

Dr. Elaine Farndale

Curriculum Vitae

The Pennsylvania State University
School of Labor and Employment Relations
501c Keller Building
University Park PA 16802, USA
+1 (814) 867-3320
Email: euf3@psu.edu

Education

Ph D, Cranfield School of Management, United Kingdom, 2004.
Major: Human Resource Management
Dissertation Title: The intra-organizational power of the Personnel department in Higher Education institutions in the UK

MA, Kingston University, United Kingdom, 1997.
Major: Personnel Management

BA (Hons), University of Hull, United Kingdom, 1991.
Major: French and Modern Dutch Studies

Professional Positions

Academic

Associate Professor, Human Resource Management, Pennsylvania State University. (July 1, 2014 - Present).

Assistant Professor, HR Studies, Tilburg University, The Netherlands. (January 1, 2006 - Present).
Affiliate since July 2009

Assistant Professor, Labor Studies and Employment Relations, Pennsylvania State University. (July 20, 2009 - June 30, 2014).

Post-Doc Research Officer, Erasmus University Rotterdam, The Netherlands. (March 2004 - August 2005).

Research Officer, Cranfield School of Management, UK. (September 1998 - March 2004).

Professional

Personnel Officer, Kings College London, UK. (September 1997 - September 1998).
HRM generalist responsibilities for a range of academic departments.

Personnel Officer, Royal Holloway, UK. (May 1992 - September 1997).
HRM generalist responsibilities for a range of academic departments.

Personnel/Training Officer, Tie Rack plc, UK. (September 1991 - May 1992).
HR and training activities as trainee retail manager.

Awards and Honors

Academic Fellow of the Centre for International Human Resource Management, Judge Business School, University of Cambridge, UK. (March 2010 - Present).

Best Paper Award, 10th Human Resource Management Workshop, Cadiz, Spain. (2016).

Outstanding Paper Award Winner at the Literati Network Awards for Excellence, Emerald. (2012).

Best Paper Award, 11th International Human Resource Management Conference, Birmingham, UK. (2010).

International Human Resource Scholarly Research Award, Human Resources Division, Academy of Management. (August 2010).

Finalist of Emerald Best International Symposium Award, Academy of Management. (2009).

Visiting Research Fellow, University of Bath, UK. (2005 - 2007).

RESEARCH

Intellectual Contributions

Articles Published in Refereed Journals

Farndale, E., & Paauwe, J. (2018). SHRM & Context: Why firms want to be as different as legitimately possible. *Journal of Organizational Effectiveness: People and Performance*, 5(2).

Zhu, J., Xu, S., Herst, D., & Farndale, E. (2018). Ethical leadership and employee pro-social rule-breaking behavior in China. *Asian Business & Management*. ISBN: 10.1057/s41291-018-0031-0.

Farndale, E. & Sanders, K. (2017). Conceptualizing HRM System Strength through a Cross-Cultural Lens. *International Journal of Human Resource Management*, 28(1), 132-148.

Argwal, P., & Farndale, E. (2017). High-performance work systems and creativity implementation: The role of psychological capital and psychological safety. *Human Resource Management Journal*, 27(3), 440–458.

Farndale, E., Ligthart, P., Poutsma, E., & Brewster, C. J. (2017). The effects of market economy type and foreign MNE subsidiaries on the convergence and divergence of HRM. *Journal of International Business Studies*, 48(9), 1065–1086.

Farndale, E. (2017). Two-Country Study of Engagement, Supervisors and Performance Appraisal. *Journal of Asia Business Studies*, 11(3), 342-362.

Martin, G., Farndale, E., Paauwe, J., & Stiles, P. (2016). Corporate governance and strategic human resource management: Four archetypes and proposals for a new approach to corporate sustainability. *European Management Journal*, 34(1), 22–35.

Kwon, B., Farndale, E., & Park, J. G. (2016). Employee Voice and Work Engagement: Macro, Meso and Micro-level Drivers of Convergence? *Human Resource Management Review*, 26(4), 327–337.

- Beamond, M., Farndale, E., & Hartel, C. (2016). MNE translation of corporate talent management strategies to subsidiaries in emerging economies. *Journal of World Business*, 51(4), 499–510.
- Stiles, P., Trevor, J., Farndale, E., Morris, S. S., Paauwe, J., Stahl, G. K., & Wright, P. M. (2015). Changing Routine: Reframing Performance Management within a Multinational. *Journal of Management Studies*, 52(1), 63-88.
- Farndale, E., & Murrer, I. (2015). Job Resources and Employee Engagement: A Cross-National Study. *Journal of Managerial Psychology*, 30(5), 610 - 626.
- Farndale, E., Pai, A., Sparrow, P., & Scullion, H. (2014). Balancing individual and organizational needs in global talent management: A mutual-benefits perspective. *Journal of World Business*, 49(2), 204-214.
- Farndale, E., Beijer, S., Van Veldhoven, M., Kelliher, C., & Hope-Hailey, V. (2014). Work and organisation engagement: Aligning research and practice. *Journal of Organizational Effectiveness: People and Performance*, 1(2), 157-176.
- Farndale, E., & Kelliher, C. (2013). Implementing performance appraisal: exploring the employee experience. *Human Resource Management*, 52(6), 879–897.
- Sparrow, P., Farndale, E., & Scullion, H. (2013). An empirical study of the role of the corporate HR function in global talent management in professional and financial service firms in the global financial crisis. *International Journal of Human Resource Management*, 24(9), 1777-1798.
- Stahl, G. K., Björkman, I., Farndale, E., Morris, S. S., Paauwe, J., Stiles, P., Trevor, J., & Wright, P. M. (2012). Six principles of effective global talent management. *Sloan Management Review*, 53(2), 25-42.
- Paauwe, J., Farndale, E., & Biron, M. (2011). De effectiviteit van performance management: Lessen vanuit de praktijk. [Performance management effectiveness: lessons from practice.]. *Maandblad voor Accountancy en Bedrijfseconomie*, 3, 1-20.
- Scullion, H., Sparrow, P., & Farndale, E. (2011). Global talent management: New challenges for the corporate HR role in the global recession. *Zarządzanie Zasobami Ludzkimi [Polish Journal of Human Resource Management]*, 1, 1-20.
- Kelliher, C., Clarke, C., Hope Hailey, V., & Farndale, E. (2011). Going global, feeling small: an examination of managers' reactions to global re-structuring in a multi-national organization. *International Journal of Human Resource Management*, 23(11), 2163-2179.
- Farndale, E., Hope Hailey, V., & Kelliher, C. (2011). High commitment performance management: the roles of justice and trust. *Personnel Review*, 40(1), 5-23.
- Biron, M., Farndale, E., & Paauwe, J. (2011). Performance management: Lessons from world-leading firms. *International Journal of Human Resource Management*, 22(6), 1294-1311.
- Farndale, E., Van Ruiten, J., Kelliher, C., & Hope Hailey, V. (2011). The influence of employee voice on organizational commitment in times of organizational change: an exchange perspective. *Human Resource Management*, 50(1), 1-17.
- Farndale, E., Paauwe, J., & Boselie, P. (2010). An exploratory study of governance in the intra-firm Human Resources supply chain. *Human Resource Management*, 49(5), 849-868.

- Farndale, E., Paauwe, J., Morris, S. S., Stahl, G. K., Stiles, P., Trevor, J., & Wright, P. M. (2010). Context-bound configurations of corporate HR functions in multinational corporations around the globe. *Human Resource Management, 49*(1), 45-66.
- Farndale, E., Scullion, H., & Sparrow, P. (2010). The role of the corporate HR function in Global Talent Management. *Journal of World Business, 45*(2), 161-168.
- Farndale, E. (2010). What is really driving differences and similarities in HRM across national boundaries in Europe. *European Journal of International Management, 4*(4), 362-381.
- Morris, S. S., Wright, P. M., Trevor, J., Stiles, P., Stahl, G. K., Snell, S. A., Paauwe, J., & Farndale, E. (2009). Global challenges to replicating HR: The role of people, processes, and systems. *Human Resource Management, 48*(6), 973– 995.
- Farndale, E., Paauwe, J., & Hoeksma, L. (2009). In-sourcing HR: shared service centers in the Netherlands. *International Journal of Human Resource Management, 20*(3), 544-561.
- Farndale, E., & Hope Hailey, V. (2009). Personnel departmental power: realities from the UK higher education sector. *Management Revue, 20*(4), 392-412.
- Farndale, E., Brewster, C. J., & Poutsma, E. (2008). Coordinated vs. liberal market HRM: the impact of institutionalization on multinational firms. *International Journal of Human Resource Management, 19*(11), 2004-2023.
- Paauwe, J., & Farndale, E. (2008). De HR-functie in internationale ondernemingen: de bijdrage aan een high performance theorie. [The HR function in international firms: contribution to a high performance theory.]. *Tijdschrift voor HRM, 11*(3), 5-23.
- Paauwe, J., & Farndale, E. (2008). De Nederlandse HR-Functie voor het voetlicht. Een vergelijking tussen Nederlandse en Amerikaanse/Britse HR-rollen. [The Dutch HR function under the spotlight. A comparison of Dutch and American/British HR roles.]. *Maandblad voor Accountancy en Bedrijfseconomie, 82*(7-8), 345-356.
- Paauwe, J., & Farndale, E. (2007). HR shared service centers in Nederland. Ervaringen, verwachtingen en lessen voor de toekomst. [HR shared service centers in the Netherlands. Experiences, expectations, and lessons for the future.]. *Tijdschrift voor HRM, 10*(3), 7-31.
- Farndale, E., & Paauwe, J. (2007). Uncovering competitive and institutional drivers of HRM practices in multinational corporations. *Human Resource Management Journal, 17*(4), 355-375.
- Paauwe, J., & Farndale, E. (2006). Vakbonden en ondernemingsraden staan innovatie in de weg. [Trade unions and works councils hinder innovation.]. *Zeggenschap. Tijdschrift over Arbeidsverhoudingen, 17*(1), 6-7.
- Farndale, E. (2005). HR department professionalism: a comparison between the UK and other European countries. *International Journal of Human Resource Management, 16*(5), 660-675.
- Farndale, E., & Brewster, C. J. (2005). In search of legitimacy: personnel management associations worldwide. *Human Resource Management Journal, 15*(3), 33-48.
- Hope Hailey, V., Farndale, E., & Truss, K. (2005). The HR department's role in organizational performance. *Human Resource Management Journal, 15*(3), 49-66.
- Jackson, S., Farndale, E., & Kakabadse, A. (2003). Executive development: meeting the needs of top teams and boards. *Journal of Management Development, 22*(3), 185-265.

Books

Paauwe, J., & Farndale, E. (2017). *Strategy, HRM and Performance: A Contextual Approach* (2nd edition, 237pp). Oxford, UK: Oxford University Press.

Parts of Books

Vidović, M., & Farndale, E. (2016). HR departments in multinational corporations. *International Human Resource Management: Practices, Trends and Future Directions* (pp. 21-43). New York, NY: Nova Science Publishers.

Farndale, E., & Vidovic, M. (2016). Employee engagement. In A. Wilkinson & T. Redman (Eds.), *Contemporary Human Resource Management* (pp. 429-449). Pearson.

Farndale, E., & Atli, D. (2015). Corporate social responsibility and talent management in Turkey. In B. Christiansen & M. Mustafa Erdogan (Eds.), *Comparative Economics and Regional Development in Turkey* (pp. 1-15). Hershey, PA: IGI Global Books.

Farndale, E., Beijer, S., & Kelliher, C. (2015). Employee engagement in emerging markets. In Budhwar, P. & Horwitz, F.M. (Eds.), *Handbook of Human Resource Management in Emerging Markets* (pp. 271-292). Cheltenham: Edward Elgar Publishing.

Lamare, J. Ryan, Farndale, E., & Gunnigle, P. (2014). Employment relations and international human resource management. In Collings, D. G., Wood, G., & Caligiuri, P. (Eds.), *The Routledge companion to international human resource management* (pp. 99-120). UK: Routledge.

Sparrow, P., Farndale, E., & Scullion, H. (2014). Globalising the HR architecture: the challenges facing Corporate HQ and International Mobility functions. In Sparrow, P., Scullion, H., and Tarique, I. (Eds.), *Strategic Talent Management: Contemporary Issues in International Context* (pp. 254-277). Cambridge, UK: Cambridge University Press.

Boselie, P., Paauwe, J., & Farndale, E. (2013). The contribution of HRM to fairness, social legitimacy and public value: Human resource governance and risk management in seven leading multinational companies. In P. Leisink, P. Boselie, M. van Bottenburg, & D. M. Hosking (Eds.), *Managing social issues: a public values perspective* (pp. 238-257). Edward Elgar Publishing.

Kelliher, C., Hope Hailey, V., & Farndale, E. (2013). Employee engagement in multinational organisations. In Truss, K., Alfes, K., Delbridge, R., Shantz, A., & Soane, E. (Eds.), *Employee Engagement in Theory and Practice* (pp. 399-433). Routledge.

Farndale, E., Brewster, C. J., & Poutsma, E. (2012). Coordinated vs. liberal market HRM: the impact of institutionalization on multinational firms. In M. B. Lazarova, M. J. Morley, and S. Tyson (Eds.), *International Human Resource Management. Policy and Practice* (pp. 10-29). Abingdon, UK: Routledge.

Boselie, P., Farndale, E., & Paauwe, J. (2012). Performance management. In C. J. Brewster and W. Mayrhofer (Eds.), *Handbook of Research on Comparative Human Resource Management* (pp. 369-392). UK: Edward Elgar Publishing.

Paauwe, J., & Farndale, E. (2012). International human resource management and performance. In G. K. Stahl and I. Björkman (Eds.), *Handbook of Research in International Human Resource Management (2nd ed.)* (pp. 97-116). UK: Edward Elgar Publishing.

Sparrow, P., Scullion, H., & Farndale, E. (2010). Global talent management: new roles for the corporate HR function in the global recession. In D. G. Collings and H. Scullion (Eds.), *Global Talent Management* (pp. 39-55). UK: Routledge.

Hope Hailey, V., Farndale, E., & Kelliher, C. (2010). Trust in turbulent times: the human cost of transformation and the consequences for intra-organizational trust. In M. N. K. Saunders, D. Skinner, N. Gillespie, G. Dietz, and R. J. Lewicki (Eds.), *Organizational Trust: A Cultural Perspective* (pp. 336-357). Cambridge, UK: Cambridge University Press.

Farndale, E., & Paauwe, J. (2008). Restructuring the HR function: HR shared service centers in the Netherlands. In G. Martin, M. Reddington and H. Alexander (Eds.), *Technology, Outsourcing and HR Transformation* (pp. 105-135). UK: Butterworth Heinemann.

Paauwe, J., & Farndale, E. (2006). International human resource management and performance. In G. K. Stahl and I. Björkman (Eds.), *Handbook of Research in International Human Resource Management (2nd ed.)* (pp. 91-112). UK: Edward Elgar Publishing.

Paauwe, J., Farndale, E., & Williams, R. (2005). Web-based organizing in traditional brick-and-mortar companies: the impact on HR. E-Human Resources Management. In T. Torres-Coronas and M. Arias-Oliva (Eds.), *E-Human Resources Management: Managing the Knowledge People* (pp. 1-30). Hershey, PA: Idea Group, Inc..

Manuscripts Accepted for Publication

Book, Chapter in Scholarly Book, Refereed

Sparrow, P., Scullion, H., Farndale, E., & Vidovic, M. Global talent management: new roles for the corporate HR function in the global recession. In D. G. Collings and H. Scullion (Eds.), *Global Talent Management (2nd edition)* Abingdon, UK: Routledge. [Accepted June 2017].

Other Works (non-refereed)

Edited Volumes

Brewster, C., Mayrhofer, W., & Farndale, E. (2018). Handbook of Research in Comparative Human Resource Management 2nd ed. Cheltenham: Edward Elgar Publishing.

Castro-Christiansen, L., Farndale, E., Biron, M., & Kuvaas, B. (2017). The Global Human Resource Management Casebook 2nd edition. UK: Routledge.

Encyclopedia Entry

Farndale, E. (2016). Performance Management. In *Encyclopaedia of Human Resource Management*. (pp. 324-326). Edward Elgar Publishing.

Editorial Article, Academic Journal

Farndale, E., Raghuram, S., Gully, S., Liu, H., Phillips, J., & Vidovic, M. (2017). A Vision of International Human Resource Management Research. *International Journal of Human Resource Management*, 28(12), 1625-1639.

Raghuram, S., Brewster, C., Chen, X.-P., Farndale, E., Gully, S., & Morley, M. J. (2017). On Theory, Technique and Text: Guidelines and Suggestions on Publishing International Human Resource Management Research. *International Journal of Human Resource Management*, 28(12), 1640-1660.

Horak, S., Farndale, E., Brannen, M. Y., & Collings, D. (2017). International Human Resource Management in an Era of Political Nationalism. *Thunderbird International Business Review*. DOI #: 10.1002/tie.21959

Farndale, E., Biron, M., Briscoe, D. R., & Raghuram, S. (2015). A global perspective on diversity and inclusion in work organisations. *International Journal of Human Resource Management*, 26(6), 677-687.

Online talk

Farndale, E. (2017). Global talent management. *The Business & Management Collection, Henry Stewart Talks Ltd, London*. <http://https://hstalks.com/bm/2040/>.

Editorial and Advisory Boards

Human Resource Management Journal, Co-Editor. (July 2016 - Present).
[http://onlinelibrary.wiley.com/journal/10.1111/\(ISSN\)1748-8583](http://onlinelibrary.wiley.com/journal/10.1111/(ISSN)1748-8583).
Editorial board member since 2012.

International Journal of Human Resource Management, Associate Editor. (December 2013 - December 2017). <http://www.tandfonline.com/doi/abs/10.1080/09585199300000054>.
Editorial board member since 2006.

Human Resource Management, Associate Editor. (November 2010 - July 2016).
[http://onlinelibrary.wiley.com/journal/10.1002/\(ISSN\)1099-050X](http://onlinelibrary.wiley.com/journal/10.1002/(ISSN)1099-050X).

Presentations Given

Farndale, E., Beamond, M., Corbett-Etchevers, I., & Xu, S. (February 2, 2018). "Global talent management in emerging economies: local talent challenges," ANZIBA, University of Queensland, Brisbane, Australia.

Farndale, E., Kwon, B., & Park, J. G., (August 8, 2017). "Adding Value to the Organization through the HR Department," Annual Meeting, Academy of Management, Atlanta, GA.

Argwal, P., & Farndale, E., (August 7, 2017). "Dark Triad and Managerial derailment: Can High-performance work systems derail dark behavior?" Annual Meeting, Academy of Management, Atlanta, GA.

Kwon, B., & Farndale, E., (August 7, 2017). "Employee Voice Process Viewed through a Cross-cultural Lens," Annual Meeting, Academy of Management, Atlanta, GA.

Farndale, E., & Nouri, R., (November 25, 2016). "HRM Systems and Attribution: Consequences for Work Engagement and Burnout," WAOP, Erasmus University, Rotterdam, The Netherlands.

Paauwe, J., & Farndale, E., (October 28, 2016). "Modelling the SHRM-performance relationship: The contextual SHRM model," 10th Human Resource Management Workshop, University of Cadiz, Cadiz, Spain,

Zhang, L., & Farndale, E., (October 27, 2016). "Does age matter? Age as a moderator of employee outcomes of job resources," 10th Human Resource Management Workshop, University of Cadiz, Cadiz, Spain,

- Farndale, E., Paauwe, J., & Boselie, P., (August 9, 2016). "Corporate Crisis: Evolution of Human Resource Function Roles," Annual Meeting, Academy of Management, Anaheim, CA.
- Farndale, E., & Nouri, R., (August 8, 2016). "HRM Systems, Work Engagement and Burnout: The Role of Attribution," Annual Meeting, Academy of Management, Anaheim, CA.
- Farndale, E., (February 20, 2016). "HR competencies: Linking to three levels of performance," HR Division International Conference, Academy of Management, Sydney, Australia.
- Farndale, E., Hope Hailey, V., & Kelliher, C., (February 20, 2016). "Line Managers, Justice and Employee Commitment under New Public Management," HR Division International Conference, Academy of Management, Sydney, Australia.
- Farndale, E., (November 27, 2015). "A cross-cultural study of supervisor support and employee engagement," Annual Meeting, WAOP, Amsterdam, The Netherlands.
- Beamond, M., Farndale, E., & Hartel, C., (August 10, 2015). "Cognitive mapping of MNE's managerial groups: translating SHRM to emerging markets- Latin America," Annual Meeting, Academy of Management, Vancouver, BC,
- Kwon, B., Farndale, E., & Park, J. G., (August 10, 2015). "Socio-Cultural versus Best Practice Drivers of Employee Voice and Work Engagement," Annual Meeting, Academy of Management, Vancouver, BC,
- Zhang, L., & Farndale, E., (August 9, 2015). "Does Age Matter? The Effect of Age on Job Resources and Work Engagement," Annual Meeting, Academy of Management, Vancouver, BC,
- Beamond, M., Hartel, C., & Farndale, E., (January 24, 2015). "Interplay between global to local translation of HRM strategies in emerging markets: Decision making in Latin America," 5th Annual Conference, AIB-LAT, Santiago, Chile,
- Farndale, E., (November 27, 2014). "Linking HR Competence to Improving Firm Competitiveness," International Conference on Sustainability, Via Futuri 2014, Pecs, Hungary,
- Farndale, E., & Lamare, R., (August 5, 2014). "Effects of Models of Capitalism on Employee Economic Democracy," Annual Meeting, Academy of Management, Philadelphia, PA,
- Farndale, E., Aktas, M., & Gelfand, M., (August 5, 2014). "The Influence of Culture on the Strength of HRM Systems: An 18 Nation Study," Annual Meeting, Academy of Management, Philadelphia, PA,
- Farndale, E., Beijer, S., Van Veldhoven, M., Hope Hailey, V., & Kelliher, C., (May 16, 2014). "A work outcomes nomological network of work and organization engagement," Annual Conference, Society for Industrial and Organizational Psychology, Honolulu, HI,
- Beamond, M., Farndale, E., & Hartel, C., (March 21, 2014). "How MNCs Translate SHRM across Subsidiaries in Emerging Economies: The Case of Latin America," 4th Annual Conference, AIB-LAT, Medellin, Colombia,
- Farndale, E., Beijer, S., Van Veldhoven, M., Hope Hailey, V., & Kelliher, C., (August 12, 2013). "An empirical examination of the distinctiveness of work and organization employee engagement," Annual Meeting, Academy of Management, Orlando, FL,

- Farndale, E., Ligthart, P., Poutsma, E., & Brewster, C., (July 3, 2013). "Convergence of HRM practices over time: A comparison of multinational and domestic firms in contrasting market economies," Academy of International Business, Istanbul, Turkey,
- Farndale, E., & Murrer, I., (June 18, 2013). "Job resources and employee engagement: A cross-national investigation," International Network of Business and Management Journals, Lisbon, Portugal,
- Farndale, E., (January 10, 2013). "A cross-cultural comparison of supervisor support roles in performance appraisal and employee engagement," Academy of Management Africa Conference, Academy of Management, Johannesburg, South Africa,
- Farndale, E., & Ligthart, P., (August 7, 2012). "Liberal versus Coordinated Market Economies: Exploring HRM practices over time," Annual Meeting, Academy of Management, Boston, MA,
- Martin, G., Farndale, E., Paauwe, J., & Stiles, P., (August 6, 2012). "A Corporate Governance Lens on Strategic Human Resources Management," Annual Meeting, Academy of Management, Boston, MA,
- Farndale, E., (August 6, 2012). "HRM: the importance of (national) context," Annual Meeting, Academy of Management, Boston, MA,
- Farndale, E., Van Veldhoven, M., Hope Hailey, V., Kelliher, C., Leiter, M., Budhwar, P., & Beijer, S., (August 4, 2012). "HRM and employee engagement across countries – a research incubator," Annual Meeting, Academy of Management, Boston, MA,
- Farndale, E., (July 2012). "Line management's cross-cultural role in performance appraisal and employee engagement," 16th World Congress, ILERA, Philadelphia, PA,
- Farndale, E., Sparrow, P., & Scullion, H., (April 2012). "Global talent management: the role of the corporate human resources function?," Talent Management Workshop, EIASM, Brussels, Belgium,
- Farndale, E., Ligthart, P., Brewster, C. J., & Poutsma, E., (November 25, 2011). "Institutional frameworks and HRM practices in Europe: The Market Economy effect over time," 1st Israeli GHRM Conference, ORT Braude College, Israel,
- Farndale, E., Paauwe, J., & Boselie, P., (August 16, 2011). "Corporate Crisis: Professional Identity (R)evolution?," Academy of Management, San Antonio TX,
- Farndale, E., & Kelliher, C., (August 15, 2011). "Employee experiences of performance appraisal: A multilevel investigation," Academy of Management, San Antonio TX,
- Farndale, E., Suijkerbuijk, S., Kelliher, C., & Hope Hailey, V., (May 18, 2011). "Organizational justice in the new public sector: mediating the LMX and organizational commitment relationship," Workshop on Research Advances in Organizational Behavior and Human Resources Management, University of Paris Dauphine, Paris, France,
- Farndale, E., & Murrer, I., (May 12, 2011). "Employee engagement: a cross-national investigation of the impact of job resources," VIIIth International Workshop on Human Resource Management, Seville, Spain,
- Farndale, E., Kelliher, C., Hope Hailey, V., & Van Veldhoven, M., (February 8, 2011). "Employee Engagement in Multi-National Companies: a comparison of antecedents and definitions," ESRC-Funded Seminar Series RES-451-26-0807, Kent, UK,

- Farndale, E., (October 22, 2010). "Comparative Employee Benefits," LER425, PSU, 20 in attendance.
- Farndale, E., (June 9, 2010). "Performance appraisal and employee engagement: Evidence from the UK, India and China," 11th International Human Resource Management Conference, Birmingham, UK,
- Farndale, E., Beijer, S., & Van Veldhoven, M., (May 12, 2010). "The meaning of employee engagement: Towards an integrative typology for HR research," Eastern Academy of Management, Portland, ME,
- Farndale, E., & Murrer, I., (August 10, 2009). "Job resources as antecedents of employee engagement: a cross-national investigation," Academy of Management Meeting, Chicago IL,
- Farndale, E., Scullion, H., & Sparrow, P., (August 10, 2009). "The Role of the Corporate HR Function in the Global War for Talent," Academy of Management Meeting, Chicago, IL,
- Farndale, E., Scullion, H., & Sparrow, P., (June 21, 2009). "The role of the corporate HR function in global talent management," 10th International Human Resource Management Conference, Santa Fe, NM,
- Biron, M., Farndale, E., & Paauwe, J., (May 21, 2009). "Performance measurement to performance management: Lessons from world-leading firms," VIIIth International Workshop on Human Resource Management, Murcia, Spain,
- Farndale, E., & Paauwe, J., (August 27, 2008). "Context-bound modeling of the role of corporate HR functions in MNCs," HRM Global 2008, Turku, Finland,
- Farndale, E., & Paauwe, J., (August 27, 2008). "The HR function in international organizations: contribution to a high performance theory," HRM Global 2008, Turku, Finland,
- Farndale, E., Hope Hailey, V., & Kelliher, C., (August 11, 2008). "High commitment performance management," Academy of Management Meeting, Anaheim, CA,
- Farndale, E., Suijkerbuijk, S., Hope Hailey, V., & Kelliher, C., (August 11, 2008). "Organizational justice as a mediator between LMX and organizational outcomes in the public sector," Academy of Management Meeting, Anaheim, CA,
- Farndale, E., (June 13, 2008). "What is really driving HRM convergence or divergence across national boundaries in Europe?," CRANET HR Conference 2008, Pecs, Hungary,
- Farndale, E., Van Ruiten, J., Hope Hailey, V., & Kelliher, C., (May 14, 2008). "The influence of employee voice on organizational commitment in times of organizational change: an exchange perspective," 8th EURAM Conference, Ljubljana, Slovenia,
- Farndale, E., (February 2008). "Context-bound configurations of corporate HR functions in multinational companies," National University of Ireland, Galway, Ireland, Invited.
- Hope Hailey, V., Farndale, E., & Kelliher, C., (November 9, 2007). "Achieving fairness: a broader perspective on the HRM and performance debate," 5th Dutch HRM Network Conference, Tilburg, The Netherlands,
- Farndale, E., Poutsma, E., & Brewster, C., (November 9, 2007). "Changing Dualities: Institutional Frameworks and HRM practices in Multinationals and Domestic Firms in European Countries," 5th Dutch HRM Network Conference, Tilburg, The Netherlands,

- Kelliher, C., Farndale, E., & Hope Hailey, V., (September 3, 2007). "A lean response to modernizing the public sector?," IIRA Europe, Manchester, UK,
- Farndale, E., Paauwe, J., Wright, P. M., & Stiles, P., (August 6, 2007). "The multi-dimensional challenges and opportunities of undertaking international HRM research," Academy of Management Meeting, Philadelphia, PA,
- Kelliher, C., Farndale, E., Hope Hailey, V., & Clarke, C., (August 4, 2007). "Going global, feeling small: an examination of managers' reactions to globalization in a multi-national organization," Academy of Management Meeting, Philadelphia, PA,
- Farndale, E., Brewster, C. J., & Poutsma, E., (June 12, 2007). "Co-ordinated vs. liberal market HRM: the impact of institutionalization on multinational firms," 9th International Human Resource Management Conference, Tallinn, Estonia,
- Farndale, E., & Paauwe, J., (May 17, 2007). "The HR function in perspective: comparing the Dutch experience with American/UK models," 6th International Workshop on HRM, Cadiz, Spain,
- Farndale, E., & Paauwe, J., (October 25, 2006). "HR Shared Service Centers in the Netherlands: restructuring the HRM function," 1st European Academic Workshop for eHRM, Twente, The Netherlands,
- Farndale, E., & Paauwe, J., (September 14, 2006). "Best practice versus best fit HRM: within and across MNC comparisons," 14th IIRA World Conference, Lima, Peru,
- Farndale, E., & Paauwe, J., (September 14, 2006). "Drivers of variation in HR practices in MNCs," 14th IIRA World Conference, Lima, Peru,
- Farndale, E., & Paauwe, J., (August 14, 2006). "Context-bound modeling of the role of corporate HR functions in MNCs," Academy of Management Meeting, Atlanta, GA,
- Farndale, E., Hope Hailey, V., & Kelliher, C., (August 14, 2006). "Opening the Black Box in HRM and Firm Performance: Trust as a Mediator of Employee Commitment," Academy of Management Meeting, Atlanta, GA,
- Farndale, E., & Paauwe, J., (November 4, 2005). "HRM practices and firm performance in multinational settings," 4th Dutch HRM Network Conference, Twente, The Netherlands,
- Farndale, E., Hope Hailey, V., & Kelliher, C., (November 4, 2005). "The linkage between HRM and firm performance: employee-level empirics," 4th Dutch HRM Network Conference, Twente, The Netherlands,
- Hope Hailey, V., Kelliher, C., Farndale, E., & Moore, C., (July 1, 2005). "Going global, feeling small: the impact of globalizing upon a national subunit's managerial identity and culture," 21st EGOS Colloquium, Berlin, Germany,
- Farndale, E., & Brewster, C. J., (June 24, 2005). "In search of legitimacy: national professional associations and the professionalism of HR practitioners," ACREW, Melbourne, Australia,
- Farndale, E., & Paauwe, J., (May 19, 2005). "The strategic role of corporate HR functions in MNCs," 5th International Workshop on HRM, Seville, Spain,
- Farndale, E., (August 9, 2004). "Information systems and Personnel department power: an institutional perspective," Academy of Management Meeting, New Orleans, LA,

- Farndale, E., & Hope Hailey, V., (July 1, 2004). "Personnel department power: sealed in an institutional vacuum?" 20th EGOS Colloquium, Ljubljana, Slovenia,
- Farndale, E., (November 7, 2003). "Personnel department professionalism in Higher Education in the UK," 3rd HRM Network NL Conference, Twente, The Netherlands,
- Farndale, E., (June 4, 2003). "Institutionalization and HR department power in Higher Education," 7th International Human Resource Management Conference, Limerick, Ireland,
- Farndale, E., (July 10, 2002). "HR departments: contributing to professionalism?," ANZAM/IFSAM, Gold Coast, Australia,
- Farndale, E., (July 4, 2002). "Sourcing departmental power: the case of HR and the impact of IS," 18th EGOS Colloquium, Barcelona, Spain,
- Farndale, E., (November 15, 2001). "The intra-organizational power of the human resources department: the impact of information systems," 2nd Dutch HRM Network Conference, Nijmegen, The Netherlands,
- Farndale, E., (November 14, 2001). "Improving leadership and management skills in universities," Universities Personnel Administrators Conference, Exeter, UK,
- Farndale, E., & Brewster, C. J., (August 6, 2001). "International professionalisation of HR," Academy of Management Meeting, Washington, DC,
- Farndale, E., (July 2, 2001). "A global model of HR competencies," CIPD Professional Standards Conference, Keele, UK,
- Farndale, E., (June 20, 2001). "HR professionalism: UK/European comparisons," Global HRM Conference, Barcelona, Spain,
- Farndale, E., & Brewster, C. J., (November 16, 2000). "The professionalisation of HR through global standards," AGRH 11th Annual Conference, Paris, France,
- Farndale, E., (September 13, 2000). "The impact of national context on the IT-related activities of the HR function," British Academy of Management, Edinburgh, UK,
- Whittaker, J., Brewster, C. J., & Farndale, E., (May 28, 2000). "Global trends and perspectives of HR competencies and professional standards," 8th World Congress of Human Resource Management, Paris, France,

Workshops

- Farndale, E. (April 4, 2018). "How to Publish in Peer-Reviewed Journals," University of Chile, Santiago, Chile.
- Farndale, E. (Chair & Discussant), (August 8, 2017). "Manager HR Attribution and Employee Outcomes: Considering HR Implementation," Annual Meeting, Academy of Management, Atlanta, GA.
- Farndale, E. (Co-Organizer), & Parry, E., (August 4, 2017). "Addressing the Challenges of Large Scale, Cross-national Survey Data Collection," Annual Meeting, Academy of Management, Atlanta, GA.

- Farndale, E. (Co-Presenter), (August 4, 2017). "The HR Division's Ambassadors Program: A Portfolio for Attracting and Engaging Int'l AOM Members," Annual Meeting, Academy of Management, Atlanta, GA.
- Farndale, E. (Co-Organizer), Lee Cooke, F., & Rupidara, N., (September 28, 2016). "Human Resource Management Paper Development Workshop," International Conference of Human Resource Management, Satya Wacana Christian University, Salatiga, Indonesia.
- Farndale, E. (Co-Organizer), (August 9, 2016). "How HR Challenges are met in Diverse Cultural, Institutional, and Organizational Contexts," Annual Meeting, Academy of Management, Anaheim, CA.
- Farndale, E. (Panel Member), (August 6, 2016). "HR Division Doctoral Consortium," Annual Meeting, Academy of Management, Anaheim, CA.
- Farndale, E. (Co-Organizer), (August 6, 2016). "Work Design Across Cultures: Exploring the Meaning of Good Work around the World," Annual Meeting, Academy of Management, Anaheim, CA.
- DeCieri, H., & Farndale, E. (Co-Organizer), (February 20, 2016). "Doctoral Consortium," HR Division International Conference, Academy of Management, Sydney, Australia. International.
- Leduc, L., Farndale, E. (Co-Organizer), & Mahler, J., (August 10, 2015). "HR Division Welcome Breakfast and Awards Presentation," Annual Meeting, Academy of Management, Vancouver, BC. International.
- Castro-Christiansen, L., & Farndale, E. (Co-Organizer), (August 8, 2015). "A Guide to International Visiting and Sabbatical Positions," Annual Meeting, Academy of Management, Vancouver, BC. International.
- Castro-Christiansen, L., Farndale, E. (Co-Organizer), & Williams, H., (August 8, 2015). "Publishing in Top-Tier US Journals for non-US Scholars," Annual Meeting, Academy of Management, Vancouver, BC. International.
- Biron, M., & Farndale, E. (Co-Organizer), (August 7, 2015). "HR Division's International Ambassadors Meeting," Annual Meeting, Academy of Management, Vancouver, BC. International.
- Farndale, E. (Co-Organizer), (August 12, 2013). "Broadening the Foci of Employee Engagement: Definitions, Antecedents, and Outcomes," Annual Meeting, Academy of Management, Orlando, FL,

Invited speaker

- Farndale, E. (March 12, 2018). "Contextual SHRM & Performance," Hertfordshire University, Hatfield, UK.
- Farndale, E. (February 6, 2018). "Personal and Research Insights into the HR Profession," Australian HR Institute, Melbourne, Australia.
- Farndale, E. (February 5, 2018). "Strategic HRM and Performance: Why worry about the context?" Deakin University, Melbourne, Australia.
- Farndale, E. (August 5, 2017). "Publishing in Top-tier US Journals for Non-US Scholars," Annual Meeting, Academy of Management, Atlanta, GA.

- Farndale, E., (December 7, 2016). "HR's return to policing? Corporate crises and HR pragmatism," Newcastle University, Newcastle, UK, Invited.
- Farndale, E., (November 14, 2016). "The evolution of strategic HRM: 30 years in search of long term viability," SRH Hochschule Heidelberg, Heidelberg, Germany, Invited.
- Farndale, E., (September 26, 2016). "The Evolution of Strategic HRM," International Conference of Human Resource Management, Satya Wacana Christian University, Salatiga, Indonesia.
- Farndale, E., (August 6, 2016). "Publishing in Top-tier US Journals for Non-US Scholars," Annual Meeting, Academy of Management, Anaheim, CA.
- Farndale, E., (March 17, 2016). "Global strategic human resource management," Global Transformation of Work Conference, Rutgers University, New Brunswick, NJ.
- Farndale, E., (May 30, 2015). "Publishing Workshop," Annual meeting, LERA, Pittsburg, PA.
- Farndale, E., (June 2014). "A cross-cultural comparison of supervisor support linking performance appraisal fairness and employee engagement," ESCP-Paris, France.
- Farndale, E., (January 2014). "A Comparison of Multinational and Domestic Firms across Market Economies: Are HRM Practices Converging?," Henley Business School, University of Reading, UK.
- Farndale, E., (December 2007). "Context-bound configurations of corporate HR functions in multinational companies," Aston Business School, UK.

Contracts, Grants, and Sponsored Research

Grant

- Molineaux, J., Farndale, E. (Co-Investigator), Hammond, T. Grant, "Study into the Certification process for Human Resource practitioners," Australian Human Resources Institute, Nonprofit Foundations. Total awarded: \$8,000.00. (Funded: February 2017 - December 2018).
- Farndale, E. (Principal Investigator), Kwon, B. (Co-Investigator). Grant, "Designing Effective Global Talent Management for High-Tech Workforces," Griffith University, Universities and Colleges. Total awarded: \$2,000.00. (Funded: July 2017 - December 2017).
- Farndale, E. (Core Faculty). Grant, "ERASMUS+ travel grant," ERASMUS, European Commission (government). Total awarded: \$1,000.00. (Funded: April 2017).
- Farndale, E. (Core Faculty). Grant, "Global Programs Faculty Travel Grant," The Pennsylvania State University, Penn State. Total awarded: \$1,500.00. (Funded: April 2017).
- Beaumont, M. (Co-Principal Investigator), Hartel, C. (Co-Principal Investigator), Farndale, E. (Supporting). Grant, "BEL Industry Linkage Support Grant (Round 1)," University of Queensland, Universities and Colleges. Total requested: \$5,000.00. Total awarded: \$5,000.00. (Date Funding Awarded: 2015, Funded: August 2015 - December 2015).
- Farndale, E. (Principal Investigator), Rockey, E. (Research Assistant). Sponsored Research, "Cross-cultural HRM process study," College of Liberal Arts, Penn State. Total requested: \$4,000.00. Total awarded: \$4,000.00. (Funded: January 1, 2015 - June 30, 2015).

Farndale, E. (Principal Investigator), Hogan, T. C. (Supporting). Grant, "Linking HR Competence to Key Performance Indicators: A Criterion Validation Program," SHRM Foundation, Nonprofit Foundations. Total requested: \$15,000.00. Total awarded: \$15,000.00. (Date Funding Awarded: January 25, 2013, Funded: November 30, 2012 - March 31, 2014).

Farndale, E. (Principal Investigator), Farr, J. L. (Supporting), Shi, S.-I. (Research Assistant). Sponsored Research, "Global Talent Management (GTM): the role of the corporate Human Resources (HR) function," SSRI, Penn State. Total requested: \$5,000.00. Total awarded: \$5,000.00. (Funded: January 1, 2011 - June 30, 2012).

Farndale, E. (Principal Investigator), Hope Hailey, V. (Faculty Associate), Kelliher, C. (Faculty Associate), van Veldhoven, M. (Faculty Associate). Grant, "A study of the link between Performance Management and Employee Engagement in Western multinational corporations operating across India and China," SHRM Foundation, Nonprofit Foundations. Total requested: \$162,000.00. Total awarded: \$100,000.00. (Submitted: April 9, 2008, Funded: August 1, 2008 - July 31, 2011).
<http://www.shrm.org/about/foundation/research/Pages/SHRMFoundationFarndale.aspx>.

TEACHING

Doctoral Student Advising

Shweta Jaiswal Thakur, MDI Gurgaon, India, "Modeling HR analytics and contextual factors in organizational value creation." Dissertation Committee Member (June 2017 - Present).

Qinghua Liu, Aston University, UK, "Employee Engagement and Performance Management in a Recessionary Economic Climate." Dissertation Committee Member (October 2014 - Present).

Mark Nijssen, Tilburg University, "Workforce scalability in dynamic organizational contexts." Ph.D. Dissertation Advisor (January 2012 - Present).

Sarah Almoaiqel, PSU, "Empowerment through technology: Creating job opportunities for Saudi women." Dissertation Committee Member (March 2017 – May 2018).

Bora Kwon, PSU, "Analysis of the mechanisms linking employee voice practices to employee perceptions in South Korea." Ph.D. Dissertation Advisor (February 2013 - May 2017).

Maria Beamond, University of Queensland, "Translation of Corporate Talent Management Strategies Across Subsidiaries in Emerging Economies." Ph.D. Dissertation Advisor (August 2012 - November 2015).

Nicole Ginther, PSU, "Utilizing rigorous assessment to identify high potential employees." Dissertation Committee Member (October 2012 - August 2014). "Cross-cultural equivalence in measuring employee engagement." Graduate Independent Study (August 2012 - December 2012).

Jolyn Gelens, Vrije Universiteit Brussel, "The role of perceived justice in shaping employee and organizational outcomes of talent management investments." Dissertation Committee Member (April 2011 - October 2014).

SERVICE

Service to the University

College

Committee Work

GLIS Major Advisory Board, Committee Member. (March 2017 - Present).

Global Studies Major, Co-Chairperson. (June 2014 - July 2016).

Global Studies Major, Committee Member. (February 2014 - May 2014).

Department

Administrative Support Work

Center for International Human Resource Studies, Founder & Director. (July 2014 - Present).

The CIHRS is a research-focused initiative to encourage IHRM scholarly research and engagement with the practitioner community in the field of international human resource management.

International Human Resource Management Project, Coordinator. (May 2013 - June 2014).

Assistance to Student Organizations

IHRM Case Competition - Student preparation, Coordinator. (August 2017 - November 2017).

SHRM Case Competition - Student preparation, Panelist. (February 2017 - March 2017).

SHRM Case Competition - Student preparation, Panelist. (February 2016 - March 2016).

SHRM Case Competition - Student preparation, Panelist. (February 2015 - March 2015).

Committee Work

Promotion & Tenure Committee, Committee Member. (August 2017 - Present).

Undergraduate Committee, Committee Member. (August 2017 - Present).

Study Abroad, Advisor. (January 2017 - Present).

MS applications review, Committee Member. (July 2014 - Present).

Tenure Line Search Committee, Committee Member. (July 2010 - Present).

Graduate Committee, Committee Member. (July 2013 - July 2017).

Graduate Student Careers, Advisor. (January 2011 - July 2017).

OLEAD Search Committee, Committee Member. (February 2017 - April 2017).

Promotion & Tenure Committee, Committee Member. (August 2015 - December 2015).

Graduate Committee, Committee Member. (July 2010 - July 2011).

Service to the Disciplines and to the Profession

Organizing Conferences and Service on Conference Committees

3rd Global Conference on International Human Resource Management, Organizer, International. New York, NY USA. (August 2016 - May 2017).
3-day conference in May 2017 bringing together scholars and practitioners from the field of International Human Resource Management from across the world:
<http://ler.la.psu.edu/cihrs/IHRMconference>

2nd Human Resource Management Professional Development Workshop, Organizer, International. Brisbane Australia. (August 2015 - February 2016).
1-day PDW (February 2016) bringing together doctoral students from the field of (international) Human Resource Management to help with publishing skills, in collaboration with UQ Brisbane as part of the activities of CIHRS.

Academy of Management, HR Division, Best Dissertation Award Committee, Committee Member. Sydney Australia. (January 2016).

Academy of Management (member 2001 - present), HR Division, International Committee & Awards Committee, Committee Member, Elected. (August 2012 - August 2015).

Organizing professional development workshops, coordinating activities for the Ambassadors' program, overseeing the annual awards program.

2nd Global Conference on International Human Resource Management, Organizer, International. University Park, PA USA. (August 2014 - May 2015).
2-day conference in May 2015 bringing together scholars from the field of International Human Resource Management from across the world:
<http://lser.la.psu.edu/ihrm/IHRMconference>

1st Human Resource Management Professional Development Workshop, Organizer, International. Brisbane Australia. (August 2013 - March 2014).
Organized a 1-day PDW in March 2014 bringing together 15 doctoral students from the field of (international) Human Resource Management to help with publishing skills, in collaboration with UQ Brisbane as part of the activities of the IHRM Project.

1st Global Conference on International Human Resource Management, Organizer, International. University Park, PA USA. (August 2012 - May 2013).
Organized a 2-day global conference in May 2013 bringing together 75 scholars from the field of International Human Resource Management from 24 countries:
<http://lser.la.psu.edu/ihrmconference>.

5th International Conference of the Dutch HRM Network, Organizer, International. Tilburg The Netherlands. (April 2007 - November 2007).
Organized a 2-day global conference in November 2007 of c.150 HRM scholars as part of a rotating biennial conference series of the Dutch HRM Network: <http://www.hrm-network.nl>.