

Marjaana Gunkel (born Rehu)

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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. |

Academic Qualifications

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| Venia Legendi | Otto-von-Guericke University Magdeburg, Germany in 2011 after a positive evaluation of a Junior Professorship. |
| Habilitation as Full Professor | Italian National Scientific Habilitation as Full Professor in Organization and Human Resource Management "13/B3 –SECS-P/10 Organizzazione aziendale" Italy in 2017. |

Professional Experience

- 10/21 – Dean, Faculty of Economics and Management, Free University of Bozen-Bolzano, Italy.
- 04/15 – Professor of Organization and Human Resource Management, Free University of Bozen-Bolzano, Italy.
- 04/08 – 06/15 Lecturer teaching MBA and undergraduate courses in German and English, Otto-von-Guericke Business School Magdeburg (formerly known as Business School Magdeburg), Germany.
- 06/12 – 03/15 Professor of Organization and Management (W3), Innovations Incubator, Leuphana University of Lüneburg, Germany.
- 01/10 – 05/12 Interim Professor of International Management, Faculty of Economics and Management, Otto-von-Guericke University Magdeburg, Germany.
- 12/07 – 05/12 Junior Professor of International Human Resource Management, Faculty of Economics and Management, Otto-von-Guericke University Magdeburg, Germany.
(Maternity leave of 9 months in 2010)
- 04/01 – 11/07 Postgraduate Associate, Faculty of Economics and Management, Otto-von-Guericke University Magdeburg, Germany.
(Maternity leave of 18 months during years 2006-2007)

Research Stays Abroad

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.

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.

- Huynh, M. T., Veglio, V., & Gunkel, M. (2025). Conceptualizing the data-driven mindset: An application of the mindset theory of action phases. *Technovation*, 146, 103293.
- Huynh, M. T., Gunkel, M., & Veglio, V. (2025). Nurturing a Data-Driven Mindset for Data-Driven Transformation: A Conceptualization and Research Framework. *Strategic Change*.
- Davaei, M., Gunkel, M., & Taras, V. (2025). Team climate and performance in global virtual teams: exploring the effects of cultural intelligence and emotional intelligence on team climate satisfaction. *European Journal of International Management*, 26(3-4), 565-594.
- Taras, V., Stahl, G. K., Gunkel, M., & Kraemer, J. (2024). Research on temporal diversity in GVTs: limitations and a new research agenda. *Journal of International Business Studies*, 1-9.
- Blay, T., Froese, F. J., Taras, V., & Gunkel, M. (2024). Convergence of collaborative behavior in virtual teams: The role of external crises and implications for performance. *Journal of Applied Psychology*, 109(4), 469-489.
- Davaei, M., Gunkel, M., Veglio, V., & Taras, V. (2022). The influence of cultural intelligence and emotional intelligence on conflict occurrence and performance in global virtual teams. *Journal of International Management*, 28(4).
- Schlaegel, C., Gunkel, M., & Taras, V. (2023). COVID-19 and individual performance in global virtual teams: The role of self-regulation and individual cultural value orientations. *Journal of Organizational Behavior*, 44(1), 102-131.
- Alon, I., Lankut, E., Gunkel, M., Munim, Z. H., Taras, V., & Richter, N. F. (2023). Predicting leadership emergence in global virtual teams. *Entrepreneurial Business and Economics Review*, 11(3), 7-23.
- Gilli, K., Veglio, V., Gunkel, M., & Taras, V. (2022). In search of the Holy Grail in global virtual teams: The mediating role of satisfaction on performance outcomes. *Journal of Business Research*, 146, 325-337.
- Jotabá, M. N., Fernandes, C. I., Gunkel, M., & Kraus, S. (2022). Innovation and human resource management: a systematic literature review. *European Journal of Innovation Management*, 25(6), 1-18.
- Taras, V., Gunkel, M., Assouad, A., Tavoletti, E., Kraemer, J., Jiménez, A., Svirina, A., Lei, W. S., & Shah, G. (2021). The predictive power of university pedigree on the graduate's performance in global virtual teams. *European Journal of International Management*, 16(4), 555-584.
- Veglio, V., Nippa, M., & Gunkel, M. (2020). Digital transformation and internationalization of SMEs: emerging challenges, opportunities and threats. *Piccola Impresa/Small Business*, 52(2), 135-161.
- Kraemer, J., Gunkel, M., & Chung, K. (2021). Moderating avoidance performance goal orientation withdrawal through individuated assessments and common affiliation. *Small Group Research*, 52(2), 135-161.

- Metz, A., & Gunkel, M. (2018). China speaks out: How and why Chinese employees use their voice toward German managers. *Thunderbird International Business Review*, 60(3), 365-385.
- Gunkel, M., Schlaegel, C., & Taras, V. (2016). Cultural values, emotional intelligence, and conflict handling styles: A global study. *Journal of World Business*, 51(4), 568-585.
- Richter, N. F., Hauff, S., Schlaegel, C., Gudergan, S., Ringle, C. M., & Gunkel, M. (2016). Using cultural archetypes in cross-cultural management studies. *Journal of International Management*, 22(1), 63-83.
- Schütz, J., Seifert, A., & Gunkel, M. (2016). Universitäre Bildung und Hochschule im Wandel—das Beispiel Leuphana Universität Lüneburg. *Das Hochschulwesen*, 64(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. *International Business Review*, 24(3), 394-408.
- Remhof, S., Gunkel, M., & Schlaegel, C. (2014). Goodbye Germany! The influence of personality and cognitive factors on the intention to work abroad. *The International Journal of Human Resource Management*, 25(16), 2319-2343.
- Rosen, C., Gunkel, M., & Schlaegel, C. (2014). Determinants and outcomes of dual distribution: an international study. *Management Research Review*, 37(11), 944-969.
- Gunkel, M., Schlägel, C., & Engle, R. L. (2014). Culture's influence on emotional intelligence: An empirical study of nine countries. *Journal of International Management*, 20(2), 256-274.
- Remhof, S., Gunkel, M., & Schlägel, C. (2013). Working in the "global village": The influence of cultural intelligence on the intention to work abroad. *German Journal of Human Resource Management*, 27(3), 224-250.
- Metz, A., & Gunkel, M. (2013). China schweigt: Unter welchen Bedingungen sprechen chinesische Mitarbeiter?. *Personal quarterly: Wissenschaftsjournal für die Personalpraxis*, (4), 14-19.
- Gunkel, M., Schlägel, 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. *German Journal of Human Resource Management*, 27(1), 47-68.
- Hünecke, 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. *Service Science*, 4(4), 365-381.
- Gunkel, M., & Lusk, E. (2011). Job Satisfaction, Management Style, and Occupational Stress among Managerial Employees. *International Journal of Management and Business*, 2(2), 10-28.
- Gunkel, M., Schlaegel, C., Langella, I. M., & Peluchette, J. V. (2010). Personality and career decisiveness: An international empirical comparison of business students' career planning. *Personnel Review*, 39(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 students. *Management revue*, 229-243.
- Gunkel, M., Lusk, E. J., & Wolff, B. (2009). Country-compatible incentive design. *Schmalenbach Business Review*, 61, 290-309.
- Gunkel, M., Lusk, E. J., Wolff, B., & Li, F. (2007). Gender-specific effects at work: an empirical study of four countries. *Gender, Work & Organization*, 14(1), 56-79.
- Rehu (Gunkel), M., Lusk, E. J., & Wolff, B. (2006). Sustainable human resource management in China: a study of a German multinational corporation. *World Review of Entrepreneurship, Management and Sustainable Development*, 2(1-2), 57-72.
- Rehu (Gunkel), M., Lusk, E., & Wolff, B. (2005). Incentive preferences of employees in Germany and the USA: An empirical investigation. *management revue*, 81-98.

Book Chapters

- Gunkel, M., Schlägel, C., & Taras, V. (2022). Research from psychology on intercultural mediation: Cultural values and emotional intelligence. In *The Routledge Handbook of Intercultural Mediation* (pp. 378-386). Routledge.
- Gunkel, M. (2018). Incentive Design. In *The Palgrave Encyclopedia of Strategic Management* (pp. 700-701). Palgrave Macmillan.
- Karl, K., Butlerq, F., Peluchette, J. V., & Gunkel, M. (2018). Are helicopter parents creating a generation of WUSI employees?. In *Millennials: Trends, Characteristics and Perspectives* (pp. 177-229). Nova Science Publishers.
- 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 *Bildung und Hochschule. Impulse für Studium und Lehre am Beispiel des Leuphana College* (pp. 255-265). Waxmann.
- Gunkel, M., Schlaegel, C., & Engle, R. L. (2014). Culture and a cascading model of emotional intelligence: An exploratory analysis. In *Multinational Enterprises, Markets and Institutional Diversity* (Vol. 9, pp. 229-257). Emerald Group Publishing Limited.
- Gunkel, M. (2013). Cultural Diversity: Aktueller Erkenntnisstand und Bedeutung für das strategische Personalmanagement. *Handbuch Strategisches Personalmanagement*, 425-444.
- Roßteutscher, T., Gunkel, M., Schlägel, C., & Wolff, B. (2011). Der Einfluss von Kultur und individuellen Charakteristika auf das Widerstandsverhalten von Mitarbeitern bei internationalen Akquisitionen: Eine empirische Studie. *Internationale Unternehmungen und das Management ausländischer Tochtergesellschaften*, 177-207.

- Wolff, B., Gunkel, M., & Wenzke, S. (2008). Effects of Institutions on Human Capital Investment: A Comparison of Policies in Japan, Germany and the USA. In *Human Resource Management in Ageing Societies: Perspectives from Japan and Germany* (pp. 43-60). London: Palgrave Macmillan UK.
- Wolff, B., Gunkel, M., & Wenzke, S. (2008). Incentives for Lifelong Learning? German Institutions in Comparison. *Transformation in der Ökonomie: Festschrift für Gerhard Schwödiauer zum 65. Geburtstag*, 91-111.
- Wolff, B., Lusk, E. J., Rehu (Gunkel), M., & Li, F. (2006). Geschlechtsspezifische Wirkung von Anreizsystemen? Ein empirischer Vergleich in vier Staaten. In *Betriebswirtschaftslehre und Frauen-und Geschlechterforschung-Teil 2: Empirische Ergebnisse zur Standortbestimmung* (pp. 181-209). Peter Lang.
- Wolff, B., Lusk, E., & Rehu (Gunkel), M. (2005). Internationalisierung und Mitarbeitervergütung–Oder: Wie motiviert man Mitarbeiter an unterschiedlichen Standorten. In *Unternehmenserfolg im internationalen Wettbewerb–Strategie, Steuerung und Struktur* (245-273). Schäffer-Poeschel.

A list of conference proceeding publications and newspaper/practitioner journal articles is available upon request.

Awards and Distinctions (past 10 years)

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| 2025 | Best Paper Award Academy of International Business US Southeast Annual Conference for a paper titled: Formal, Informal, or None? Examining Leadership Structure, Team Processes, and Team Outcomes in Global Virtual Teams (co-authored with H. Do, W. Farrell, and V. Taras). |
| 2023 | Journal of Applied Psychology Editor's Choice Award for the Publication:
Blay, T., Froese, F. J., Taras, V., & Gunkel, M. (2024). Convergence of Collaborative Behavior in Virtual Teams: The Role of External Crises and Implications for Performance. <i>Journal of Applied Psychology</i> , 109(4), 469-489. |
| 2021 | Journal of Global Mobility (JGM) Best Paper Award at the Expatriate Management Track (EMT) at the EURAM 2021 Conference for a paper titled: The influence of multiple intelligences on conflict occurrence and performance in global virtual teams (co-authored with M. Davaei and V. Veglio). |
| 2021 | Best Paper Award of the SIMktg - Società Italiana Marketing Conference for a paper titled: The influence of multiple intelligences on conflict occurrence and performance in global virtual teams (co-authored with M. Davaei and V. Veglio). |

- 2018 Paper Nominated for the Carolyn Dexter Award for Best International Paper, The Seventy-Eight Annual Meeting of the Academy of Management, 2018:
Gruner, J., Schlaegel, C., Gunkel, M. (2018). Industry-specific work experience and occupational interests: The moderating role of culture, In Academy of Management Annual Meeting Proceedings, Academy of Management, ISSN: 0065-0668
- 2017 Runner-up for the Journal of World Business Best Paper Award, 2017:
Gunkel, M., Schlaegel, C., Taras, V. (2016). Cultural Values, Emotional Intelligence, and Conflict Handling Styles: A Global Study. Journal of World Business, 51(5), 568-585, doi: 10.1016/j.jwb.2016.02.001

Editorships

Senior Associate Editor European Journal of International Management

Associate Editor German Journal of Human Resource Management