Dr. Elaine Farndale
Curriculum Vitae

The Pennsylvania State University
School of Labor and Employment Relations
(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

Administrative Assignments

Director, School of Labor and Employment Relations, The Pennsylvania State University
(July 1, 2021 - Present)

Center Director, Center for International Human Resource Studies
(July 1, 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. CIHRS started as a Project in May 2013.

Coordinator, CRANET Research Network
(2011 - Present)
CRANET is an established research collaboration since 1989 with a proven track record of collecting powerful, representative data from countries across the globe on best practices and comparative performance in human resource management.

Acting Director, School of Labor and Employment Relations
(January 1, 2020 - June 30, 2020)

Associate Director, School of Labor and Employment Relations
(July 1, 2019 - June 30, 2021)

Graduate Program Director, School of Labor and Employment Relations
(July 1, 2018 - June 30, 2021)

Professional Positions

Academic

Professor, Human Resource Management, The Pennsylvania State University. (July 1, 2020 - Present).

Associate Professor, Human Resource Management, Pennsylvania State University. (July 1, 2014 - June 30, 2020).

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

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

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 a trainee retail manager.

Awards and Honors

Honorary Professor, University of Nottingham, UK. (August 1, 2025 - July 31, 2028).

Honorary Doctorate, University of Lucerne, Switzerland. (November 2024).

2023 Excellence in Reviewing Award, Human Resource Management Review (Elsevier). (2023).

Affiliate of the International Consortium for Research in Employment and Work (iCREW), Monash University, Australia. (January 2019 - Present).

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

Visiting Research Fellow, School of Management, University of Bath, UK. (2018 - 2021).

International Human Resource Scholarly Research Award, Human Resources Division, Academy of Management. (2018).

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

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

Best Paper Award, 11th International HRM Conference, Birmingham, UK. (2010).

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

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

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

TEACHING

Teaching Experience

Penn State

HRER 503, International HR Studies
HRER 512, Research Methods
HRER 588, Capstone
HRER 600, Thesis Research
HRER 800, International and Comparative Employment Relations
HRER 803, HR in Multinational Enterprises
HRER 825, HR Business Strategy Tools
LER 400, Comparative Employment Relations Systems
LER 403, International Human Resource Studies
LER 499, Foreign Studies
LHR 100, Exploring Work and Employment

Directed Student Learning

Penn State

Honors Thesis Advisor

Aryana Chambers (May 2024 - May 2025)
Matthew Jentis (May 2017 - April 2018)
Brandon Kreider (August 2015 - March 2016)
Jocelin Linares (December 2014 - November 2015)
Andrea Chung (August 2011 - April 2012)

Undergraduate Research Independent Study Advisor

Kiarra Fortier (January 2024 - April 2024)
Gray Sherrod (January 2018 - April 2019)
Angelo Fagiani (January 2013 - April 2013)

Graduate Research Independent Study Advisor

Mikayla Koenck (January 2018 - April 2018)
Jara Samosky (November 2017 - April 2018)
Olivia Washington (August 2015 - February 2016)
Nicole Ginther (August 2012 - December 2012)
Michael Chiminec (January 2011 - April 2011)

Master's Paper Advisor

Jara Samosky (January 2018 - August 2018)
Rashed Albuainain (January 2017 - April 2017)
Loredana Abreu (September 2015 - April 2016)
Brandon Ament (September 2015 - April 2016)
Qiao Tang (September 2015 - April 2016)
Sara Cremonesi (May 2015 - July 2015)
Bora Kwon (September 2014 - April 2015)
Danni Qin (September 2014 - April 2015)
Garrett Kershner (September 2014 - December 2014)
Noah Coleman (May 2014 - August 2014)
Jaclyn Mahan (September 2013 - April 2014)
Olivia Benedek (August 2012 - March 2013)
Emily Pattyn (July 2012 - December 2012)
Courtney Sledge (November 2010 - April 2011)
Kristi Konkus (November 2010 - April 2011)

Sarika Vaidya (August 2010 - November 2010)
Xinyue Wang (January 2010 - April 2010)

Master's Committee Member
Sarah Jordan (February 2017 - April 2017)
Samantha Krone (September 2013 - April 2014)
Lan Li (September 2013 - April 2014)

Master's Committee Chair
Menglan Cai (August 2020 - March 2021)
Jizhao Cai (January 2019 - December 2019)
Jaeyoon Lee (January 2019 - December 2019)
Sarah Greeley (May 2017 - March 2018)
Shephali Mahajan (May 2017 - December 2018)
Amar Chauhan (September 2013 - April 2014)
Liwen Zhang (January 2013 - July 2013)
Avinash Pai (August 2011 - April 2012)
Wonseok Kim (August 2011 - April 2012)

Doctoral Dissertation Committee Member
Sarah Almoaiqel, Information Sciences and Technology (March 2017 - March 2018)
Bora Kwon, Workforce Education (February 2013 - May 2017)
Nicole Ginther, Psychology (October 2012 - August 2014)

DBA Advisor
Richard Ritenour (2025 – Present)
Robert Lytle (2023 - Present)

Postdoctoral Scholar Mentor
Rakoon Piyanontalee (August 2021 – July 2026)
Bora Kwon (August 2017 - December 2019)
Maria Beamond (August 2016 - July 2018)
Riki Nouri (August 2015 - July 2016)
Maja Vidovic (August 2014 - July 2015)

Visiting Scholar Mentor
Giorgia Varzoni (September 2025- January 2026)
Sven Horak (March 2019 - August 2019)
Jaap Paauwe (March 2019 - August 2019)
Jia Wang (September 2018 - July 2019)
Andri Georgiadou (September 2018 - December 2018)
Shiyong Xu (January 2017 - December 2017)
Dincer Atli (September 2014 - August 2015)

External

Doctoral Dissertation Committee Member
Shweta Jaiswal Thakur, Management Development Institute, Gurgaon, India (June 2017 - October 2019)
Maria Beamond, University of Queensland, Australia (August 2012 - November 2015)
Jolyn Gelens, Katholieke Universiteit Leuven, Belgium (April 2011 - October 2014)

External Doctoral Examiner
Mansour Ahmed Helal Aldhahri, British University in Dubai (2025).
Christina Roe Steen, NHH Norway (2023).
Stefan Quifors, Auckland University of Technology (2018).

RESEARCH

Intellectual Contributions

h-Index = 46 (according to Google Scholar, February 2026)

Articles Published in Refereed Journals

Agarwal, P., & Farndale, E. (2026). Bright Systems, Dark Traits: High-Performance Work Systems Amplify Narcissistic Managers' Derailment. *Personality & Individual Differences, 255*. DOI: https://doi.org/10.1016/j.paid.2026.113700

Kwon, B., Farndale, E., & Gyu Park, J. (2025). Employer-sponsored voice practices: When is it worth speaking up? *Human Resource Management Journal*. DOI: http://doi.org/10.1111/1748-8583.70017

Farndale, E., Paauwe, J., Boselie, P., & Horak, S. (2025). Corporate scandals as punctuating events that change human resource roles. *Journal of Management*, 51(3), 967–998. DOI: doi.org/10.1177/01492063231226137.

Tasoulis, K., Vlachos, P., Kay, A., & Farndale, E. (2024). Fraught expectations: How corporate social responsibility can backfire in recruitment. *Human Resource Management*. DOI: http://doi.org/10.1002/hrm.22269.

Jaiswal, S., Bhatnagar, J., Farndale, E., & Aeron, P. (2024). How do human resources analytics create value for organizations? A qualitative investigation. *Journal of Organizational Effectiveness: People and Performance*. DOI: https://doi.org/10.1108/JOEPP-10-2022-0303.

Jaiswal, S., Bhatnagar, J., Farndale, E., & Aeron, P. (2024). Human resource analytics, creative problem-solving capabilities and firm performance: Mediator moderator analysis using PLS-SEM. *Personnel Review*. DOI: https://www.emerald.com/insight/content/doi/10.1108/PR-11-2021-0809/full/html.

Piyanontalee, R., Farndale, E., & Brewster, C. (2024). Institutions, economies, and downsizing: Evidence across time and countries. *International Journal of Human Resource Management*. DOI: https://doi.org/10.1080/09585192.2024.2428343

Farndale, E., Horak, S., Piyanontalee, R., & Vidovic, M. (2024). Looking Back to Look Forward: Disruption, Innovation and Future Trends in International Human Resource Management. *International Business Review*. DOI: doi.org/10.1016/j.ibusrev.2024.102362

Farndale, E., Bonache, J., McDonnell, A., & Kwon, B. (2023). Positioning context front and center in international human resource management research. *Human Resource Management Journal*, 33(1), 1-16. DOI: doi.org/10.1111/1748-8583.12483

Farndale, E., Beamond, M., Corbett-Etchevers, I., & Xu, S. (2022). Accessing host country national talent in emerging economies: A resource perspective review and future research agenda. *Journal of World Business, 57*(1). DOI: doi.org/10.1016/j.jwb.2021.101256

Farndale, E., Agarwal, P., & Budhwar, P. (2022). Outcomes of talent identification in economically liberalized India: Does organizational justice matter? *Journal of Business Research, 144* (May), 740-750. DOI: doi.org/10.1016/j.jbusres.2022.02.043

Knies, E., Borst, R., Leisink, P., & Farndale, E. (2022). The distinctiveness of public sector HRM: a four-wave trend analysis. *Human Resource Management Journal*. DOI: doi.org/10.1111/1748-8583.12440

Zhang, L., & Farndale, E. (2022). Workforce age profile effects on job resources and work outcomes. *Personnel Review, 51*(1), 194-209. DOI: doi.org/10.1108/PR-02-2020-0095

Parry, E., Farndale, E., Brewster, C., & Morley, M. (2021). Balancing rigour and relevance: the case for methodological pragmatism in conducting large-scale, multi-country, comparative management studies. *British Journal of Management, 32*(2), 273-282. DOI: 10.1111/1467-8551.12405

Yahiaoui, D., Nakhle, S., & Farndale, E. (2021). Culture and performance appraisal in multinational enterprises: Implementing French headquarters' practices in MENA subsidiaries. *Human Resource Management, 60*(5), 771-785. DOI: 10.1002/hrm.22063

Farndale, E., Thite, M., Budhwar, P., & Kwon, B. (2021). Deglobalization and talent sourcing: Cross-national evidence from high-tech firms. *Human Resource Management, 60*(2), 259–272. DOI: 10.1002/hrm.22038

Presbitero, A., Teng-Calleja, M., & Farndale, E. (2021). Employee perceptions of HRM system strength: Examining outcome and boundary conditions among HR and non-HR employees. *Personnel Review*. DOI: 10.1108/PR-12-2020-0878

Kwon, B., & Farndale, E. (2020). Employee voice viewed through a cross-cultural lens. *Human Resource Management Review, 30*(1). ISBN/ISSN: doi.org/10.1016/j.hrmr.2018.06.002

Beamond, M., Farndale, E., & Hartel, C. (2020). Frames and actors: Translating talent management strategy to Latin America. *Management and Organization Review, 16*(2), 405-442. ISBN/ISSN: https://doi.org/10.1017/mor.2019.33

Farndale, E., Metto, Z., & Nakhle, S. (2020). Human resource management systems and work engagement: Exploring the impact of employee paternalistic values. *Management Revue, 31*(4), 489-509.

Farndale, E., Lamare, J. R., Vidovic, M., & Chauhan, A. S. (2019). Understanding financial participation across market economies. *International Studies of Management & Organization, 49*(4), 402-421.

Zhu, J., Xu, S., Herst, D., & Farndale, E. (2018). Ethical leadership and employee pro-social rule-breaking behavior in China. *Asian Business & Management, 17*(1), 59–81.

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*(3), 202-210.

Farndale, E., & Sanders, K. (2017). Conceptualizing HRM system strength through a cross-cultural lens. *International Journal of Human Resource Management, 28*(1), 132-148.

Agarwal, 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., Brewster, C. J., Ligthart, P., & Poutsma, E. (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. ***2018 AOM HR Division International HR Scholarly Research award.**

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, 85*(3), 132-145.

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], 18*(3.1), 97-114.

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. ***2012 Emerald Outstanding Paper Award.**

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 perceived employee voice on organizational commitment: 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. ***2009 AOM HR Division International HR Scholarly Research award.**

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. (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 and Edited Volumes

Farndale, E., Lazarova, M., & Parry, E. C. (2026) *Essentials of International Human Resource Management* (3rd edition). Cheltenham: Edward Elgar Publishing.

Biron, M., Boon, C., Farndale, E., & Bamberger, P. (2024) *Human Resource Strategy: Formulation, Implementation, and Impact* (3rd edition). Abingdon: Taylor and Francis.

Lazarova, M., Thomas, D. C., & Farndale, E. (2021). *Essentials of International Human Resource Management* (2nd edition). Cheltenham: Edward Elgar Publishing.

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

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

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

Parts of Books

Farndale, E. (2026). The context of performance management: A multiple-layer perspective. In D. J. Schleicher & H. M. Baumann (Eds.), *New Frontiers in the Scholarship of Performance Management* (pp. 245-263). Oxford: Oxford University Press.

Farndale, E., & Vidovic, M. (2025) Employee engagement. In A. Wilkinson & T. Dundon (Eds.), *Contemporary Human Resource Management (7th Ed.)* (Chapter 15). London: Sage.

Farndale, E., & Vaiman, V. (2022) HR professionals and talent management: Navigating the dynamic macro context. In V. Vaiman, D. Collings, & H. Scullion (Eds.), *Talent Management: A Decade of Developments* (pp. 107-125). Emerald. DOI: 10.1108/9781801178341

Farndale, E., & Vidovic, M. (2021). Employee engagement. In A. Wilkinson & T. Dundon (Eds.), *Contemporary Human Resource Management (6th Ed.)* (pp. Chapter 15). London: Sage., ISBN/ISSN: 9781529758276

Farndale, E., & Vidovic, M. (2021). Is the HRM department becoming more strategic? Exploring the latest global evidence. In E. Parry, M. J. Morley, & C. Brewster (Eds.), *The Oxford Handbook of Contextual Approaches to Human Resource Management* (pp. Chapter 29). Oxford: Oxford University Press. DOI: 10.1093/oxfordhb/9780190861162.013.29, ISBN/ISSN: 9780190861162

Farndale, E., Lamare, J. R., Vidovic, M., & Chauhan, A. S. (2021). Understanding financial participation across market economies. In Morley, M. (Eds.), *Comparative Human Resource Management : Contextual Insights from an International Research Collaboration* Abingdon: Routledge. ISBN/ISSN: 978-0-367-76770-9

Beamond, M., Farndale, E., & Hartel, C. (2020). Emerging economies and talent management: Decision-makers, translators and recipients' five core challenges. In L. Camacho & S. Singh (Eds.), *Business Practices, Growth and Economic Policies in Emerging Markets* (pp. 115-134). Singapore: World Scientific. DOI: doi.org/10.1142/11863

Farndale, E., Panayotopoulou, L., & Nikandrou, I. (2020). Talent inflow across countries. In Galanaki, E., Nikandrou, I. and Panayotopoulou, L. (Eds.), *Volume in honor of professor Nancy Papalexandris: An anthology on Human Resource Management, Organizational Behavior and Special issues in Management* (pp. 40-57). Athens, Greece: Editions Benou.

Nijssen, M., Farndale, E., & Paauwe, J. (2019). A "chaordic" organizational structure to achieve organizational agility. In Lopez-Cabrales, A., & Valle, R. (Eds.), *Human Resource Management at the Crossroads: Challenges and Future Directions* (pp. 72-107). Cambridge Scholars Publishing.

Farndale, E., Mayrhofer, W., & Brewster, C. (2019). Comparative HRM. In Wilkinson, A., Bacon, N., Snell, S., & Lepak, D. (Eds.), *The SAGE Handbook of Human Resource Management, 2e* (pp. 99-109). Sage.

Farndale, E., Sparrow, P., Scullion, H., & Vidovic, M. (2019). Global talent management: New challenges for the corporate HR function. In D. G. Collings, H. Scullion, and P. Caligiuri (Eds.), *Global Talent Management (2nd edition)* (pp. 108-127). Abingdon, UK: Routledge.

Boselie, P., Farndale, E., & Paauwe, J. (2018). Comparing performance management across contexts. In Brewster, C., Mayrhofer, W., & Farndale, E. (Eds.), *Handbook of Research in Comparative Human Resource Management* (pp. 164-183). Cheltenham, UK: Edward Elgar Publishing.

Mayrhofer, W., Brewster, C., & Farndale, E. (2018). Future avenues for comparative human resource management. In Brewster, C., Mayrhofer, W., & Farndale, E. (Eds.), *Handbook of Research in Comparative Human Resource Management* (pp. 633-650). Cheltenham, UK: Edward Elgar Publishing.

Farndale, E., Nickandrou, I., & Panayotopoulou, L. (2018). Recruitment and selection in context. In Brewster, C., Mayrhofer, W., & Farndale, E. (Eds.), *Handbook of Research in Comparative Human Resource Management* (pp. 127-142). Cheltenham, UK: Edward Elgar Publishing.

Farndale, E., Mayrhofer, W., & Brewster, C. (2018). The meaning and value of comparative human resource management: An introduction. In Brewster, C., Mayrhofer, W., & Farndale, E. (Eds.), *Handbook of Research in Comparative Human Resource Management* (pp. 1-25). Cheltenham, UK: Edward Elgar Publishing.

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

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

Farndale, E., & Atli, D. (2015). Corporate social responsibility and talent management in Turkey. In B. Christiansen & M. Mustafa Erdogdu (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 firm 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 firm 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.

Editorials

Timming, A., Farndale, E., Budhwar, P., & Wood, G. (2021). What are registered reports and why are they important to the future of human resource management research? *Human Resource Management Journal*. DOI: 10.1111/1748-8583.12359

Farndale, E., McDonnell, A., Scholarios, D., & Wilkinson, A. (2020). Human Resource Management Journal: A Look to the Past, Present and Future of the Journal and HRM Scholarship. *Human Resource Management Journal, 30*(1), 1-12.

Farndale, E., McDonnell, A., Scholarios, D., & Wilkinson, A. (2020). The psychologisation conversation: An introduction. *Human Resource Management Journal, 30*(1), 32-33.

Farndale, E., Horak, S., Phillips, J., & Beamond, M. (2019). Facing complexity, crisis and risk: Opportunities and challenges in international HRM. *Thunderbird International Business Review, 61*(3), 465-470.

Horak, S., Farndale, E., Brannen, M. Y., & Collings, D. (2019). International human resource management in an era of political nationalism. *Thunderbird International Business Review, 61*(3), 471-480. ISBN/ISSN: 10.1002/tie.21959

Farndale, E., Valverde, M., & Morley, M. (2019). Talent management: Quo vadis? *Business Research Quarterly, 22*(3), 152-159.

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.

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.

Editorial and Advisory Boards

Journal of International Business Studies, Editorial Board. (2022 - Present).

Human Resource Management, Editorial Board. (2021 - Present).

Human Resource Management Review, Editorial Board. (2020 - Present).

Routledge's 'Global HRM Series', Co-Editor. (2019 - Present).

Human Resource Management Journal, Co-Editor. (July 2016 - July 2021).
Editorial board member since 2012.

International Journal of Human Resource Management, Associate Editor. (December 2013 - December 2017).
Editorial board member since 2006.

Human Resource Management, Associate Editor. (November 2010 - July 2016).

I am also an ad hoc reviewer for a range of journals and grant-awarding bodies.

Invited speaking engagements

Farndale, E. (June 4, 2025). "Publishing HRM research," 1st Human Resource Management International Conference, Moi University, Eldoret, Kenya.

Farndale, E. (June 3, 2025). "Innovative Strategies for Workforce Resilience and Sustainable HRM," 1st Human Resource Management International Conference, Moi University, Eldoret, Kenya, Invited.

Farndale, E. (May 30, 2025). "Knowledge Democratization and Sustainable HRM," 1st Global People Practices Conference, Northwest University, Parys, South Africa, Invited.

Farndale, E. (May 28, 2025). "Publishing people practice research," 1st Global People Practices Conference, Northwest University, Parys, South Africa.

Farndale, E. (May 27, 2025). "HRM Strategy in a Changing Work Environment," 2nd International Week, Northwest University, Potchefstroom, South Africa, Invited.

Farndale, E. (January 29, 2025). "The Multiple Contexts of HRM," IHRM Webinar Series.

Farndale, E. (November 7, 2024). "The Multiple Contexts of HRM," Awarding of Honorary Doctorate, University of Lucerne, Switzerland.

Farndale, E. (August 13, 2024). "A Dialogue on the Past, Present, and Future of Human Resource Strategy," 84th Annual Meeting, Academy of Management, Chicago, IL.

Farndale, E. (August 9, 2024). "Publishing in Top-tier US Journals for Non-US Scholars," 84th Annual Meeting, Academy of Management, Chicago, IL.

Farndale, E. (April 25, 2024). "HR: Responding to the Globe's Grand Challenges," VLERA Speaker Series, The Virtual Chapter of LERA.

Farndale, E. (October 26, 2023). "Strategies for Winning the Talent Supply Chain War in High-Tech Manufacturing," Materials Day 2023, Penn State University, University Park, PA, USA.

Farndale, E. (May 18, 2023). "Economic Challenges & Strategic Human Resource Management," 28th International Scientific Conference Strategic Management and Decision Support Systems in Strategic Management, Faculty of Economics at Subotica, Subotica, Serbia.

Farndale, E. (October 23, 2022). "Keynote: Context and HRM Research," XII International Workshop on HRM, University of Cádiz, Cadiz, Spain.

Farndale, E. (August 26, 2021). "Contingent Talent Strategy in a (Post?) Pandemic World," Distinguished Guest Seminar Stream, RMIT School of Management, Melbourne, Australia (Virtual).

Farndale, E. (April 21, 2021). "Research Collaboration: Capturing the Macro Context in IHRM," Henley International Business Masterclass, Henley School of Management, UK, Online.

Farndale, E. (January 21, 2021). "Deglobalization and high-tech talent: Understanding the interdependencies of corporate and governmental actions," IHRM Webinar Series, Simon Fraser University, Online.

Farndale, E. (January 15, 2021). "Government, Nonprofit, & Education Panel," 50th Annual Business Outlook Conference, Ventura County Economic Development Association, Online.

Farndale, E. (November 12, 2020). "The opportunities created by the globalization pause," Increasing Global Competitiveness Through More Inclusive Human Talent Utilization, CIBE, Online.

Farndale, E. (September 23, 2019). "Strategy, HRM, and Performance," Guest Lecture, Clarion University, Clarion, PA.

Farndale, E. (August 10, 2019). "Meet the Editors," Annual Meeting, Academy of Management, Boston, MA.

Farndale, E. (August 9, 2019). "Publishing in Top-tier US Journals for Non-US Scholars," Annual Meeting, Academy of Management, Boston, MA.

Farndale, E. (April 5, 2019). "Creating, diffusing and contesting the norms of international management," Globalizing Actors, Loughborough University London, London, UK.

Farndale, E. (January 9, 2019). "Making an impact (Doctoral Colloquium)," HR International Conference, Academy of Management, Dublin, Ireland.

Farndale, E. (January 9, 2019). "Meet the Editors," HR International Conference, Academy of Management, Dublin, Ireland.

Farndale, E. (August 11, 2018). "Meet the Editors," Annual Meeting, Academy of Management, Chicago.

Farndale, E. (April 4, 2018). "How to Publish in Peer-Reviewed Journals," University of Chile, Santiago, Chile.

Farndale, E. (March 12, 2018). "Contextual SHRM & Performance," Hertfordshire University, Hatfield, UK.

Farndale, E. (Invited Speaker). (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. (June 30, 2017). "Meet the Editors: Getting published in HRMJ," University of Liverpool Management School, Liverpool, UK.

Farndale, E. (December 7, 2016). "HR's return to policing? Corporate crises and HR pragmatism," Newcastle University, Newcastle, UK.

Farndale, E. (November 14, 2016). "The evolution of strategic HRM: 30 years in search of long-term viability," SRH Hochschule Heidelberg, Heidelberg, Germany.

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. (February 2008). "Context-bound configurations of corporate HR functions in multinational companies," National University of Ireland, Galway, Ireland.

Farndale, E. (December 2007). "Context-bound configurations of corporate HR functions in multinational companies," Aston Business School, UK.

Presentations Given

Farndale, E. (September 30, 2024 - October 1, 2024). "Talent Management," 13th EIASM Workshop on Talent Management, European Institute for Advanced Studies in Management, Luxembourg.

Boselie, P., Farndale, E., & Paauwe, J. (September 3, 2024). "AI, ChatGPT and HRM for the greater good: Towards a balanced perspective through an open resource based view," Annual Conference, European Group for Public Administration, Athens, Greece.

Farndale, E. (August 13, 2024). "Comparative HRM: Extending Beyond National Comparisons," 84th Annual Meeting, Academy of Management, Chicago, IL.

Kwon, B., Farndale, E., & Park, J. G. (August 11, 2024). "Employer-Sponsored Voice Practices: When is it worth speaking up?," 84th Annual Meeting, Academy of Management, Chicago, IL.

Farndale, E. (August 10, 2024). "HR Division Late-Stage Doctoral Student Consortium," 84th Annual Meeting, Academy of Management, Chicago, IL.

Farndale, E. (August 9, 2024). "HR Division Doctoral Consortium - Research Roundtables," 84th Annual Meeting, Academy of Management, Chicago, IL.

Farndale, E. (February 22, 2024). "AI and HRM," Generative AI and the Future of HR, University of South Carolina, Charlotte, North Carolina.

Piyanontalee, R., Farndale, E., Özçelik, G., Roumpi, D., & Yahiaoui, D. (August 7, 2023). "Cultural values as predictors of congruence between employee and supervisor HR strength perceptions," 83rd Annual Meeting, Academy of Management, Boston, MA.

Kay, A., Vlachos, P., Tasoulis, K., & Farndale, E. (August 7, 2023). "Fraught expectations: How corporate social responsibility can backfire in recruitment," 83rd Annual Meeting, Academy of Management, Boston, MA.

Farndale, E. (Panelist. (August 5, 2023). "HR Division Late-Stage Doctoral Student Consortium," 83rd Annual Meeting, Academy of Management, Boston, MA.

Farndale, E. (Panelist). (August 4, 2023). "HR Division Doctoral Consortium - Research Roundtables," 83rd Annual Meeting, Academy of Management, Boston, MA.

McKearney, A., Prouska, R., Oyetunde, K., & Farndale, E. (June 29, 2023). "Talent management in turbulent times: The impact of Brexit and COVID-19 on MNEs in the United Kingdom," 16th International Human Resource Management Conference, Kings College London, London, UK.

Farndale, E. (August 5, 2022). "International research networks: A tool for engaging scholars," 82nd Annual Meeting, Academy of Management, Seattle, WA.

Knies, E., Leisink, P. G., Borst, R., & Farndale, E. (November 14, 2019). "The distinctiveness of public sector HRM: A historical analysis," 11th International Conference of the Dutch HRM Network, Tilburg University, Tilburg, The Netherlands.

Farndale, E., Metto, Z., & Nakhle, S. (August 12, 2019). "Taking care of employees: The roles of paternalism and HRM systems," Annual Meeting, Academy of Management, Boston, MA.

Kwon, B., Farndale, E., & Gyu Park, J. (August 11, 2019). "The process of formal and direct voice practices: The role of participative climate," Annual Meeting, Academy of Management, Boston, MA.

Farndale, E. (August 10, 2019). "HR Division Doctoral Consortium - Research Roundtables," Annual Meeting, Academy of Management, Boston, MA.

Farndale, E. (August 9, 2019). "The Global Work Design Project: Findings from a 40-Country Study," Annual Meeting, Academy of Management, Boston, MA.

Farndale, E., Thite, M., Budhwar, P. G., & Kwon, B. (July 2019). "Deglobalization and talent management: Cross-national evidence from the high-tech industry," 16th International Human Resource Management Conference, ESCP, Paris, France.

Farndale, E. (Moderator). (June 25, 2019). Research Workshop on Human Resource Management, University of Lucerne, Lucerne, Switzerland.

Farndale, E., Kwon, B., & Park, J. G. (January 11, 2019). "How investing in HR adds value: HR:employee ratios and employee voluntary turnover," HR International Conference, Academy of Management, Dublin, Ireland.

Farndale, E. (August 11, 2018). "The Global Work Design Project: Exploring the Meaning of Good Work Around the World," Annual Meeting, Academy of Management, Chicago.

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.

Farndale, E. (Moderator). (August 8, 2017). "Manager HR Attribution and Employee Outcomes: Considering HR Implementation," Annual Meeting, Academy of Management, Atlanta, GA.

Agarwal, 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., & 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. (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., & Nouri, R. (November 25, 2016). "HRM Systems and Attribution: Consequences for Work Engagement and Burnout," WAOP, Erasumus 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., 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. (September 26, 2016). "Keynote address: The Evolution of Strategic HRM," International Conference of Human Resource Management, Satya Wacana Christian University, Salatiga, Indonesia.

Farndale, E. (August 9, 2016). "How HR Challenges are met in Diverse Cultural, Institutional, and Organizational Contexts," Annual Meeting, Academy of Management, Anaheim, CA.

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. (August 6, 2016). "HR Division Doctoral Consortium - Research Roundtables," Annual Meeting, Academy of Management, Anaheim, CA.

Farndale, E. (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. (February 20, 2016). "Doctoral Consortium," HR Division International Conference, Academy of Management, Sydney, Australia. International.

Farndale, E. (February 20, 2016). "HR competencies: Linking to three levels of performance," HR Division International Conference, Academy of Management, Sydney, Australia, International.

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.

Leduc, L., Farndale, E., & Mahler, J. (August 10, 2015). "HR Division Welcome Breakfast and Awards Presentation," Annual Meeting, Academy of Management, Vancouver, BC. International.

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.

Castro-Christiansen, L., Farndale, E., & Williams, H. (August 8, 2015). "Publishing in Top-Tier US Journals for non-US Scholars," Annual Meeting, Academy of Management, Vancouver, BC. International.

Castro-Christiansen, L., & Farndale, E. (August 8, 2015). "A Guide to International Visiting and Sabbatical Positions," Annual Meeting, Academy of Management, Vancouver, BC. International.

Biron, M., & Farndale, E. (August 7, 2015). "HR Division's International Ambassadors Meeting," Annual Meeting, Academy of Management, Vancouver, BC. International.

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. (August 12, 2013). "Broadening the Foci of Employee Engagement: Definitions, Antecedents, and Outcomes," Annual Meeting, Academy of Management, Orlando, FL.

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.

Farndale, E. (August 6, 2012). "HRM: the importance of (national) context," 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. (Co-Organizer and Presenter), 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. (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," VIIth 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.

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.

SERVICE

Service to the University

College

Administrative Support Work

Global and International Studies (GLIS) Major, Co-Chairperson. (2014 - 2016).

Committee Work

GLIS Head Search Committee, Committee Member. (2022).

GLIS Major Advisory Board, Committee Member. (2017 - 2026).

University

Committee Work

GRADS Advisory Group, Committee Member. (2020 - 2024).
Faculty representative on the advisory group for the development of the GRADS system.

Workday Recruiting Steering Group, Committee Member. (July 2019 - May 2020).
Faculty representative on the steering group for the introduction of the Workday recruitment module.

Service to the Disciplines and to the Profession

Academic Unit Review

School of Management and Labor Relations, Rutgers University, Committee Member. (2023).

Administrative Support Work

Advisory Board Member for the MSc in HRM, University of Cyprus, Advisor. (January 2024 - Present).

Chair of Human Resource Management Search, WU, External Reviewer. (March 2025 - December 2025).

External Evaluator for Promotion and/or Tenure

Promotion Review to Associate Professor, University of Nebraska-Lincoln, Contributor. (August 2024).

Promotion Review to Associate Professor, University of Nebraska-Lincoln, Contributor. (August 2024).

Promotion Review to Associate Professor, United Arab Emirates University, Contributor.

(November 2023).

Promotion Review to Associate Professor, Utah State University, Contributor. (October 2023).

Promotion Review to Full Professor, St John's University, NY, Contributor. (October 2022).

Promotion Review to Reader, University of Liverpool Management School, UK, Contributor. (December 2021).

Promotion Review to Professor Extension Specialist for Rutgers University, Contributor. (September 2020).

Organizing Conferences and Service on Conference Committees

7th Global Conference on International Human Resource Management, Organizer, International. (August 2025 - June 2026).

41st EIASM Strategic Human Resource Management Workshop, Organizer, International (April 2025 – April 2026).

6th Global Conference on International Human Resource Management, Organizer, International. (August 2023 - June 2024).

16th International Human Resource Management Conference, Junior Faculty Consortium Co-Organizer, International. London, UK. (January 2023 - July 2023).

4th Human Resource International Conference of the AoM, Doctoral Colloquium Co-Organizer, International. South Africa. (January 2020 - June 2023).

5th Global Conference on International Human Resource Management, Organizer, International. (January 2021 - May 2022).

Center for International HR Studies, Virtual International Human Resource Management Professional Development Workshop, Organizer, International. (November 2020 - May 2021).

11th International Conference of the Dutch HRM Network, Track Chair, International. Tilburg, The Netherlands. (April 2019 - November 2019).

4th Global Conference on International Human Resource Management, Organizer, International. (August 2018 - May 2019).

3rd Global Conference on International Human Resource Management, Organizer, International. New York, NY, USA. (August 2016 - May 2017).

2nd Human Resource Management Professional Development Workshop, Organizer, International. Brisbane Australia. (August 2015 - February 2016).

2nd Global Conference on International Human Resource Management, Organizer, International. University Park, PA, USA. (August 2014 - May 2015).

1st Human Resource Management Professional Development Workshop, Organizer, International. Brisbane, Australia. (August 2013 - March 2014).

1st Global Conference on International Human Resource Management, Organizer, International. University Park, PA, USA. (August 2012 - May 2013).

5th International Conference of the Dutch HRM Network, Organizer, International. Tilburg, The Netherlands. (April 2007 - November 2007).

Active Participation in or Service to Professional and Learned Societies

Ambassador for the USA, Academy of Management, HR Division, Contributor. (2011 - 2024).

Executive Committee, Academy of Management, HR Division, Committee Member, Elected. (2012 - 2015).

Academy of Management, HR Division, Employee Participation and Ownership Award Committee, Committee Member. (February 2020 - March 2021).

Academy of Management, International Theme Committee, ITC Executive Committee, Chairperson, Elected. (August 2018 - December 2019).

Academy of Management, HR Division, Best Student Paper Award Committee, Committee Member. Dublin Ireland. (January 2019).

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).