

# Marjaana Gunkel (born Rehu)

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Born: September 28<sup>th</sup>, 1977 in Lohja, Finland  
Marital Status: Married, 2 children  
Nationality: Finnish and German

## Education

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- Ph.D. Management (Concentration in International Human Resource Management). Otto-von-Guericke University Magdeburg, Germany. Conferred November 30, 2005. Dissertation entitled: "Country-Compatible Incentive Design - A Comparison of Employees' Performance Reward Preferences in Germany and the USA". Supervisors: Birgitta Wolff, Edward J. Lusk, and Arnold Picot.
- M.A. Management (Concentrations in International Management and Controlling). Otto-von-Guericke University Magdeburg, Germany. Conferred March 31, 2001. Thesis entitled: "Designing an Employee Incentive Plan – The Example of Perlos INC".
- B.A. Major in Management. Otto-von-Guericke University Magdeburg, Germany. Conferred March 14, 2001.

## Professional Experience

- 04/2015 – Professor of Organization and Human Resource Management, Free University of Bozen-Bolzano, Italy.
- 06/12 –03/2015 Professor of Organization and Management (W3), Innovations Incubator, Leuphana University of Lüneburg, Germany.
- 01/10 – 05/12 Deputy Professor of International Management, Faculty of Economics and Management, Otto-von-Guericke University Magdeburg, Germany.

- 12/07 – 05/12 Assistant Professor of International Human Resource Management, Faculty of Economics and Management, Otto-von-Guericke University Magdeburg, Germany.
- 04/01 – 11/07 Postgraduate Associate, Faculty of Economics and Management, Otto-von-Guericke University Magdeburg, Germany.

## Research Stays Abroad

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Visiting scholar at McGill University, Montreal, Canada (Alfred Jaeger). February – March, 2009.

Visiting scholar at UC Berkeley, U.S.A. (Oliver E. Williamson). August – December, 2003.

## Research

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### Publications

#### Monographs

- Gunkel, M. (2006): Country-Compatible Incentive Design – A Comparison of Employees' Performance Reward Preferences in Germany and the USA, Deutscher Universitäts-Verlag, Wiesbaden.

#### Articles in refereed scientific journals

- Metz, A./Gunkel, M.: China speaks out (2018): Why and how Chinese employees use their voice toward German managers, in: Thunderbird International Business Review. DOI: 10.1002/tie.21880.
- Gunkel, M./Schlaegel, C./Taras, V. (2016): Cultural Values, Emotional Intelligence, and Conflict Handling Styles: A Global Study, in: Journal of World Business, 51, Issue 4, 568-585.
- Richter, N. F./Hauff, S./Schlaegel, C./Gudergan, S./Ringle, C. M./Gunkel, M. (2016): Using Cultural Archetypes in Cross-Cultural Studies, in: Journal of International Management, 22, Issue 1, 63-83.
- Schütz, J./Seifert, A./Gunkel, M. (2016): Universitäre Bildung und Hochschule im Wandel – das Beispiel Leuphana Universität Lüneburg, in: Das Hochschulwesen, 64, Issue, 1+2, 48-53.
- Gunkel, M./Schlaegel, C./Rossteutscher, T./Wolff, B. (2015): The Human Aspect of Cross-Border Acquisition Outcomes: The Role of Management Practices, Employee Emotions, and National Culture, in: International Business Review, 24, 394-408.
- Remhof, S./Gunkel, M./Schlaegel, C. (2014): Goodbye Germany! The influence of personality and cognitive factors on the intention to work

abroad, in: *International Journal of Human Resource Management*, 25, No. 16, 2319-2343.

- Rosen, C./Gunkel, M./Schlaegel, C. (2014): Determinants and Outcomes of Dual Distribution: An International Study, in: *Management Research Review*, 37, No. 10, 944-968.
- Gunkel, M./Schlaegel, C./Engle, R. (2014): Culture's Influence on Emotional Intelligence: An Empirical Study of Nine Countries, in: *Journal of International Management*, 20, No. 2, 256–274.
- Remhof, S./Gunkel, M./Schlaegel, C.(2013): Working in the "Global Village": The influence of cultural intelligence on the intention to work abroad, in: *Zeitschrift für Personalforschung (ZfP)*,27, No. 3, 224-250.
- Metz, A. /Gunkel, M. (2013): China schweigt - Unter welchen Bedingungen sprechen chinesische Mitarbeiter? in: *PERSONALquarterly*, 65, No. 4, 14-19.
- Gunkel, M./Schlaegel, C./Langella, I. M./Peluchette, J.V./Reshetnyak, E. (2013): The Influence of National Culture on Business Students Career Attitudes – An analysis of Eight Countries, in: *Zeitschrift für Personalforschung (ZfP)*, 27, No. 1, 47-68.
- Huenecke, P./Gunkel, M. (2012): The influence of after-sales service determinants on brand loyalty within the premium automotive industry – An empirical comparison of three countries, in: *Service Science*, 4, No. 4, 365–381.
- Gunkel, M./Lusk, E. J. (2011): Job Satisfaction, Management Style, and Occupational Stress among Managerial Employees, in: *International Journal of Management and Business*, 2, No. 2, 10-28.
- Gunkel, M./Schlaegel, C./Peluchette, J. V./Langella, I. M. (2010): Personality and Career Decisiveness: An International Empirical Comparison of Business Students Career Planning, in: *Personnel Review*, 39, No. 4, 503-524.
- Gunkel, M./Schlaegel, C. (2010): The Influence of Personality on Students' Career Decisiveness – A Comparison between Chinese and German Economics and Management Student, in: *Management Revue*, 21, No. 3, 229-243.
- Gunkel, M./Lusk, E. J./Wolff, B. (2009): Country-Compatible Incentive Design, in: *Schmalenbach Business Review (sbr)*, Vol. 61, No. 7, 290-309.
- Gunkel, M./Lusk, E. J./Wolff, B./Li, F. (2007): Gender-Specific Effects at Work: An Empirical Study of Four Countries, in: *Gender, Work and Organization*, Vol. 14, No. 1, 56-79.
- Rehu (Gunkel), M./Lusk, E. J./Wolff, B. (2006): Sustainable Human Resource Management in China: An Empirical Study of a German Multinational Corporation, in: *World Review of Entrepreneurship, Management and Sustainable Development*, Vol. 2, Issue 1/2, 57-72.
- Rehu (Gunkel), M./Lusk, E. J./Wolff, B. (2005): Incentive Preferences of Employees in Germany and the United States. An Empirical Investigation, in: *Management Revue*, Vol. 16, Issue 1, 81-98.

## Book Chapter and refereed conference publications

- Karl, K./Butler, F./Peluchette, J. V. E./Gunkel M (2018): Are Helicopter Parents Creating a Generation of WUSI Employees? In: Gerdardt, M.W./Peluchette, J. V. E. (Eds.): Millennials: Trends, Characteristics and Perspectives, New York: Nova Science Publishers, 177-229.
- Strunz, C./Adomßent, M./Seifert, A./Schütz, J./Gunkel, M. (2016): Wahl:Freiheit? Die KOMFOR-Studie zum studentischen Wahlverhalten in überfachlichen Studienprogrammen - statische Analysen und Auswertung von Interviews. In: Beck, K., Bothe, T., Glaser, T., Heuer, C., Schütz, J., & Seifert, A. (Eds.): Bildung und Hochschule. Impulse für Studium und Lehre am Beispiel des Leuphana College, Waxmann, 255-265.
- Gunkel, M., Schlaegel, C., and Engle, R L. (2015): Culture and a Cascading Model of Emotional Intelligence: An Exploratory Analysis. In: R. van Tulder and A. Verbeke (Eds.): Progress in International Business Research, Vol. 9, Emerald, 231-259.
- Seifert, A./Strunz, C./Gunkel, M./Schütz, J. (2014): What we mean when we talk about freedom – The KOMFOR study: an analysis of students' choices of courses in interdisciplinary parts of the curriculum, Conference Proceedings of the 7th International Technology, Education and Development Conference, 780–787.
- Gunkel, M. (2013). Incentive Design. In: Teece, D & Augier, M. (Eds): Palgrave Encyclopedia of Strategic Management, Palgrave: London. doi: 10.1057/9781137294678.0285.
- Gunkel, M./Schlaegel, C./Engle, R.(2013): Culture's Influence on Emotional Intelligence: An Exploratory Study, in: Academy of Management Proceedings, doi: 10.5465/AMBPP.2013.79.
- Koenig, M., Schlaegel, C./Gunkel, M. (2013): Entrepreneurial Traits and Strategy in the Performance of Owner-manager Led Firms: A Meta-analysis, in: Academy of Management Proceedings, 10.5465/AMBPP.2013.110.
- Gunkel, M./Schütz, J./Seifert, A./Scharlau, I./ Beck, K./Heuer, C. (2013): A New Model of Higher Education in the European Context - The Leuphana Experience, Conference Proceedings of the 7th International Technology, Education and Development Conference International Association of Technology, Education and Development (IATED), 2510-2517.
- Gunkel, M. (2011): Cultural Diversity: Aktueller Erkenntnisstand und Bedeutung für das strategische Personalmanagement, in: Stock-Homburg, R./Wolff, B. (Eds.): Handbuch Strategisches Personalmanagement, Gabler: Wiesbaden, 377-399.
- Roßteutscher, T./Gunkel, M./Schlägel, C./Wolff, B. (2010): Der Einfluss von Kultur und individuellen Charakteristika auf das Widerstandsverhalten von Mitarbeitern bei Internationalen Akquisitionen: Eine empirisch Studie, in: Schmid, S. (Ed.): Internationale Unternehmungen und das Management ausländischer Tochtergesellschaften, Gabler: Wiesbaden, 177-207.

- Gunkel, M./Schlaegel, C./Langella, I. M./ Peluchette, J. V. (2009): The Influence of Personality on Career Decisiveness of Business Students: An Empirical Comparison between Chinese, German, and U.S. Students, in: Scroggins, W./Gomez, C./Benson, P. G./Oliver, R. L./Turner, M. J. (Eds.) Celebrating the Tapestry: Diversity in the Modern Global Organization. Proceedings of the 10th Human Resource Management Conference, Santa Fe, NM, USA, June 21-24. ISBN: 978-1-61584-212-4.
- Wolff, B./Gunkel, M./Wenzke, S. (2008): Effects of Institutional Frameworks on Investments in Human Capital: A Comparison of Policies in Japan, Germany and the USA, in: Conrad, H./Heindorf, V./Waldenberger, F. (Eds): Human Resource Management in the Aging Society - Perspectives from Japan and Germany, Palgrave Macmillan: Houndmills, Basingstoke, and Hampshire, 43-60
- Wolff, B./Gunkel, M./Wenzke, S. (2008): Incentives for Lifelong Learning? German Institutions in Comparison, in: Gischer, H./Reichling, P./Spengler, T./Wenig, A. (Eds.): Transformation in der Ökonomie – Festschrift für Gerhard Schwödiauer zum 65. Geburtstag, Gabler Edition Wissenschaft: Wiesbaden, 91-111.
- Gunkel, M./Lusk, E. J./Wolff, B. (2008): The Influence of Institutional Frameworks and Corporate Culture on Employees' Work Related Goals, Proceedings of the International Academy of Management and Business (IAMB), San Diego, CA, USA, March 28-30, 2008.
- Wolff, B./Lusk, E. J./Rehu (Gunkel), M./Li, F. (2006): Geschlechtsspezifische Wirkung von Anreizsystemen?, in: Bendl, R. (Ed.): Betriebswirtschaftslehre und Geschlechterforschung – Verortung geschlechtskonstituierender (Re)Produktionsprozesse zur Standortbestimmung in Betriebswirtschaftslehre, Peter Lang: Frankfurt etc., 181-209.
- Wolff, B./Lusk, E. J./Rehu (Gunkel), M. (2005): Internationalisierung und Mitarbeitervergütung – Oder: Wie motiviert man Mitarbeiter an unterschiedlichen Standorten?, in: Brandt, W./Picot, A. (Eds.): Unternehmenserfolg in internationalen Wettbewerb – Strategie, Steuerung und Struktur, Schäffer-Poeschel: Stuttgart, 245-273.
- Rehu (Gunkel), M./Lusk, E. J./Wolff, B. (2005): A Performance Motivator in one Country, A Non-Motivator in Another? An Empirical Study, in: K. M. Weaver (Ed.): Proceedings of the Sixty-Fifth Annual Meeting of the Academy of Management (CD), (ISSN 1543-8643).
- Rehu (Gunkel), M./Lusk, E. J./Wolff, B. (2005): An Empirical Comparison of Human Resource Management Practices in China and Germany, in: Proceedings of the 5th International Conference, Miskolc-Lillafüred, Vol. 2, 204-210.
- Rehu (Gunkel), M./Lusk, E. J./Wolff, B. (2004): Do Transplanted Employee Incentive Plans Work? An Empirical Analysis of the Incentive Preferences of Chinese, German, Japanese and US Employees; in: DonNTU Economics Series of Working Papers (ISSN 1680-0044), 62-69.