

CURRICULUM VITAE

Dr. Stefan Johannes Zagelmeyer

- Professor of Economics and Human Resource Management, International University of Applied Sciences Bad Honnef-Bonn, Germany
- Assistant Professor of Human Resource Management, University of Twente, The Netherlands



Personal details

Date of birth: 18 May 1970 in Weissenburg, Bavaria
IT expertise: MS Office, Mathematica, STATA, SPSS, N6, WebCT, Moodle
Languages: German (mother tongue), English (fluent), French (niveau supérieure)
Nationality: German

Professional experience

Since 09/2011 Assistant Professor of Human Resource Management, University of Twente, The Netherlands

Since 01/2009 Professor of Economics and Human Resource Management, International University of Applied Sciences Bad Honnef-Bonn, Germany

11/2007-12/2008 Professor of Economics and Human Resource Management, Dean of the International Business Department, Head of Cologne Business School and the European Management Schools Mainz, Dresden and Leipzig, European University of Applied Sciences, Bruehl, Germany

09/2004-02/2008 Professor of Economics and Human Resource Management, International University of Applied Sciences Bad Honnef-Bonn, Germany

10/2002-09/2004 Lecturer in Human Resource Management (permanent contract, tenure-track position), Manchester School of Management, UMIST, Manchester, UK (since 10/2004: Manchester Business School, The University of Manchester, UK)

04/2000-09/2002 Researcher, Chair for Labour and Regional Economics (Prof. Dr. C. Schnabel), Department of Economics, University of Erlangen-Nuremberg, Germany

07/1999 - 03/2000 Researcher, Max Planck Institute for the Study of Societies (*Max Planck Institut für Gesellschaftsforschung*, MPIfG, Prof. Dr. W. Streeck), Cologne, Germany

03/1997 - 05/1999 Researcher, Cologne Institute for Business Research (*Institut der deutschen Wirtschaft, IW*), Department of Economics, Cologne, Germany.

Guest professorships and invited academic positions

- Since 11/2010 Visiting Professor of Human Resource Management, CFFOP, Sorbonne Universities, University of Paris II, France
- Since 01/2011 Visiting Professor of Strategic International Human Resource Management, Turku School of Economics and Management, Turku University, Finland
- 11/2011 Visiting Professor of Human Resource Management, Grenoble Ecole de Management, France
- 02/2011-03/2011 Visiting Professor of Human Resource Management, Institute of International Management, Conservatoire National des Arts et Métiers (CNAM), France
- 09/2001-11/2001 Research Associate, Darwin College; Marie-Curie-Fellow, Department of Applied Economics (Prof. W. Brown), University of Cambridge, UK
- 08/2000 Visiting Lecturer for International Human Resource Management, Graduate School of Business, University of Stellenbosch, South Africa

Education

- 2002 Ph.D., University of Erlangen-Nuremberg, Germany, Faculty of Economics and Social Sciences, (supervisor: Prof. Dr. C. Schnabel)
Ph.D. thesis: "Governance structures for the employment relationship: The case of the UK", Dr. rer. pol. awarded with '*summa cum laude*', "Hermann-Gutmann-Foundation" Faculty-Award for the best PhD-thesis submitted to the Faculty of Economics, Business, and Social Sciences, University of Erlangen-Nuremberg, Germany
- 1997 Postgraduate studies in economics at the University of Cologne, Germany; Award of the degree 'Diplom-Volkswirt sozw. R.' (equivalent to MSc in Economics); 'Prädikat'
- 1994-95 Postgraduate studies 'Industrial Relations & Personnel Management' at the London School of Economics and Political Sciences, United Kingdom; Award of MSc (Econ) with '*distinction*'

Student grants

- 2002 5th IZA European Summer School in Labor Economics, Institute for the Study of Labor (IZA), Bonn, Germany
- 2001 Marie-Curie-Fellow, Department of Applied Economics, Faculty of Economics and Politics, University of Cambridge, UK
- 1994-95 Post-graduate scholarship from the German Academic Exchange Service (DAAD)
- 1993-97 Scholarship/grant from the Friedrich-Ebert-Foundation (FES)

Articles (refereed journals)

17. Zagelmeyer, S., Heckmann, M., Kettner, A. (2012), Management Responses to the Financial Crisis in Germany: Establishment-Level Evidence from the IAB-Job Vacancy Survey, (accepted for publication in: International Journal of Human Resource Management).
16. Torika, N., Looise, J.C., Zagelmeyer, S. (2011), Ordinary Atypical Workers, Participation within the Firm and Innovation: A Theoretical Endeavor and Empirical Outlook, in: Management Revue, 22, 221-239.
15. Zagelmeyer, S. (2011), Tackling the Crisis through Concession Bargaining: Five Company Cases from Germany, in: International Journal of Manpower (in print).
14. Zagelmeyer, S. (2011), Company-Level Collective Bargaining in Times of Crisis: The Case of Germany, in: Transfer - European Review of Labour and Research (in print).
13. Torika, N., Zagelmeyer, S. (2011), Duivelse knuffels, in: Tijdschrift voor HRM, 14, 38-58.
12. Sinkovics, R., Zagelmeyer, S., Kusstatscher, V. (2011), Between Merger and Syndrome: The Intermediary Role of Emotions in Four Cross-Border M&As, in: International Business Review, 20: 27-47.
11. Smith, M., Zagelmeyer, S. (2010), SMEs in Europe: Operating Hours and Working Time Patterns, in: International Journal of Manpower, 31: 392-409.
10. Zagelmeyer, S. (2007), Determinants of Collective Bargaining Centralization: Evidence from British Establishment Data, in: Journal of Industrial Relations 49: 227-245.
9. Zagelmeyer, S. (2006), Tarifautonomie vor der Transformation? Anmerkungen zu Vorschlägen zur Reform des kollektiven Arbeitsrechts (*Transforming collective bargaining?*), in: Sozialer Fortschritt 55: 55-63.
8. Cox, A., Zagelmeyer, S., Marchington, M. (2006), Embedding Employee Involvement and Participation (EIP) at Work, in: Human Resource Management Journal 16: 250-267.
7. Schnabel, C., Zagelmeyer, S., Kohaut, S. (2006), Collective Bargaining Structure and its Determinants: A Comparative Analysis with British and German Establishment Data, in: European Journal of Industrial Relations 12: 165-188.
6. Zagelmeyer, S. (2005), The Employer's Perspective on Collective Bargaining Centralisation: An Analytical Framework, in: International Journal of Human Resource Management, 16: 501-517.
5. Zagelmeyer, S. (2004), The Development of Governance Structures in Britain and Germany: A First Comparative Inquiry, in: Industrielle Beziehungen 11 (1+2): 61-76.
4. Miles, L., Zagelmeyer, S. (2004), German Takeover Legislation: Implications for the Future, in: International Company and Commercial Law Review 7: 221-230.
3. Zagelmeyer, S. (2003), Die Entwicklung kollektiver Verhandlungen in Großbritannien: Ein historischer Überblick (*The development of collective bargaining in Great Britain: A historical overview*), in: Industrielle Beziehungen 10 (1): 118-145.
2. Zagelmeyer, S. (2001), Brothers in Arms in the European Car Wars: Employment Pacts in the EU Automobile Industry, in: Industrielle Beziehungen 8 (2): 149-179.

1. Zagelmeyer, S. (1999), Zur Zukunft von Kollektivverhandlungen in Euroland (*On the future of collective bargaining in Euroland*), in: Industrielle Beziehungen 6 (4): 427-454.

Monographs and books

3. Zagelmeyer, S. (2003), Governance Structures and the Employment Relationship: The Case of Britain, Peter Lang, Oxford.
2. List, J., Zagelmeyer, S. (2001), Wer, was, wo? Internetkompas für Wirtschaft und Politik (*Who, what, where? Internet compass for business and politics*), 3rd ed., Deutscher Institutsverlag, Cologne.
1. Zagelmeyer, S. (2000), Innovative Agreements on Employment and Competitiveness in the European Union and Norway, Official Publications of the European Union, Luxembourg.

Book chapters

9. Zagelmeyer, S. (2011), France and Germany, in: Wilkinson, A. (ed.), Edward Elgar Handbook of Comparative Employment Relations, Edward Elgar (forthcoming).
8. Zagelmeyer, S. (2011), The Employer's View on Collective Bargaining, in: Blanpain, R. (ed.), Rethinking Corporate Governance, Bulletin of Comparative Labour Relations, Kluwer, Amsterdam: 3-27.
7. Budd, J., Zagelmeyer, S. (2010), Public Policy on Employee Participation: Comparative and International Perspectives, in: Levine, D., Marchington, M., Wilkinson, A., Golan, P. (eds.), The Oxford Handbook of Participation in Organizations, Oxford University Press, Oxford: 476-503.
6. Smith, M., Zagelmeyer, S., Sieglén, G. (2009), Small and Medium-sized Establishments in Europe: Operating Hours and Working Time Patterns, in: Delsen, L., Bauer, F., Cette, G., Smith, M. (eds.), Comparative Analysis of Operating Hours and Working Times in the European Union, Physica, Heidelberg: 117-142
5. Zagelmeyer, S. (2008), Globalisation and Human Resource Management – A Quantitative Analysis with British Establishment Data, in: Blanpain, R. (ed.), Bulletin of Comparative Labour Relations, Kluwer, Amsterdam: 97-114.
4. Zagelmeyer, S. (2002), Über den Wolken, wo der Wettbewerb (fast) grenzenlos ist: Europäische Fluggesellschaften zwischen Konzessionsverhandlungen und neuem Sozialvertrag (*Above the clouds where competition is boundless - European airlines between concession bargaining and new social contracts*), in: Seifert, H. (ed.), Tarifliche und betriebliche Bündnisse für Arbeit, Edition Sigma, Berlin: 187-211.
3. Schulten, T., Zagelmeyer, S. (1999), National Report – Germany, in: European Industrial Relations Observatory (ed.), EIRO 1998 Annual Review, European Foundation for the Improvement of Living and Working Conditions, Dublin: 51-57.
2. Zagelmeyer, S. (1999), The Evolution of Collective Bargaining Systems in Euroland: Structure, Conduct, Performance, in: Kaupinnen, T. (ed.), The Impact of EMU on Industrial Relations in the European Union, Finnish Industrial Relations Association, Helsinki: 277-288.

1. Schulten, T., Zagelmeyer, S. (1998), National Report – Germany, in: European Industrial Relations Observatory (ed.), EIRO 1997 Annual Review, European Foundation for the Improvement of Living and Working Conditions, Dublin: 46-51.

Editorial activities

- 2012: *International Journal of Human Resource Management* - Special Issue on "The Impact of the Global Financial Crisis on HRM "
- since 2010: co-editor of the Bad Honnef Book Series on Service Management
- 2005: *Human Resource Management Journal* – Special Issue on "Human Resource management and Performance"
- since 2004: *IIRA HRM Study Group Working Papers in Human Resource Management* – WWW-Address: http://www.zagelmeyer.de/pageID_3782045.html

Articles (non-refereed academic and professional journals, proceedings, working papers, miscellaneous)

20. Zagelmeyer, S. (2010), The Impact of the Current Financial Crisis on Human Resource Management and Industrial Relations, ILO Working Paper No. 9, International Labour Organization, Geneva.
19. Zagelmeyer, S. (2007), The Global Workplace – Learning from Each Other, Bericht von der Fifth International Conference in Commemoration of Professor Marco Biagi in Modena, Italien (17.-21. March 2007), in: *Industrielle Beziehungen*, 14 (3): 279-281.
18. Smith, M., Zagelmeyer, S. (2007), The Management of Operating Hours and Working Time in SMEs in Europe, in: *Economic and Competition Policy*, 7.
17. Marchington, M., Zagelmeyer, S. (2005), Foreword: linking HRM and performance -- a never-ending search? in: *Human Resource Management Journal*, 15 (4): 3-8.
16. Zagelmeyer, S. (2001), Getting into Gear for Global Competition: Pacts on Employment and Competitiveness in the EU Automobile Industry, in: *Transfer* 7 (4): 650-656.
15. Zagelmeyer, S. (2000), Phönix aus der Asche: Beschäftigungs- und wettbewerbsorientierte Tarifpolitik bei Lufthansa (*Phönix from the flames: collective bargaining at Lufthansa*), in: *WSI-Mitteilungen* 53 (8): 472-77.
14. Zagelmeyer, S. (2000), Tarifverhandlungen in Euroland - Entwicklungen und Perspektiven (*Collective bargaining in Euroland - Trends and perspectives*), in: *IW-Gewerkschaftsreport* 34 (2): 3-22.
13. Zagelmeyer, S. (2000), Global Integration and Challenges for Industrial Relations and HRM in the 21st Century (Conference report), in: *Industrielle Beziehungen* 7 (3): 308-312.
12. Zagelmeyer, S. (2000), Bargaining on Employment in the European Union: The Example of the European Car Industry, in: *International Industrial Relations Association* (ed.), *Proceedings of the 12 World Congress, Vol. 2, The Impact of Globalization on National and Regional Systems of Industrial Relations and Employment Relations*, Tokyo: 111-125.

11. Schnabel, S., Zagelmeyer, S. (2000), Beschäftigungspolitik und Beschäftigungspakte in der Europäischen Union (*Employment policy and employment pacts in the European Union*), in: List Forum für Wirtschafts- und Finanzpolitik 26 (2): 147-164.
10. Zagelmeyer, S. (1999), EIROReport 1/99 – Schwerpunktthema: Telearbeit und industrielle Beziehungen in Europa (*Telework and industrial relations in Europe*), in: IW-Gewerkschaftsreport 33 (1): 60-70.
9. Schulten, T., Zagelmeyer, S. (1998), Board-Level Employee Representation in Europe, in: EIRObserver 5`98: I-IV.
8. Zagelmeyer, S. (1998), Nobelpreis für Ökonomie an den Inder Amartya Sen (*Nobel prize in economics for Amartya Sen*), in: iwd 24 (43): 6.
7. Zagelmeyer, S. (1998), EIROReport 4/98 – Schwerpunktthema: Arbeitnehmervertreter in Unternehmensorganen in Europa (*Workers' representatives at board level in Europe*), in: IW-Gewerkschaftsreport 32 (4): 1-20.
6. Zagelmeyer, S. (1998), EIROReport 3/98 – Schwerpunktthema: Wirkung von Europäischen Betriebsräten (*The impact of European Works Councils*), in: IW-Gewerkschaftsreport 32 (3): 1-16.
5. Zagelmeyer, S. (1998), EIROReport 2/98 – Schwerpunktthema: Arbeitszeitflexibilität in Deutschland und Europa (*Working time flexibility in Germany and Europe*), in: IW-Gewerkschaftsreport 32 (2): 69-83.
4. Zagelmeyer, S. (1998), EIROReport 1/98 – Schwerpunktthema: Kollektivverhandlungen über Beschäftigung in Europa (*Collective bargaining on employment in Europe*), in: IW-Gewerkschaftsreport 32 (1): 51-61.
3. Schulten, T., Zagelmeyer, S. (1997), Collective Bargaining on Employment in Europe, in: EIRObserver 5`97: I-IV.
2. Zagelmeyer, S. (1997), Arbeitgeber und Gewerkschaften im Internet: Was sie tun, und wo man sie findet (*Employers and trade unions in the internet: What they do, and where they are*), in: IW-Gewerkschaftsreport 31 (3): 30-44.
1. Zagelmeyer, S. (1997), Entgeltfortzahlung: Zwischenbilanz der Tarifverhandlungen zur Entgeltfortzahlung 1996/97 (*Continued remuneration in case of illness: Interim review of the 1996/97 bargaining round*), in: IW-Gewerkschaftsreport 31 (2): 56-69.

Book reviews

3. Zagelmeyer, S. (2009), Review Article - Up in the Air: How the Airlines Can Improve Performance by Engaging Their Employees, by Greg J. Bamber, Jody Hoffer Gittell, and Thomas A. Kochan, Cornell University Press, Ithaca 2008, in: Personnel Review 38 (6): 715-717.
2. Zagelmeyer, S. (2001), Kitschelt, H., Lange, P. Marks, G. and Stephens, J.D. (eds.), Continuity and Change in Contemporary Capitalism, Cambridge University Press, 1999 (book review), in: British Journal of Industrial Relations 39 (2): 310-313.
1. Zagelmeyer, S. (2001), Pijl, K. van der, Transnational classes and international relations, Routledge, 1998 (book review), in: Global Social Policy 1 (1): 122-123.

External research projects and reports

3. Zagelmeyer, S. (2009), The Impact of the Current Financial Crisis on Human Resource Management, Research project for the International Labour Organization (ILO). Duration: 02/2009-07/2009.
2. Zagelmeyer, S. (1999), Collective Bargaining on Employment in the European Union and Norway, Project No.: 0211; Contract No.: 99-3030-2, Title of project: Case studies on employment pacts based on the European Industrial Relations Observatory EIROnline database, European Foundation for the Improvement of Living and Working Conditions, 26 April 1999.
1. Zagelmeyer, S., Schulten, T., Seifert, H. (1999), Collective Bargaining on Employment and Competitiveness: German report, Project No.: 0211; Contract No.: 98-3030-17, Title of project: Collective bargaining on employment and competitiveness the European Union, European Foundation for the Improvement of Living and Working Conditions, 12 May 1999.

Conference presentations

37. Zagelmeyer, S., Torcka, N., Looise, J.K. (2012), Bringing the 'social' dimension back in: Towards an integrated framework for strategic human resource management and social innovation, paper to be presented at the ILERA World Congress 2011, Philadelphia, USA "Beyond Borders: Governance of Work in a Global Economy", July 2012.
36. Zagelmeyer, S. (2011), The Link between Employee Involvement and Participation (EIP) and Employee Attitudes: Further Evidence on the Role of Institutional Embeddedness, paper to be presented at the 7th International Conference of the Dutch HRM Network, University of Groningen, The Netherlands, November 2011.
35. Zagelmeyer, S., Heckmann, M., Kettner, A. (2012), Management Responses to the Financial Crisis in Germany: Establishment-Level Evidence from the IAB-Job Vacancy Survey, (accepted for publication in: International Journal of Human Resource Management), presented at Arbeitskreis empirische Personal- und Organisationsforschung, Universität Duisburg-Essen, Germany, 4 November 2011.
34. Looise, J.K., Torcka, N., Zagelmeyer, S. (2011), Industrial relations systems, innovation, and economic performance: Uncovering myth and reality from a Dutch point of view, Annual Inscope Conference, University of Twente, 12 October 2011.
33. Zagelmeyer, S., Torcka, N., Royle, T. (2011), Zwischen Mikropolitik und Manipulation: Malignanter Machiavellismus aus Sicht der Adressaten (Forschungsbericht), paper presented at the Herbsttagung der Fachkommission Personal des VHB, Universität Gießen, Germany, 29 September 2011.
32. Zagelmeyer, S. (2011) Internationalization, HRM Policies and Practices, and High-Performance Work Systems – Establishment-level Evidence from Britain, paper presented at the HRM Department Research Workshop, University of Paderborn, Germany, 31 January 2011.
31. Zagelmeyer, S. (2011) Internationalization, HRM Policies and Practices, and High-Performance Work Systems – Establishment-level Evidence from Britain, paper presented at the Management Department Research Workshop, Turku School of Economics, University of Turku, Finland, 21 January 2011.

30. Zagelmeyer, S. (2010) Internationalization, HRM Policies and Practices, and High-Performance Work Systems – Establishment-level Evidence from Britain, paper presented at the Herbsttagung der Fachkommission Personal des VHB, Universität Gießen, Germany, 11 November 2010.
29. Zagelmeyer, S. (2010), Company-Level Employment Relations during the Financial Crisis: Four Case Studies from Germany, to be presented at the Industrial Relations in Europe Conference - IREC 2010, Fafo, Oslo, Norway, 8–10 September 2010.
28. Zagelmeyer, S. (2010), Discussant: The emergence of wage coordination in the central western European metal sector and its relationship to European economic policy, presented at the 7th IWH/IAB-Workshop on „Lohnpolitik nach der Krise (Wage Policy after the Crisis)“, 21/22 October 2010, Halle, Germany.
27. Zagelmeyer, S. (2010), The Impact of the Financial Crisis on HRM and Employment Relations at Company Level – The Case of Germany, to be presented at the Special Symposium on “The Impact of the Financial Crisis on HRM and Employment Relations at Company Level”, 9th European Regional Congress of the IIRA in Copenhagen, University of Copenhagen, July 2010.
26. Zagelmeyer, S. (2010), Another Great Transformation? Company-Level Employment Relations during and after the Financial Crisis, paper to be presented at the 9th European Congress of the International Industrial Relations Association, Copenhagen University, Denmark, July 2010.
25. Zagelmeyer, S. (2010), Changing of the Guard for the Employment Relationship - Determinants of Employer Demand for Collective Bargaining, paper presented at the Eighth International Conference in Commemoration of Prof. Marco Biagi, Marco Biagi Foundation and ADAPT, University of Modena (Italy), 18-19 March 2010.
24. Zagelmeyer, S. (2009), Ethics, Fairness and Justice in International Human Resource Management, paper presented at the 15th World Congress of the International Industrial Relations Association (IIRA), University of Sydney, Australia, 24 August 2009.
23. Zagelmeyer, S. (2009), Managing Human Resources in International Value Networks – The Case of Lummerland Express Tours, paper presented at the 21st Annual Meeting of the Society for the Advancement of Socio-Economics (SASE), Science Po Paris, France, 16-18 July 2009.
22. Sforza, L., Zagelmeyer, S. (2009), European MNEs and the International Business Environment: Views from European HR Headquarters, paper presented at the 21st Annual Meeting of the Society for the Advancement of Socio-Economics (SASE), Science Po Paris, France, 16-18 July 2009.
21. Zagelmeyer, S. (2009) Internationalization and HRM Policies and Practices, paper presented at the Academy of International Business (AIB) UKI 2009 Conference, University of Glasgow, UK, 4 April 2009.
20. Zagelmeyer, S., Budd, J. (2008), Public Policy and Participation – Comparative Perspectives, paper presented at the Sixth International Conference in memory of Professor Marco Biagi, Marco Biagi Foundation and ADAPT, University of Modena, March 2008, Modena, Italy.
19. Budd, J., Zagelmeyer, S. (2008), Public Policy and Participation, paper presented at the Symposium on Employee Voice and Participation at the 60th Annual Meeting of the Labor and Employment Relations Association (LERA), January 2008, New Orleans, US.

18. Zagelmeyer, S., Keunecke, C. (2007), Managing Human Resources in Value Networks, paper presented at the 25th EuroCHRIE Congress, Leeds Metropolitan University, October 2007, Leeds, UK.
17. Zagelmeyer, S. (2007), Fairness and Human Resource Management – A Quantitative Analysis based on WERS 2004, paper presented at the 8th European Congress of the International Industrial Relations Association, September 2007, Manchester, UK.
16. Budd, J., Zagelmeyer, S. (2007), Public Policy and Participation in Perspective, paper presented at the 8th European Congress of the International Industrial Relations Association, September 2007, Manchester, UK.
15. Zagelmeyer, S. (2007), Globalisation and Human Resource Management: A Quantitative Analysis with British Establishment-Level Data, paper presented at the Fifth International Conference in memory of Professor Marco Biagi, Marco Biagi Foundation and ADAPT, University of Modena, March 2007, Modena, Italy.
14. Zagelmeyer, S. (2006), Continuity and Change of Human Resource Management in Hospitality: Quantitative Evidence from Britain, paper presented at the 24th EuroCHRIE Congress, University of the Aegean, Thessaloniki, Greece, October 2006.
13. Zagelmeyer, S. (2006), Managing Human Resources You Don't Employ: The Case of Lummerland Express Tours, paper presented at the IIRA HRM Study Group workshop at the 14th IIRA World Congress, Lima, Peru, September 2006.
12. Zagelmeyer, S., Smith, M. (2005), SMEs in Europe – Operating Hours, Working Patterns, and Pay Premia, Performance and Reward Conference, Manchester Metropolitan University Business School, 7 April 2005, Manchester, United Kingdom.
11. Zagelmeyer, S. (2003), A First Comparative Inquiry into the Causes and Consequences of Procedural Individualisation of Governance Structures in Britain and Germany, invited paper for the 13th IIRA World Congress, International Industrial Relations Association (IIRA), Berlin, September 2003.
10. Zagelmeyer, S. (2003), Governance Structures for the Employment Relationship: An Analytical Framework, paper presented at the 11th Annual Conference of the International Employment Relations Association (IERA), Greenwich, July 2003.
9. Cox, A., Zagelmeyer, S., Marchington, M. (2003), The Embeddedness of Employee Involvement and Participation (EIP) and its Impact on Organisational and Employee Outcomes - An Analysis of WERS 98, paper presented at the 19th European Group for Organizational Studies (EGOS) Colloquium, Copenhagen, Denmark, July 2003.
8. Zagelmeyer, S. (2003), Changing of the Guard for the Employment Relationship - Determinants of Employer Demand for Collective Bargaining in Britain 1980-1998, paper presented at the annual British Universities Industrial Relations Association (BUIRA) conference, Leeds, July 2003.
7. Zagelmeyer, S. (2001), The Decollectivisation of Labour Relations in Germany: Emergence, Evolution and Effects, Workshop of the Labor Markets, Education and Human Resources Network , 13th Annual Meeting on Socio-Economics, Society for the Advancement of Socio-Economics (SASE), Amsterdam, The Netherlands, 28 June - 1 July 2001.
6. Zagelmeyer, S. (2000), Bargaining on Employment in the European Union: The Example of the European Car Industry, invited paper, 12th World Congress, International Industrial Research Association (IIRA), Tokyo, Japan, 29 May - 2 June 2000.

5. Zagelmeyer, S. (2000), The De-Collectivisation of Labour Relations in Germany, Seminar “The Individualisation of the Employment Contract”, 12th World Congress, International Industrial Research Association (IIRA), Tokyo, Japan, 29 May- 2 June 2000.
4. Zagelmeyer, S. (1999), Collective Bargaining on Employment in the European Union: General Trends and Selected Cases from the European Car Industry, Workshop of the Labor Markets, Education and Human Resources Network, 11th Annual Meeting on Socio-Economics, Society for the Advancement of Socio-Economics (SASE), Madison, Wisconsin, USA, 8-11 July 1999.
3. Zagelmeyer, S. (1999), Employment Pacts in Europe, Workshop of the Social Sciences Labor Market Research Network (SAMF), Trier, Germany, 14 January 1999.
2. Zagelmeyer, S. (1998), The Impact of Globalization and European Integration on Collective Bargaining and Wage Policy in Germany, invited paper for the congress “Ways to Social Peace in Europe”, Osnabrück, Germany, 11-14 November 1998.
1. Zagelmeyer, S. (1998), The Evolution of Collective Bargaining in Euroland - Structure, Conduct, Performance, Seminar “Impact of EMU on Industrial Relations”, 11th World Congress, International Industrial Research Association (IIRA), Bologna, Italy, 22-26 September 1998.

Activities as conference organizer, workshop convenor, and session chair

- 2012: “HRM and Social Innovation”, ILERA HRM Study Group Meeting at the 16th World Congress of the ILERA in Philadelphia, University of Pennsylvania, July 2012 (call for papers published).
- 2011 Session Chair, Herbsttagung der Fachkommission Personal des VHB, Universität Gießen, Germany, 30 September 2011.
- 2011: “Employee Involvement and Participation - Diversity in Organizational Forms and Employment Relations”, Co-Chair of Track 7 at the 7th International Conference of the Dutch HRM Network, University of Groningen, The Netherlands, November 2011 (call for papers published).
- 2010: Convenor of the Special Symposium on “The Impact of the Financial Crisis on HRM and Employment Relations at Company Level”, 9th European Regional Congress of the IIRA in Copenhagen, University of Copenhagen, July 2010 (6 papers).
- 2010: “HRM in Turbulent Times”, IIRA HRM Study Group Meeting at the 9th European Regional Congress of the IIRA in Copenhagen, University of Copenhagen, July 2010 (4 papers).
- 2009: “Diversity in Organizational Forms and Employment Relations”, Track 7 at the 6th International Conference of the Dutch HRM Network, University of Amsterdam, The Netherlands, 13-14 November 2009.
- 2009: “Ethics, Social Responsibility, and International HRM”, IIRA HRM Study Group Meeting at the 15th World Congress of the International Industrial Relations Association (IIRA), 24 August 2009, University of Sydney, Australia (7 papers).
- 2009: “International and Comparative Human Resource Management: Current Research”, Workshop at the 21st Annual Meeting of the Society for the Advancement of Socio-Economics (SASE), Science Po Paris, France, 16-18 July 2009 (4 papers).



- 2008: International Conference “Sustainable HRM in the Global Economy” in Turku, Finland (with Prof. Dr. Mick Marchington, Manchester Business School, Prof. Dr. Satu Lahteenmaki, Dr. Maarit Viljanen, Turku School of Economics, Finland.). 35 papers and 85 participants.
- 2008: First International HRM Student Conference at the University of Twente, Enschede, The Netherlands, 24-27 November 2008. (Participants: University of Twente, Pablo de Olavide University/Sevilla, Universite de Marseille, Cologne Business School, Greenwich University). 60 student participants.
- 2007: IIRA HRM Study Group Meeting “Fairness and HRM” at the 8th European Regional Congress of the IIRA in Manchester, September 2007 (with Prof. Dr. Mick Marchington, Manchester Business School). 8 papers and 25 participants.
- 2006: IIRA HRM Study Group Meeting “Labour Unbound – Comparative Perspectives on the Implications for HRM of Boundaryless Organizations and Careers” at the 14th IIRA World Congress, Lima, Peru, September 2006 (with Prof. Dr. Mick Marchington, Manchester Business School). 4 papers and 20 participants.
- 2004: IIRA HRM Study Group Meeting “The impact of HRM on organisational and employee performance” at the 7th European Regional Congress of the IIRA, Lisbon, Portugal, September 2004 (with Prof. Dr. Mick Marchington, Manchester Business School). (13 papers, 20 participants)

Research grants

- 2009 *International Labour Organization (ILO), Geneva, Switzerland*
 Title: “The Impact of the Current Financial Crisis on Human Resource Management – The Case of Germany”, Duration: 02/2009-07/2009.
- 2001 *Cambridge University, UK*
 Title: Marie-Curie Fellowship
- 1999 *European Foundation for the Improvement of Living and Working Conditions, Dublin, Ireland*
 Title: Case studies on employment pacts based on the European Industrial Relations Observatory EIROnline database, Project No.: 0211; Contract No.: 99-3030-2.
- 1999 *European Foundation for the Improvement of Living and Working Conditions, Dublin, Ireland*
 Project: Collective Bargaining on Employment and Competitiveness: German Report, Project No.: 0211; Contract No.: 98-3030-17.

Further academic activities

- 2011: Academic advisor to Aon Hewitt (HRM Consulting)
- Since 2008: Member of the Academic Advisory Board of the European Club for Human Resources, Brussels/Paris (<http://www.europeanclub-hr.eu/>)



- Since 2008: Expert advisor for the FIBAA, accreditation agency for business and management degree programmes, accreditation of the following programs: Steinbeis University (MA International Management, MA Management), Viadrina University Frankfurt/Oder (BSc Betriebswirtschaftslehre, BSc International Management, BSc Economics), Frankfurt School of Finance and Management (MA International Management)
- Since: 2007: Expert advisor for the DGFP, German Association of Personnel Management, active member of the HRM curriculum committee and the academic-practitioner exchange committee
- Since 2007: Mentor for the London School of Economics
- Since 2006: Mentor for the Friedrich-Ebert-Stiftung
- Since 2004: International Labor and Employment Relations Association (ILERA)
 - 1999-2000: Coordinator of the Study Group "Industrial Relations & Societal Transition" (with Prof. Dr. W. Bendix, University of Stellenbosch, South Africa)
 - since 2002: Coordinator of the Study Group "Human Resource Management" (with Prof. Dr. Mick Marchington, Manchester Business School, UK)
- Since 1999: Expert advisor for the European Foundation for the Improvement of Living and Working Conditions, Dublin, Ireland

Referee for

- Academy of International Business
- Academy of Management (Annual Conference – Organizational Behaviour and Human Resource Management Tracks)
- British Journal of Industrial Relations
- Dutch HRM Network
- European International Business Academy
- Financial Times Prentice Hall
- Human Relations
- Human Resource Management
- Human Resource Management Journal
- Industrielle Beziehungen
- International Business Review
- International Industrial Relations Association
- International Journal of Human Resource Management
- International Journal of Manpower
- Journal of Business Ethics
- Journal of International Business Studies
- Management International Review
- McGraw Hill Higher Education