



Anna Sender, PhD
University of Lucerne
Center for Human Resource Management
Faculty of Economics and Management
Frohburgstrasse 3, Postfach 4466, 6002 Luzern
Tel. +41 (0) 41 229 58 62
anna.sender@unilu.ch

RESEARCH PROFILE

Research interests: Retention and employee turnover
International Human Resource Management
Pay transparency and compensation management
Management of temporary workers and job insecurity

Methodology & designs: Experimental designs (vignette studies, interventions), longitudinal survey studies, moderation and mediation analysis, multi-level modelling, survival analysis.

EDUCATION

05.16 PhD (Dr. oec.) in Business Administration (summa cum laude), University of Zurich
Thesis: Push and Pull Factors in Employee Turnover
Supervisor: Prof. Dr. Bruno Staffelbach
Co-Supervisor: Prof. Dr. Egon Frank

07.02 MSc. Warsaw School of Economics (member of CEMS), Poland
Major: economics; Specialization: quantitative methods and information systems

Relevant courses

01.2018 Media training organized by SNSF
06.2017 Training "Leadership in Academia", University of Bern
01.2017 Ethics certification for social/behavioral research at the Rutgers University, USA
2012 – 2016 Teaching Skills Program, University of Zurich

WORK EXPERIENCE

Academic positions

07.2019 – 08.2019 Visiting Scholar, Nanyang Business School, Nanyang Technological University, Singapore, Prof. Dr. Jason Shaw

Since 01.08.2016 Senior Research Associate and Lecturer, University of Lucerne (80%).
Tasks: research and teaching in HRM. Project leader and project member roles in SNSF, Innosuisse and private foundation funded projects (see section Grants and Achievements). Project leader for Switzerland in the Cranfield Network on International Human Resource Management (CRANET).

Since 01.10.2016 Associate Director of the Center for HRM (CEHRM), University of Lucerne.
Tasks: strategic planning and oversight (e.g., CERM regulations, teaching offer of CEHRM, personnel, budget and third party funds), coordination (within CEHRM and with Dean's office and other faculties), scientific co-supervision (PhDs) and people management (10 PhDs and Postdocs).

05.2016 – 10.2016 Senior Research Assistant and Lecturer, University of Zurich.
Tasks: research and teaching in HRM. Project leader and project member roles in SNSF, Innosuisse funded projects (see section Grants and Achievements). Project leader of CRANET for Switzerland.

2011 – 2016 PhD Candidate, Research Assistant and Lecturer, University of Zurich.
Tasks: research and teaching in HRM. Project leader of CTI funded Project. Project leader of CRANET for Switzerland.

Other work experience

Since 05.2018	Mid-level representative in the Equal Opportunity Committee at the University of Lucerne.
2005 – 2010	Associate Director and since 2008 Director, UBS AG, Switzerland.
2002 – 2005	Specialist, Bank Millennium S. A., Poland.
2001 – 2002	Consultant, Junior Consulting Group (Student Consulting Firm), Poland.

TEACHING

Qualifications

Oct. 2016	Completion of Teaching Skills qualification program at the University of Zurich
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Experience

Bachelor level:	Co-Lecturer: Introductory course to HRM; University of Lucerne (2017, 2018) Co-Lecturer: HRM Principles; University of Lucerne (2017) Co-Lecturer: Strategic Management; University of Lucerne (2016, 2017) Co-Lecturer: Introductory course to HRM; University of Zurich (2017) Lecturer: Exercises in HRM; University of Zurich (2012 – 2016) Lecturer, Introductory course to HRM, University of Fribourg (2019; ad interim)
Master Level:	Co-Lecturer: Seminar HRM Practices; University of Zurich (2012 – 2016) Lecturer, Master course Strategic HRM, University of Lucerne
Since 2012:	Supervision bachelor, master and term theses

PUBLICATIONS

Published papers

- Sender, A., Morf, M., & Feierabend, A. (in press). "Aiming to Leave and Aiming to Harm: The Role of Turnover Intentions and Job Opportunities for Minor and Serious Deviance". *Journal of Business and Psychology* (IF 2.576).
- Sender, A. & Korzynski, P. (in press). "Moderating influence of employability on turnover contagion in social media". *Journal of Managerial Psychology* (IF 2.103)
- Schmid, A. & Sender, A. (in press). "How social capital influences performance in family firms: the moderating role of nepotism". *The International Journal of Human Resource Management* (IF 2.425).
- Sender, A., Rutishauser, L., & Staffebach, B. (2018). "Embeddedness across contexts: A two-country study on the additive and buffering effects of job embeddedness on employee turnover". *Human Resource Management Journal*, 28 (2), 340-356 (IF 2.343).
- Rutishauser, L. Sender, A. (2019). "Effect of team-member exchange on turnover intention: A cross-cultural perspective on a selected aspect of employee engagement". *International Studies of Management & Organization*, 49(1), 43-62 (IF 0.48).
- Sender, A., Arnold, A., & Staffebach, B. (2017). "Job security as a threatened resource: Reactions to job insecurity in culturally distinct regions". *The International Journal of Human Resource Management*, 28 (17), 2403–2429 (IF 2.425).

Papers under review

Schärrer, L. & Sender, A. (2020). "How to retain high-end gig talent: an experimental study using a psychological contract approach". Human Resource Management (IF 2.934)

Papers: work in progress

Morf M., Sender, A. & De Cuyper, N. "Getting what they have asked for: Testing a proactivity intervention among temporary agency workers". Accepted for EAWOP, 29 May–1 June 2019, Turin, Italy. Paper uses experimental intervention data collected within SNSF funded project on temporary agency work. Planned journal submission in 2020.

Sender, A. & Eberly, M. "When colleagues leave: The role of team turnover rate and loss of ties for job embeddedness and turnover intention". Paper uses team level data from manufacturing company in Switzerland.

Korzynski, P., Piskorski M., & Sender, A. "Coming under the spotlight: How professional social media can facilitate job transitions". Paper uses objective data collected from LinkedIn. Planned journal submission in 2019.

Sender, A. & Feierabend, A. "All that glitters is not gold: Job insecurity and the role of HR devolution". Paper uses matched organization and individual level data from Switzerland. Planned submission in 2019.

Books & book chapters

Sender, A. (2016) „Push and Pull Factors in Employee Turnover“. Dissertation. University of Zurich.

Sender, A. (2013) „Meine Chefin“, In Staffelbach B. (Ed.) „HR Spotlights: Geistesblitze zur Personalführung“ Zurich: Neue Züricher Zeitung.

Sender, A. (2013) „Arbeitsplatzunsicherheit. Spielt die Kultur eine Rolle?“, In Staffelbach B. (Ed.) „HR Spotlights: Geistesblitze zur Personalführung“ Zurich: Neue Züricher Zeitung.

Book chapters under review

Sender, A., Staffelbach, B. & Mayrhofer, W. "One size fits all? Contextual factors and the profile of the HR director". In Parry, E., Brewster C., & Morley M. (Eds.) "Handbook on Contextual Approaches to Human Resource Management", Oxford University Press.

Research reports

Rutishauser, L., Furrer, S., Sender, A. & Staffelbach, B. (2018) "Talent Management Framework. Evidence-based Guidelines for Swiss Companies Operating in China". University of Lucerne. Available at www.cehrm.ch.

Arnold, A., Fulmer, I. S., Sender A., Allen, D., Staffelbach, B., & Perkins, S. J. (2018) "International Study on Compensation and Pay Transparency Practices". University of Lucerne. Available at www.cehrm.ch.

Arnold, A., Fulmer, I. S., Sender A., Allen, D. & Staffelbach, B. (2018) "Compensation and pay transparency in Switzerland. Survey Report 2018." University of Lucerne. Available at www.cehrm.ch

Staffelbach, B., Sender, A. & Arnold, A. (2017) "Studie zur Vergütungspolitik von Verwaltungsrat, Geschäftsleitung und höherem Management. Ergebnisse einer Befragung von börsenkotierten und nicht kotierten grossen Unternehmen in der Schweiz." University of Lucerne. Available at www.cehrm.ch.

Staffelbach, B., Sender, A. & Schmid, A. (2015) "HRM in Switzerland. People & Practices. CRANET Study Report". University of Zurich. Available at www.cehrm.ch.

Sender, A. & Rutishauser, L. (2014) "Key drivers of employee intention to quit in China and in Switzerland Key drivers of employee intention to quit in China and in Switzerland". University of Zurich.

Other publications

- Sender, A. (2018) „Warum kommen toxische Mitarbeitende weiter?“, HR Today, 4/2018.
Sender, A. (2017) „Schattenseiten der Lohntransparenz“, HR Today, 10/2017.
Sender, A. (2016) „Arbeitsplatzunsicherheit und deren Bedeutung für die Schweiz“, HR Today, 10/2016.
Sender, A. (2015) „Das Geschlecht beeinflusst die Lohnpräferenz“, HR Today, 6/2015.
Sender, A. (2014) „Vom Fairplay im Talentmanagement“, HR Today, 7/8/2014.
Sender, A. (2013) „Altersspezifische HR-Praktiken“, HR Today, 6/7/2013.
Sender, A. (2012) „Haben Sie ein Problem damit, wenn Ihr Chef eine Frau ist?“, HR Today, 6/2012.
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PRESENTATIONS

Academic conferences

- Sender, A. & Korzynski, P. (2018) “Turnover contagion in social media: The role of employability and job embeddedness”. European Academy of Management Conference, 19-22 June 2018, Reykjavik, Island.
- Feierabend, A. & Sender, A. (2017) “All that glitters is not gold: Job insecurity and the role of HR devolution”. Academy of Management Annual Meeting, 4-8 August, in Atlanta, Georgia, USA.
- Sender, A., Morf, M., & Feierabend, A. (2017) “If Leaving is not an option: The role of unemployment rates in the relationship between turnover intentions and organizational deviance”. Academy of Management Annual Meeting, 4-8 August, in Atlanta, Georgia, USA.
- Sender, A., Eberly, M. & Staffelbach, B. (2016) “A multilevel study on the role of team turnover for stayers’ turnover intention”. Academy of Management Annual Meeting, 5-9 August 2016, Anaheim, California, USA.
- Sender, A., Eberly, M. & Staffelbach, B. (2016) “When colleagues leave: The role of team turnover rate and loss of ties for job embeddedness and turnover intention”. Workshop on Research Advances in Organizational Behavior and Human Resources Management, Université Paris Dauphine, DRM - Management & Organization, 18-19 May, 2016, Paris.
- Sender, A., Rutishauser L., & Staffelbach, B. (2015) “Too embedded to be pulled: Job embeddedness and turnover driven by unsolicited job offers”. Academy of Management Annual Meeting, 7-11 August 2015, Vancouver.
- Sender, A. & Staffelbach, B. (2015) “A two-wave study on how HRM practices relate to job embeddedness in China”. Academy of Management Annual Meeting, 7-11 August 2015, Vancouver.
- Sender, A. & Staffelbach, B. (2015) “When colleagues leave: A multi-level study on individual job embeddedness and innovative work behavior”. European Academy of Management Conference, 17-20 June 2015, Warsaw.
- Sender, A. (2015) “Employee turnover in China and in Switzerland – lessons learned from comparative research project”. Academy of Management Annual Meeting, 1-5 August 2014, Philadelphia
- Sender, A. & Staffelbach, B. (2014) “Impact of job embeddedness in turnover intentions in China and in Switzerland”. 13th IHRM Conference, 24-27 June 2014, Cracow, Poland.
- Sender, A., Arnold, A. & Staffelbach, B. (2013) “Impact of uncertainty avoidance and performance orientation on the relationship between job insecurity and job satisfaction”. International Conference Sustainable Employability: Challenges for HRM Innovation, 12 November 2013, Nijmegen, Netherlands.
- Sender, A. (2013) “Job Embeddedness in China and in Switzerland”. Annual Meet Up Workshop: International Networking with Top Management Scholars, Zurich, Switzerland.
- Sender, A. (2013) “Explaining Job Embeddedness in China and in Switzerland”. 9th EBES Conference Rome, 11-13 January 2013, Eurasia Business and Economics Society.

Presentations for practitioners

- Arnold, A., Sender, A., & Staffelbach, B. (2017) "Lohntransparenz: Studienergebnisse aus der Schweiz". Forum Zurich Society for HR Management.
- Sender A. (2017) Panelist in a panel discussion "HR Organizations – endless shrinking?" Forum Zurich Society for HR Management.
- Sender, A., Schmid, A., & Staffelbach, B. (2017) "CRANET-Study – International HR-Study on HR processes and instruments". Forum Zurich Society for HR Management.
- Sender, A., Schmid, A., & Staffelbach, B. (2015) "HRM in Switzerland - People & Practice - CRANET Studienbericht 2015". Forum Zurich Society for HR Management.
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OTHER ACADEMIC ACTIVITIES

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| 2020 | Organizer of the Multilevel Workshop in Human Resource Management, University of Lucerne. |
| 2019 | Organizer of Workshop in Human Resource Management, University of Lucerne. |
| Since 2017 | Associate Editor of "Journal of Management and Business Administration. Central Europe". |
| Since 2015 | Ad Hoc reviewer for Human Relations, The International Journal of Human Resource Management. |
| Since 2015 | Reviewer for HR and OB division for the Academy of Management Annual Meeting. |
| 2015 | Organizer of Symposium "Shifting perspectives: How to foster on the job embeddedness in organizations" at the Academy of Management Annual Meeting. |
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GRANTS AND AWARDS

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| 2019 SNSF Grant | SPARK Grant (principal investigator) for project "It takes a fool to remain sane: Integrating the court jester figure within the HR Professional Role" (CHF 91'783) |
| 2019 Research Committee Unilu | Grant (principal investigator) for organization of Workshop "Research Workshop in Human Resource Management" (2'520 CHF) |
| 2018 SNSF Grant | Grant for project "Effects of pay transparency: A multi-level perspective" (01.01.2019 – 31.12.2021, CHF 335'367). Involved in grant preparation (with Prof. Dr. Bruno Staffelbach and Dr. Alexandra Arnold) and project member. |
| 2016 Innosuisse Grant | Grant for project "Innovative Talent Management Framework for Swiss companies of MEM industry in China" (22 months, CHF 128'000). Involved in grant preparation (with Prof. Dr. Bruno Staffelbach and Dr. Lea Rutishauser) and project member. |
| 2016 private foundation grant | Grant for project "Compensation practices of Executive Board Members, Board of Directors, and Top Management in Switzerland" (01.02.2016 - 31.12.2020, CHF 300'000). Involved in grant preparation (with Prof. Dr. Bruno Staffelbach and Prof. Dr. Martin Hilb) and project leader. |
| 2015 SNSF Grant | Grant for project "Improving the well-being and career outcomes of temporary agency workers: A two-perspective examination of employability-enhancing practices" (22 months, CHF 110'020). Project Co-leader and involved in grant preparation (with Prof. Dr. Bruno Staffelbach and Dr. Manuela Morf). |
| 2012 CTI Grant | Grant for project "Innovative HR concept for export development in China" (16 months, CHF 170'000). Project leader and involved in grant preparation (with Prof. Dr. Bruno Staffelbach). |
| 2012 – 2018 | Several grants to cover travel expenses from the Graduate School of Business, University of Zurich and Swiss Academy of Humanities and Social Sciences. |
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SELECTED COLLABORATIONS WITH PRACTITIONERS AND GOVERNMENTAL BODIES

2018	“Gender Pay Gap Analysis in Swiss Companies“. Project realized for Federal Office for Gender Equality, Federal Department of Home Affairs.
Since 2018	Collaboration with different organizations operating in Gig Economy for a research project on alternative work forms.
2016 – 2018	Collaboration project with Georg Fischer AG in China (multiple data collection and analysis of Talent Management Program).
2015 – 2017	Collaboration project with large agency for temporary work in Switzerland (multiple data collection and intervention examining proactivity among temporary workers).
2012 – 2014	Collaboration project with three MEM industry companies in Switzerland and in China (multiple data collection examining factors influencing employee turnover).
