

# Aida Hajro

## Contact Details

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## Professional Employment and Education

<b>2022 - present</b>	Chair in International Business, <i>University of Leeds</i>
<b>2022 - present</b>	Visiting Professor, <i>Vienna University of Economics and Business</i>
<b>2019 - 2022</b>	Assistant Professor, <i>Vienna University of Economics and Business</i>
<b>2016-2019</b>	Associate Professor, <i>Brunel University London</i>
<b>2008-2016</b>	Assistant Professor, <i>Brunel University London</i>
<b>2007-2008</b>	Assistant Professor, <i>Middlesex University</i>
<b>2007</b>	PhD in Social and Economic Sciences, <i>Vienna University of Economics and Business</i>
<b>2004-2007</b>	Research and Teaching Assistant, <i>Vienna University of Economics and Business</i>
<b>2004</b>	MSc in Social and Economic Sciences, <i>Vienna University of Economics and Business</i>

## Professional Awards

<b>2019</b>	<i>Academy of Management Review</i> Outstanding Reviewer Award
<b>2019</b>	<i>WU Research Excellence Award</i>
<b>2013</b>	<i>Athena Swan Research Award</i>
<b>2013</b>	<i>Academy of Management</i> IMD Skolkovo Best Paper Award Finalist
<b>2013</b>	<i>Academy of Management</i> IMD Douglas Nigh Best Paper Award Finalist

- 2013**      *Academy of Management* IMD Gustavson School of Business Best Paper Award Finalist
- 2013**      *British Academy of Management* Award
- 2012**      *Academy of Management* IMD Robert H. Schaffer Award for the Best Paper in Applied International Management
- 2012**      *Academy of Management* IMD Skolkovo Best Paper Award Finalist
- 2011**      *BRIEF* Award
- 2010**      *EIASM* Best Paper Award
- 2010**      *Academy of Management* IMD Samsung Best Paper Award Finalist
- 2010**      *Academy of Management* IMD Best Paper in Strategy/IB Theory Award Finalist
- 2009**      *Academy of Management* IMD Samsung Best Paper Award Finalist
- 2009**      *Academy of Management* IMD UMSL Best Paper in OB/HRM/OT Award Finalist
- 2008**      *Stephan Koren* Award (WU Best Dissertation Award)
- 2007**      *EIASM* Best Student Paper Award
- 2007**      *Dr. Maria Schaumayer* PhD Dissertation Award

## **Research Activities**

### **Professional Service:**

- 2017 - 2020    *Academy of Management Review*, Editorial Review Board Member
- 2017 - present *Journal of World Business*, Editorial Review Board Member
- 2020 - present *Journal of International Business Studies*, Editorial Review Board Member
- 2022 – present *Human Resource Management*, Editorial Review Board Member

### **Journal Publications:**

#### ***Invited:***

1. Hajro, A., Brewster, C., Haak-Saheem, W., & Morley, M. (invited). (title withheld). *Journal of International Business Studies*.

#### ***Forthcoming/published full papers:***

2. Hajro, A., Zilinskaite, M., & Baldassari, P. (2021). Addressing the Elephant in the Room: Global Migration and its Implications for Business School Teaching. *Academy of Management Learning and Education*. <https://doi.org/10.5465/amle.2020.0260> Please note that the first and second author contributed equally on this paper.
3. Hajro, A., Caprar, D., Zikic, J., & Stahl, G.K. (2021). Global Migrants: Understanding the Implications for International Business and Management. *Journal of World Business*, 56: 1-11.
4. Stahl, G.K., Brewster, C.J., Collings, D.G., & Hajro, A. (2020). Enhancing the Role of Human Resource Management in Corporate Sustainability and Social Responsibility: A Multi-stakeholder, Multidimensional Approach to HRM. *Human Resource Management Review*, 30(3): 1-16.
5. Hajro, A., Stahl, G.K., Clegg, C., & Lazarova, M. (2019). Integrating Skilled Migrants: A Multi-Level Framework of the Individual, Organizational, and Societal Influences on Migrants' Acculturation Outcomes. *Human Resource Management Journal*, 29(3): 328-352.
6. Hajro, A., Gibson, C., & Pudelko, M. (2017). Knowledge Exchange Processes in Multicultural Teams: Linking Organizational Diversity Climates to Teams' Effectiveness. *Academy of Management Journal*, 60(1): 345-372.
7. Hajro, A. (2017). Integrating highly-qualified migrants: allowing a personal narrative to set future research directions. *European Journal of Cross-cultural Competence and Management*, 4(3/4): 192-200.
8. Hajro, A. (2015). Cultural influences and the mediating role of socio-cultural integration processes on the performance of cross-border mergers and acquisitions. *International Journal of Human Resource Management*, 26(2): 192-215.
9. Hajro, A. & Mandal, A. (2011). Individual-level outcomes in poorly managed cross-border mergers and acquisitions: a holistic view of the relevant processes. *Schmalenbach Business Review*, 63(3): 99-116.
10. Hajro, A. & Pudelko, M. (2010). An analysis of core-competences of successful multinational team leaders. *International Journal of Cross Cultural Management*, 10 (2): 175-194.
11. Hajro, A. (2009). Corporate Culture: What do we know and where do we go from here? *European Journal of Cross-cultural Competence and Management*, 1(1): 34-41.
12. Hajro, A. (2009). Contextual influences on multinational teams: empirical evidence from an Austrian company. *European Journal of International Management*, 3(1): 111-129.
13. Nunic, A. (2006). Multinational team norms in German and American companies, *European Journal of Cross-cultural Competence and Management*, 5(1): 205- 234.

***Academy of Management Best Paper Proceedings:***

14. Hajro, A. (2013). Opening the black box of cross-border merger and acquisition dynamics: cultural influences and the mediating role of socio-cultural integration processes. *Academy of Management Best Paper Proceedings* (paper nominated for Academy of Management IMD Skolkovo Best Paper Award, Academy of Management IMD Douglas Nigh Best Paper Award and Academy of Management IMD Gustavson School of Business Best Paper Award Finalist).
15. Hajro, A. & Pudelko, M. (2012). Multinational Teams: How Team Interactions Mediate Between Cultural Differences and Team Performance. *Academy of Management Best Paper Proceedings* (winner of the Academy of Management Robert H. Schaffer Award for the Best Paper in Applied International Management and nominated for the Academy of Management Skolkovo Best Paper Award).

16. Hajro, A. & Mandal, A. (2010). Undesired individual-level outcomes in cross-border mergers and acquisitions: A process approach. *Academy of Management Best Paper Proceedings* (paper nominated for Academy of Management IMD Samsung Best Paper Award and Academy of Management IMD Best Paper in Strategy/IB Theory Award).
17. Hajro, A. & Pudelko, M. (2009). Multinational teams in the context of organizational culture: A multi-company case study. *Academy of Management Best Paper Proceedings* (paper nominated for the Academy of Management IMD Samsung Best Paper Award and Academy of Management IMD UMSL Best Paper in OB / HRM / OT Award).

### **Journal Guest Editorials:**

Hajro, A., Caprar, D., Zikic, J., & Stahl, G.K. (2021). Global Migrants: Understanding the Implications for International Business and Management. *Journal of World Business*.  
<https://www.sciencedirect.com/journal/journal-of-world-business/special-issue/10TP914JZF5>

### **Books and Book Chapters:**

1. Zilinskaite, M., & Hajro, A. (2020). Responsible global migrant workforce management: leadership challenges and opportunities. In M. E. Mendenhall, M. Zilinskaite, G. S. Stahl, & R. Clapp-Smith (Eds.), *Responsible Global Leadership: Dilemmas, Paradoxes, and Opportunities*. Routledge.
2. Nunic, A. (2008). *Multinational Teams in European and American Companies*, Peter Lang Publishing: Frankfurt.

### **Reports:**

Kohlenberger, J., Zilinskaite, M., & Hajro, A. (2021). Systemrelevant, aber unsichtbar: Arbeitsbedingungen migrantischer und geflüchteter Amazon-Zusteller\*innen während der COVID-19-Pandemie, *Austrian Chamber of Labour: Vienna*. Please note that the Austrian Chamber of Labor has shared this report with representatives from the European Parliament. This study has also been featured in ORF TV, Puls TV, Kurier, Wiener Zeitung, and Krone.

### **Research Funding:**

#### ***Research Funding Received:***

**2020** *Austrian Chamber of Labour* (€37, 386.00). Essential, yet Invisible: Working Conditions of Amazon Delivery Workers during COVID-19 and beyond: An Explorative Study (together with Judith Kohlenberger & Milda Zilinskaite)

**2013** *Athena Swan Research Award* (£14,697.88): Team Learning: Linking Organization Structure and Functional Diversity to Team Outcomes (sole applicant).

**2013** *British Academy of Management Award* (£5,325.0): A strategy for tolerating forays into the unknown: the role of intra-organisational networks in translating team learning into organisational learning (sole applicant).

**2011** *BRIEF Award* (£11,287.2): Exploring the impact of organisational values and norms on team learning (sole applicant).

#### ***Research Funding Applications under Review:***

Hajro, A., Zilinskaite, M., & Sichtmann, C. (revise & resubmit at *FWF*; reviewer 1: excellent & reviewer 2: minor revision; sum requested: €345,879). Integration of Skilled Migrant Frontline Employees into their Workplaces and Its Impact on Customer Responses: The Case of the Austrian Finance and Healthcare Sectors.

### **Third Mission:**

My research on migration is starting to have implications for the broader society. I am working in close collaboration with

- Paul Baldassari (Executive Vice President US & Component Operations, Strategy and Excellence at Flex),
- Dilip Ratha (Lead Economist, Migration and Remittances Unit and Head of KNOMAD, World Bank)
- Kevin Franklin (Chief Product Officer, ELEVATE),
- Jean-Christophe Deslarzes (Chairman of the Board of Directors of the Adecco Group),
- Berthold Stöger (CHRO Semperit Group),
- Neill Wilkins (Head of Migrant Workers Program – Institute for Human Rights and Business)

on promoting ethical recruitment and management practices. By raising awareness of the challenges and ethical dilemmas that business practitioners face on a daily basis (e.g., seismic shifts in global labor force, migrants' human and labor rights issues, integration), I hope to bridge the science-teaching-practice gap, thus integrating internal and external impact.

Related to this, I am currently also working with the Austrian Chamber of Labor – the aim of this project is to provide scientific advice on the working conditions of Amazon delivery workers in Austria. I have given a number of presentations on these topics to scholars, practitioner and policy makers. A list of invited lectures and talks is provided below.

Furthermore, I am co-founder of “Migration, Business, and Society” (MBS). MBS is an emerging global network of scholars, business practitioners, human rights experts, and policy makers dedicated to the generation, exchange, and dissemination of knowledge of migration (<https://www.migrationbusinesssociety.net/>). Our mission is to inspire research, practice and policy on migration in business and management that is meaningful, of high impact, and above all, deployed in the service of the 272 million migrants around the world who are currently subjected to it. To realize this aspiration, we:

- Foster credible and useful research on migration with particular focus on the firm-level
- Promote a compassionate and humane management of migrant workers and employees
- Connect thought leaders in science with practitioners, policy makers, and human rights activists
- Actively collaborate with scholars from other social science fields
- Seek to clarify the pedagogical grounds for integrating migration issues into business and management education

### **List of Invitations (Panel discussions, Workshops, Conferences and Roundtables):**

**2022** ‘Migration and Business: Current Issues and Future Trends’ *IHRM Webinar Series* organized by Simon Fraser University, Penn State, and ESCP Business School, 20 January

**2021** ‘Migration, Business & Society’ *SIETAR Europe, Anti-racism, Inclusion and Intersectionality: From cutting-edge research to best practice*, 22 September

**2021** ‘2021 Responsible Research Rountable’ organized by *Responsible Research in Business and Management (RRBM)* (The 2021 virtual Responsible Research Roundtable convened on June 28 and 29 2021, bringing together 84 academic researchers (57%) and business leaders (43%) from 70 institutions in 15 countries - click [here](#) for the list of participants - with a shared belief in the imperative to transform business school research to serve society more directly to create a better world).

**2021** ‘Integration of immigrants into today’s increasingly heterogeneous societies: challenges and opportunities’ *ENGAGE EU Roundtable Discussion*, Vienna University of Economics and Business, 26 April

**2020** ‘Implications of Global Migration for International Business and Management Scholarship’ *The International Organizations Network (ION)*, Aberdeen, Scotland, 13-16 February

**2019** ‘Academy of Management Review (AMR) Hackathon’ Invited by former AMR Editor-in-Chief Jay Barney to help authors revising and improving successive versions of their theory papers, *IESE Business School*, Barcelona, 22-23 February

**2019** ‘Implications of Global Migration for Governance Choices of Multinational Enterprises’ *Donau Universität Krems*, Krems, 26 August

**2019** ‘Migrant Entrepreneurship and International Business’ *Copenhagen Business School*, Copenhagen, 25 June

**2019** ‘Acculturation of Highly Skilled Migrants at the Workplace: The Importance of Emotion-focused Coping Strategies’ *Vrije University Amsterdam*, Amsterdam, 24 April

**2019** ‘Skilled Migrants in Austria: Needed but Unwelcome?’ *Vienna University of Economics and Business*, Vienna, 10 April

**2019** ‘Migration: Blessing or Burden’ John H Dunning Centre – 7<sup>th</sup> International Business Conference (Please note that participants are selected in a deliberate attempt to bring the best established scholars, and the most promising up-and-coming young researchers, in this field, to evaluate future directions), *University of Reading*, Reading, 7 April

**2018** ‘Migrants as Multiculturals: a Skilled Migrants Perspective’ *Academy of International Business*, Minneapolis, 26 June

**2018** ‘Integrating Skilled Migrants and Immigrants into New Workplaces: Challenges and Support Mechanism’ *Academy of Management*, Chicago, 11 August

**2018** ‘An Integrative Review of Research on Different Types of Global Workers: Areas of Overlap, Opportunities for Cross-fertilization, and Avenues for Future Research on Skilled Migrants’ *Academy of Management*, Chicago, 11 August, Showcase Symposium sponsored by the IM, GDO and HR division

**2018** ‘Management Über Bord im Unternehmen der Zukunft’ *Vienna University of Economics and Business*, Vienna, 29 May

**2017** ‘Know How – Boost the Effectiveness of Diverse Teams. Knowledge Management in Multicultural Teams’ *SIETAR Austria*, Vienna, 10 May

**2016** ‘Experiences with Publishing in the Academy of Management Journal: Knowledge Exchange Processes in Multicultural Teams: Linking Organizational Diversity Climates to Teams' Effectiveness’ *ESCP Business School*, London, 22 January

**2014** ‘Climate for Inclusion, Knowledge Exchange Processes and Cognitive Integration/Differentiation in Multicultural Teams’ *Vienna University of Economics and Business*, Vienna, 02 April

**2008** ‘Multinational Teams: What do we know and where do we go from here?’ *Edinburgh University Business School*, Edinburgh, 24 April

## **Teaching Qualifications & Experience**

### **Teaching Qualifications:**

1. Postgraduate Certificate in Teaching and Learning in Higher Education in the UK (September, 2008 - July, 2011, Brunel University London)
2. Trainee program (September, 2004 - September, 2005, Vienna University of Economics and Business)

### **Teaching Experience:**

#### ***Workshops targeted to top- and middle-level management (British Airways):***

Topic: Strategic Change Implementation

Participants: Head of Talent, Leadership & Learning Academy, Head of Product & Service, Head of Customer Learning Academy, Head of Flight Technical and Training, Head of Ground Ops Quality & Training, General Manager Engineering, Corporate & Innovations Learning Manager, Head of Operational Safety, Learning and Development Manager, Learning Academy Governance & Account Manager, Engineering Training Manager, Team Manager - Corporate & Innovations, Team Manager - Training Delivery, SEP/AVMED Manager, Learning and Talent Development Manager EURAPA, Planning and Scheduling Manager, Learning Innovations Consultant, Learning and Development Consultant

#### ***University-level courses at the undergraduate, MSc and MBA level:***

1. People Management
2. Strategic Change Implementation and Leadership
3. International Business Strategy
4. Cross-cultural and Comparative Management
5. Business Project and Professional Development
6. Diversify and Sustainability
7. Responsible Migrant Workforce Management
8. International and Comparative Human Resource Management
9. Management of Culturally Diverse Teams
10. Entrepreneurship
11. Understanding Business and Management Research Methods

12. Writing an MSc Dissertation
13. International Business Environment
14. International Business in Emerging Markets