systems
Retention of older workers
Workplace authenticity and authentic leadership

PUBLICATIONS

Referred journal articles

Reis, G., Trullen, J. & Story, J. 2016. Perceived organizational culture and engagement: The mediating role of authenticity. *Journal of Managerial Psychology*, 31 (6): 1091-1105.

Trullen, J., Stirpe, L., Bonache, J. & Valverde, M. 2016. The HR department's contribution to line managers' effective implementation of HR practices. *Human Resource Management Journal*. DOI: 10.1111/1748-8583.12116.

- Bondarouk, T., Trullen, J. & Valverde, M. 2016. Special issue of international journal of human resource management: Conceptual and empirical discoveries in successful HRM implementation. *International Journal of Human Resource Management*, 27 (8): 906-908.
- Stirpe, L., Bonache, J., & Trullen, J. 2015. The acceptance of newly introduced HR practices: Some evidence from Spain on the role of management behavior and organizational climate. *International Journal of Manpower*, 36 (3): 334-353.
- Stirpe, L., Trullen, J., & Bonache, J. 2013. Factors helping the HR function gain greater acceptance for its proposals and innovations: evidence from Spain. *International Journal of Human Resource Management*, 24 (20): 3794-3811.
- Trullen, J. and Rodriguez, S. 2013. Faculty perceptions of instrumental and improvement reasons behind quality assessments in higher education: the roles of participation and identification. *Studies in Higher Education*, 38 (5): 678-692.
- Bonache J, Trullen, J., Sanchez, J. 2012. Managing cross-cultural differences: Testing human resource models in Latin America, *Journal of Business Research*, 65 (12): 1773-1781.
- Bartunek, J. M., Trullen, J., Immediato, S., & Schneider, F. 2008. Front and backstages of the diminished routinization of innovations: what innovation research makes public and organizational research finds behind the scenes. *Strategic Entrepreneurship Journal*, 1: 295-314.
- Trullen, J., & Bartunek, J. M. 2007. What a design approach offers to organization development. *Journal of Applied Behavioral Science*, 43: 23-40.
- Trullen, J., & Stevenson, W. 2006. Strategy and Legitimacy: Pharmaceutical Companies Reaction to the HIV Crisis. *Business and Society*, 45:178-210.
- Bartunek, J., Trullen, J., Bonet, E., & Sauquet, A. 2003. Sharing and expanding academic and practitioner knowledge in healthcare. *Journal of Health Service and Research Policy*, 8: 62.
- Folguera, C., and Trullen, J. 2000. Some preliminary results of the project 'Small business training and competitiveness: Building case studies in different European cultural contexts'. *Human Resource Development International*, 3:385-395.

Book chapters

- Trullen, J., Bonache, J., Stirpe, L., Valverde, M. 2015. Implementing HR practices effectively: exploring the role of the HR department. In R. Valle-Cabrera & A. López-Cabrales, (Eds.), *New Clues for Analysing the HRM Black Box*. (pp. 37-65) Cambridge: Cambridge Scholar Publishing.
- Bartunek, J. M., & Trullen, J. 2007. The virtue of prudence. In E. Kessler & J. R. Bailey, (Eds.), *Handbook of organizational and managerial wisdom*. (pp.91-109) Thousand Oaks: Sage.

Trullen, J., Bartunek, J. M., & Harmon, M. 2007. The usefulness of design research in elementary and high schools for management education. In S. K. Piderit, R. E. Fry, & D. L. Cooperrider, Eds., *Handbook of transformative cooperation: New designs and dynamics*. (pp. 262-290) Stanford: Stanford University Press.

Practitioner-oriented publications

Trullen, J., Obeso, C. 2014. *VII Informe Cranet-ESADE: Gestión estratégica de RR.HH.* Barcelona: ESADE-Mercer Consulting.

Trullen, J., Bonache, J. 2012. El reto de la integración global de las políticas de gestión del talento en la multinacional española. In *Retos de futuro de la multinacional española* (pp. 132-152). Barcelona: Observatorio de la Empresa Multinacional Española, ESADE.

Trullen, J., Torbert, W. 2004. First-, second-, and third-person research in practice. *The Systems Thinker*, 15 (1).

Other publications

Bonache, J., Trullen, J., Loscos, F., and Stirpe, L. La gestión del talento para la innovación: la organización ambidiestra. *Segundo Informe Innovarh*. Barcelona, ESADE Business School.

Trullen, J., Bonache, J. 2012. El reto de la integración de las políticas de gestión del talento en la multinacional española. *Tercer Informe de la Multinacional Española*. Barcelona, ESADE Business School.

Trullen, J. and Torbert, W.B. 2004. First-, second-, and third-person research in practice. *The Systems Thinker*, 15 (1).

TEACHING ACTIVITIES

Undergraduate

Instructor, “Dirección de Personas” (ESADE, annually since fall 2011)

Instructor, “Organizational Behavior” (Boston College, Fall 2003)

Instructor, “Managing Culture in Multinational Companies” (ESADE, bi-annually since spring 2010)

Instructor, “Leadership” (ESADE, Spring 2011)

MBA level

Teaching Assistant, “Leadership” (Boston College, Spring 2004)

Instructor, “Organizational & Management” (ESADE, Fall 2007, Spring 2008, Spring 2009)

Instructor, “Organizational Behavior” (ESADE, Fall 2007, Fall 2008, Fall 2009)
Instructor, “Leadership” (ESADE, Spring 2010)

PhD level

Instructor, “Organizational Behavior” (ESADE, since Fall 2007)

PROFESSIONAL MEMBERSHIP AND ACTIVITIES

- Spanish Representative at CRANET (Cranfield Network on International Human Resource Management)
- European Group for Organization Studies (EGOS)
- Academy of Management, 2001-present (OB and HR divisions)
- Editorial board member, *Organization Studies*
- Ad-hoc reviewer for
 - *International Journal of Human Resource Management*,
 - *Journal of Business Research*,
 - *Journal of Managerial Psychology*,
 - *Thunderbird International Business Review*
 - *Business Research Quarterly*

AWARDS

4-year Doctoral Scholarship, Boston College (2001-2005)
Best paper in HR division. ACEDE Annual Meeting, Vigo, 2016

COMPETITIVE RESEARCH PROJECTS/GRANTS

Project title: The role of legitimacy and significance in higher education accreditation

Funding organization: European Union – FP7 Marie Curie

Period, from: January 2009 to: December, 2012

Amount: 100.000€

Main researcher: Jordi Trullen; ESADE - Universitat Ramon Llull

Number of researchers: 1

Project title: Small Business Training and Competitiveness: Building Case Studies in Different European Cultural Contexts

Funding organization: European Union – TSER PROGRAM

Period, from: February 1999 to: February 2001

Main researcher: Alfons Sauquet; ESADE - Universitat Ramon Llull

Number of researchers: 4

Project title: Determinantes de la aceptación de innovaciones de recursos humanos internacionales en las multinacionales

Funding organization: Ministerio de Economía y Competitividad

Period, from: January 2012 to: December, 2015

Amount: 100.000€

Main researcher: Jaime Bonache; Carlos III University

Number of researchers: 4

PHD THESIS SUPERVISED

- Title: Shared Leadership and Team Learning: the Story of Three Project Teams. Doctorand: Dagmar Hildebrand. ESADE Business School. Defense date: Oct 24, 2010