

LUIGI STIRPE

Universidad Carlos III de Madrid
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FORMACIÓN

2009	Doctorado en Dirección de Empresa (<i>summa cum laude</i>), Universidad Carlos III de Madrid.
2005	Master en Dirección de Recursos Humanos, Universidad Carlos III de Madrid.
2003	Laurea in Sociologia (<i>summa cum laude</i>), Sapienza Università di Roma.
2001	Bachelor of Arts (Hons) in Sociology with Social Policy (<i>upper second class</i>), University of Hertfordshire, Reino Unido.

PUESTOS

2017-actualidad	Profesor Titular, Departamento de Economía de la Empresa, Universidad Carlos III de Madrid.
2013- actualidad	Jefe de Estudios del Master's Program in Human Resource Management, Universidad Carlos III de Madrid.
2023- actualidad	Profesor Visitante de Dirección de Recursos Humanos, ESCP Business School, Madrid.
2016-2019	Profesor Visitante de Dirección de Recursos Humanos, ESAN Graduate School of Business, Lima.
2010-2016	Profesor Visitante de Dirección de Recursos Humanos, Sección de Organización de Empresas, Universidad Carlos III de Madrid.
2005-2010	Profesor ayudante, Sección de Organización de Empresas, Universidad Carlos III de Madrid.

ACTIVIDADES DE INVESTIGACIÓN

PREMIOS Best Paper Award of the Organizational Behaviour Strategic Interest Group, *European Academy of Management Annual Conference*, University of Strathclyde, Glasgow, UK, 21-24 June 2017 (Stirpe, L., Trullen, J., & Bonache, J., "Retaining older employees: do high-performance work systems and flexible work arrangements pay off?").

Best Paper Award at the *VIII International Workshop on Human Resource Management*, Universidad Pablo de Olavide of Seville, Spain, 12-13 May 2011 (Stirpe, L. "High-performance work systems, contingent labour and firm outcomes: Evidence from the United Kingdom").

ARTÍCULOS EN REVISTAS Stirpe, L. & Revilla, A. (2025). Elucidating the relationship between high-investment HR systems and workforce engagement: the role of employee education. *Economic and industrial Democracy*, 46(2), 568-595.

Stirpe, L. & Revilla, A. (2025). Engaging long-tenured employees via high-performance work systems: A matter of context. *Evidence-based HRM*, 13(2), 392-411.

- Stirpe, L. (2023). Flexible work arrangements in family firms: A socioemotional wealth perspective. *German Journal of Human Resource Management*, 37(4), 300-322. – Among the most downloaded articles in the Zontexto in the period March-October 2023.
- Stirpe, L., Profili, S., & Sammarra, A. (2022). Satisfaction with HR practices and employee performance: A moderated mediation Zontexto engagement and health. *European Management Journal*, 40(2), 295-305. – Among the most downloaded in the Journal in the period February-May 2022.
- Stirpe, L., Trullen, J., & Bonache, J. (2018). Retaining an ageing workforce: The effects of high-performance work systems and flexible work programmes. *Human Resource Management Journal*, 28(4), 585-604.
- Carozzo-Todaro, M. & Stirpe, L. (2017). Teams in small technology-based firms: the roles of diversity and Zontexto management. *Journal of Technology Management & Innovation*, 12(2), 11-17.
- Carozzo-Todaro, M. & Stirpe, L. (2017). El diseño de los equipos como moderador de la relación entre el trabajo en equipo y los resultados organizativos de pequeñas empresas de base tecnológica (Tr.: Team design as a moderator of the teamwork-organizational performance relationship in small technology-based firms). *Espacios*, 38(03), 24-38.
- Stirpe, L. & Zárraga-Oberty, C. (2017). Are high-performance work systems always a valuable retention tool? The roles of workforce feminization and flexible work arrangements. *European Management Journal*, 35(1), 128-136.
- Trullen, J., Stirpe, L., Bonache, J., & Valverde, M. (2016). The HR department's contribution to line managers' effective implementation of HR practices. *Human Resource Management Journal*, 26(4), 449-470.
- Stirpe, L., Bonache, J., & Trullén, J. (2015). The acceptance of newly introduced HR practices: Some evidence from Spain on the roles of management behavior and organizational climate. *International Journal of Manpower*, 36(3), 334-353.
- Stirpe, L., Bonache, J., & Revilla, A. (2014). Differentiating the workforce: the performance effects of using contingent labor in a Zontexto f high-performance work systems. *Journal of Business Research*, 67(7), 1334-1341.
- Stirpe, L., Trullén, J., & Bonache, J. (2013). Factors helping the HR function gain greater acceptance for its proposals and innovations: evidence from Spain. *The International Journal of Human Resource Management*, 24(20), 3794-3811.
- Stirpe, L. & Revilla, A. (2013). The effects of contingent employment on the outcomes of High-Performance Work Systems. *Universia Business Review*, 39(3), 14-31.
- Bonache, J. & Stirpe, L. (2011). La planificación de los recursos humanos en las multinacionales (Tr.: Human Resource planning in multinational companies). *Revista de Economía de ICE*, 859, 73-82.
- García, O. & Stirpe, L. (2011). El atractivo de España para la inversión extranjera directa según el Análisis Comparativo 2010 de ESADE (Tr.: The attractiveness of Spain for direct foreign investment according to the 2010 Comparative Analysis of ESADE). *Boletín Económico de ICE*, 3009, 11-21.
- Stirpe, L. & Zárraga, C. (2010). Are HR practices converging globally? *Universia Business Review*, 27(3), 88-103.

CAPÍTULOS DE LIBRO

Bonache, J., Zárraga-Oberty, C. & Stirpe, L. (2023). "The compensation of corporate expatriates". In B. S. Reiche, G.K. Stahl, M. I. Mendenhall, G. R. Oddou (Eds.), *Readings and Cases in International Human Resource Management* (7th Edition) (pp. 243-264). Routledge: New York. ISBN: 978-1032161518.

Trullen, J., Bonache, J., Stirpe, L. & Valverde, M. (2015). "Implementing HR practices effectively: Exploring the role of the HR department". In R. Valle-Cabrera & Á. López-Cabral (Eds.), *New Clues for Analysing the HRM Black Box* (pp. 37-64). Cambridge Scholars Publishing: Newcastle, UK. ISBN: 978-1-4438-7791-6.

Stirpe, L. (2014). "Plan de Organización y Recursos Humanos" (Tr.: Organization Plan and Human Resources). In A. Rodríguez-Márquez, M.J. Nieto, Z. Fernández, & A. Revilla-Torrejón (Eds.), *Manual de creación de empresas. De la oportunidad a la puesta en marcha* (Tr.: Handbook of Business Ventures. From opportunity to set-up) (pp. 319-354). Civitas (Thomson Reuters Aranzadi): Madrid. ISBN: 978-84-470-4839-7.

Bonache, J. & Stirpe, L. (2012). "Compensating global employees." In G.K. Stahl, I. Björkman & S. Morris (Eds.), *Handbook of Research in International Human Resource Management* (2nd Edition) (pp. 162-182). Edward Elgar Publishing: Cheltenham, UK. ISBN: 978-1-84980-918-4.

- Reprinted in B. S. Reiche, G. K. Stahl, M. I. Mendenhall & G. R. Oddou (Eds.) (2017), *Readings and Cases in International Human Resource Management* (6th Edition). Routledge: New York (pp. 218-235). ISBN: 978-1-138-95049-8.

Bonache, J. & Stirpe, L. (2012). "Hacia una visión estratégica de las asignaciones internacionales: Una revisión de la literatura y una propuesta de investigación" (Tr.: Towards a strategic view of international assignments: A review of the literature and a research proposal). In M. Muñoz-Ferrer, J. Labrador-Fernández, & A. Arizkuren-Eleta (Eds.), *Internacionalización y capital humano* (Tr.: Internationalization and human capital) (pp. 71-93). Reflexiones Comillas, Ciencias Sociales: Madrid. ISBN: 978-84-8468-387-2.

PARTICIPACIÓN EN CONGRESOS Y ACTAS DE CONGRESO

Stirpe, L., Zárraga-Oberty, C., Trullen, J. "Drivers and retention effects of high-potential employee development: insights from Spain." *The 17th Conference on International Human Resource Management*, American University in Dubai, Dubai, 30 October 2025.

Stirpe, L. "Unveiling the tensions inherent in high-performance work systems for employees: a (non-ordinary) job demands-resources perspective." *25th EURAM Annual Conference*, University of Florence, Italy, 22 June 2025.

Gallardo-Gallardo, E., Trullen, J., Zárraga-Oberty, C., Valverde, M., Fernández, V., & Stirpe, L. "Talent management in Spain: myth or reality?" *XVII Working Conference on Research, Transfer, and Innovation of the Human Resource Section of ACEDE*, Cádiz, 31 January 2025.

Gallardo-Gallardo, E., Trullen, J., Zárraga-Oberty, C., Valverde, M., Fernández, V., & Stirpe, L. "The phenomenon of talent management in Spain: an evidence-based overview." *13th EIASM Workshop on Talent Management*, Luxembourg, 1 October 2024.

Stirpe, L. & Revilla, A. "The challenge of keeping employees engaged: exploring the benefits of tenure-differentiated high-performance work systems." *12th Biennial International Conference of the Dutch HRM Network*, Twente University, Netherlands, 10 November 2022.

Stirpe, L. & Revilla, A. "Tenure-differentiated high-performance work systems and employee engagement: a European analysis." *5th Global Conference on International Human Resource Management*, St. John's University, New York, 21 May 2022.

Stirpe, L. & Revilla, A. "Engaging long-tenured employees: what investment in high-performance work systems is necessary?." *37th EIASM Workshop on Strategic Human Resource Management*, Minho, Portugal, 21-22 April 2022 (accepted).

Stirpe, L. Profili, S., & Sammarra, A. Examining employee response to HRM: The relationships among satisfaction with HR practices, health, engagement, and performance. *20th EURAM Annual Conference*, Trinity College, Dublin, Ireland, 4–6 December 2020 (accepted).

Stirpe, L. Profili, S., & Sammarra, A. Satisfaction with HR practices and employee contributions: exploring the performance effects of employees' response to HRM. Symposium on HRM, well-being and job performance: The role of employee orientations and behaviors, *80th Academy of Management Annual Meeting*, Vancouver, Canada, August 10 2020.

- *Academy of Management Proceedings* (Vol. 2020, No. 1, p. 17442).

Profili, S., Sammarra, A., & Stirpe L. (equal contribution). Human Resource Management and employee performance: Exploring the role of employees' response to HR practices in an Italian context. *11th Biennial International Conference of the Dutch HRM Network*, Tilburg University, Netherlands, 14 November 2019.

Stirpe, L., Trullen, J., & Bonache J. "The Effects of High-Performance Work Systems and Flexible Work Practices on the Retention of Ageing Workforces: Some British Evidence". *77th Annual Meeting of the Academy of Management*, Atlanta, USA, 5 August 2017.

- *Academy of Management Proceedings* (Vol. 2017, No. 1, p. 11308).

Stirpe, L., Trullen, J., & Bonache J. "Retaining Older Employees: Do High-Performance Work Systems and Flexible Work Arrangements Pay Off?". *17th EURAM Annual Conference*, University of Strathclyde, Glasgow, United Kingdom, 22 June 2017.

Stirpe, L., Trullen, J., & Bonache J. "Are high-performance work systems and flexible work arrangements effective initiatives for retaining an ageing workforce? Findings from the UK?" *Workshop on Research Advances in Organizational Behavior & HRM, 2017*, Université Paris Dauphine, 23 May 2017.

Carozzo-Todaro, M. & Stirpe, L. "La diversidad y la gestión del conflicto en equipos de trabajo y su impacto sobre los resultados organizativos de pequeñas empresas de base tecnológica" (Tr.: The effects of team diversity and team conflict management on small technology-based firms' performance). *IX Encontro de Estudos Organizacionais da ANPAD – EnEO*, Belo Horizonte, Brasil, 15-17 May 2016.

Stirpe, L. & Escribá-Carda, N. "The effect of workforce composition on the retention outcomes of high-performance work systems: the role of vulnerable employee groups". *31 EIASM Workshop on Strategic HRM*, IE University, Spain, April 2015. (Accepted)

Stirpe, L. & Zárraga, C. "High-performance work systems and employee retention: does workforce gender composition matter?". *15th EURAM Annual Conference*, Warsaw, 17 June 2015. Proceedings ISBN: 978-8386437-60-0.

Stirpe, L. & Zárraga, C. "The effect of workforce composition on the retention outcomes of high-performance work systems: the role of gender". *30th EIASM Workshop on Strategic HRM*, Brussels, 10 April 2015. Proceedings ISSN: 2295-1644.

Stirpe, L., Zárraga, C., & Benito R. "Women under high-performance work systems: which is the outcome for firms?". *IX International Workshop on Human Resource Management*, Universidad Pablo de Olavide of Seville, Spain, 31 October 2014.

Trullen, J., Bonache, J., Stirpe, L., & Valverde, M. "Implementing HR practices effectively: exploring the role of the HR department". *IX International Workshop on Human Resource Management*, Universidad Pablo de Olavide of Seville, Spain, 30 October 2014.

Trullén, J. & Stirpe, L. "The contribution of the HR department to the effective implementation of HR practices: a comparative case study." Symposium on HR Implementation, *74th Academy of Management Annual Meeting*, Philadelphia, USA, 5 August 2014.

Trullén, J., Bonache, J., & Stirpe, L. "The importance of contextual factors in the acceptance of HR innovations: Some evidence from Spain." *11th World Congress of the International Federation of Scholarly Associations of Management*, Limerick, Ireland, 29 June 2012. Proceedings ISBN: 978-1-907300-04-2.

Trullén, J., Bonache, J., & Stirpe, L. "Institutional determinants of the acceptance of HR innovations by employees." *27th EIASM Workshop on Strategic Human Resource Management*, Brussels, 13 April 2012.

Stirpe, L. & Revilla, A. "Organizational innovation as a mediator of the relationship between High-Performance Work Systems and Quality." *27th EIASM Workshop on Strategic Human Resource Management*, Brussels, 13 April 2012.

Stirpe, L. "High-performance work systems, innovation intensity and quality: a test of a mediating model." *XXI ACEDE National Congress*, University of Barcelona, Spain, 6 September 2011. Proceedings ISBN: 978-84-615-3531-6.

Stirpe, L. "High-performance work systems, contingent labour and firm outcomes: evidence from the United Kingdom." *VIII International Workshop on Human Resource Management*, Universidad Pablo de Olavide of Seville, Spain, 12-13 May 2011.

Stirpe, L., Bonache, J., & Zárraga, C. "Sistemas de trabajo de alto desempeño, absentismo y rentabilidad: Un análisis comparativo entre cuatro países" (Tr.: High-performance work systems, absenteeism and profitability: A four-country comparative analysis). *XXI Jornadas Hispano-Lusas de Gestión Científica*, Córdoba University, Spain, 4 February 2011. Proceedings ISBN: 978-84-693-9621-6.

Stirpe, L., Bonache, J., & Zárraga, C. "Are human resource management principles internationally valid? A multi-country comparative analysis of the effects of high-performance work systems on firm outcomes." *International Conference of Education, Research and Innovation*, Madrid, 17 November 2010. Proceedings ISBN: 978-84-614-2439-9.

Stirpe, L. & Zárraga, C. "Análisis de la tendencia internacional en dirección de personas: ¿Convergencia o divergencia?" (Tr.: An analysis of the international trend in people management: Convergence or divergence?). *XX ACEDE National Congress*, Granada University, Spain, 14 September 2010.

Stirpe, L., Zárraga, C., & Rigby, M. "High-performance work systems and company performance in small firms." *London South Bank University Collaborative Partners Conference*, Faculty of Business, Computing and Information Management, London South Bank University, 2 February 2009.

Stirpe, L., Zárraga, C., & Rigby, M. "Sistemas de alto compromiso y resultados empresariales en pequeñas empresas: Un análisis empírico" (Tr.: High-commitment systems and firm outcomes in the small business sector: An empirical analysis). *XVIII ACEDE National Congress*, León University, Spain, 15 September 2008.

Bonache J. & Stirpe, L. "Toward a knowledge-based view of international assignments: A proposal based on a review of 25 top management journals." *Symposium on knowledge and learning aspects of international human resource management, 67th Academy of Management Annual Meeting*, Wharton School, Philadelphia, USA, 7 August 2007.

SEMINARIOS DE INVESTIGACIÓN INVITADOS

"Research on people management: the HR causal chain", *PhD Program in Administrative Sciences*, Universidad Nacional Mayor de San Marcos, Peru, 19 June 2022.

"Research in Human Resource Management", *Master in Human Resource Management and Organization*, ESAN Graduate School of Business, Peru, 14–17 March, 2019 (15 hours).

"Effective implementation of HR strategies: barriers and enablers", ESAN Graduate School of Business, Peru, 7 September 2018.

"Research in Human Resource Management", Master in Human Resource Management and Organization, ESAN Graduate School of Business, Peru, 7–9 September, 2018 (15 hours).

"The HR department's contribution to line managers' effective implementation of HR practices", ESAN Graduate School of Business, Peru, 17 October 2017.

"Research in Human Resource Management", Master in Human Resource Management and Organization, ESAN Graduate School of Business, Peru, 13–22 October, 2017 (30 hours).

"The HR department's contribution to line managers' effective implementation of HR practices", Work & Organisational Psychology Research Group, Aston Business School, 23 February, 2017.

"Human Resource Management and Performance", PhD Program in Business Administration, ESAN Graduate School of Business, Peru, 11–15 May, 2016 (30 hours).

"Managerial strategies for promoting employee acceptance of HR practices", PhD Program in Management, Universidad Carlos III de Madrid, 11 April, 2014.

"Enablers of employee acceptance of HR initiatives: Evidence from Spanish firms", London South Bank University, 21 March, 2014.

"A contextual analysis of employee acceptance of HR practices", School of Economics and Business Studies at the Complutense University of Madrid, 30 October, 2013.

"The acceptance of HR practices". PhD Program in Management, Universidad Carlos III de Madrid, 17 April 2013.

"Best people management practices and firm performance: Does the national context matter?" Cranfield School of Management, United Kingdom, 24 February, 2009.

PROYECTOS DE INVESTIGACIÓN

Online communities and audience reactions to socially disapproved organization actions

Funding entity: Ministry of Economy and Competitiveness (Spain)

Duration: From December 2023 to December 2027

Grant: €153,549

Role: Researcher

Number of participant researchers: 8

Talent management in large Spanish firms: Integrating industry and organizational variables

Funding entity: Ministry of Economy and Competitiveness (Spain)

Duration: From September 2023 to September 2027

Grant: €84,000

Role: Researcher

Number of participant researchers: 6

Innovaciones de RRHH para la gestión de distintos perfiles demográficos en las multinacionales españolas: Un análisis en profundidad en torno a la variable "edad" (Tr.: HR innovations for managing different demographic profiles within Spanish MNCs: An in-depth analysis of the variable "age").

Funding entity: Ministry of Economy and Competitiveness (Spain)

Duration: From January 2016 to December 2019

Grant: €30,492

Role: Researcher

Number of participant researchers: 8

Nuevas formas de financiación de la innovación (Tr.: New ways of financing innovation).

Funding entity: Autonomous Community of Madrid (Spain)
Duration: From January 2016 to December 2019
Grant: €13,512.50
Role: Researcher
Number of participant researchers: 28

Determinantes de la aceptación de las innovaciones de recursos humanos internacionales en las multinacionales (Tr.: Determinants of the acceptance of international human resource management innovations within multinational companies).
Funding entity: Ministry of Science and Innovation (Spain)
Duration: From January 2012 to December 2016
Grant: € 14,625
Role: Researcher
Number of participant researchers: 5

Propiedad, control y dirección familiares: Efectos sobre el comportamiento estratégico de la empresa familiar (Tr.: Ownership, control and family management: Effects on the strategic behaviour of family firms).
Funding entity: Ministry of Science and Innovation (Spain)
Duration: From January 2009 to December 2012
Grant: €101,000
Role: Researcher
Number of participant researchers: 14

Estudio sobre actuaciones de promoción, atracción y retención de inversiones procedentes de países prioritarios para la ciudad de Madrid: EEUU y Asia Emergente (China e India) [Tr.: Study on the promotion, attraction and retention actions of investments from priority countries to the city of Madrid: USA and emerging Asian countries (China and India)]
Funding entity: Madrid City Council
Type of contract: Article 83
Participant entities: Universidad Carlos III de Madrid and Madrid City Council
Duration: From July 2008 to January 2009
Grant: €51,724
Role: Researcher
Number of participant researchers: 6

ACTIVIDADES DE
CONSULTORÍA E
INFORMES
TÉCNICOS

Análisis de los resultados de la modalidad de trabajo “fully remote” en la empresa Telefónica S. A. (Tr.: Analysis of the results of the “fully remote” work modality at Telefónica S. A.)
Funding entity: Telefónica, S. A.
Length: From March 2022 to September 2022
Role: Main consultant researcher

Análisis de la Jornada Flexible Bonificada en la empresa Telefónica S. A. (Tr.: Analysis of the Subsidized Flexible Working Day at Telefónica S. A.)
Funding entity: Telefónica, S. A.
Length: From November 2021 to March 2022
Role: Main consultant researcher

InnovaRH - Cómo gestionar el talento para la innovación: La organización ambidextra (Tr.: How to manage talent for Innovation: The ambidextrous organization) (available at: <http://www.esade.edu/itemsweb/content/produccion/4021700.pdf>)
Funding entity: ESADE Business School
Length: From May 2011 to March 2012
Role: Consultant researcher

Comparative analysis of the attractiveness of Spain for Direct Foreign Investment, 2010 (available at: <http://www.investinspain.org/icex/cma/contentTypes/common/records/mostradorDocumento/?doc=4436434>)
Funding entity: Invest in Spain, Ministry of Industry (Spain)

Duration: From January 2010 to November 2010
 Project carried out in collaboration with ESADE Business School
 Role: Consultant researcher

ARTÍCULOS EN PRENSA	<p>“Recursos humanos realmente humanos”, <i>El País</i>, 23rd June 2019 https://elpais.com/elpais/2019/06/20/actualidad/1561031011_519519.html</p> <p>Stirpe, L., “¿Cómo convertir tu área de RRHH en una dirección estratégica?” (Tr.: How to convert the HR Department into a strategic unit), <i>Conexión ESAN</i>, November 10th 2017 https://www.esan.edu.pe/conexion/actualidad/2017/11/10/como-convertir-tu-area-de-rrhh-en-una-direccion-estrategica/</p> <p>Stirpe, L., “Teletrabajo: ¿Qué se debe tomar en cuenta para su ejecución?” (Tr.: Teleworking: What does it take to be effectively implemented?), <i>Conexión ESAN</i>, November 6th 2017 https://www.esan.edu.pe/conexion/actualidad/2017/11/06/teletrabajo-que-se-debe-tomar-en-cuenta-para-su-ejecucion/</p>
ORGANIZACIÓN DE CONFERENCIAS	Secretary of the 15 th <i>International Human Resource Management Conference</i> , Universidad Carlos III de Madrid, 13-15 June 2018.
ESTANCIAS DE INVESTIGACIÓN/ DOCENCIA	<p>Erasmus+ stay at Aston Business School, United Kingdom (20-25/02/2017)</p> <p>Visiting research student at Cranfield School of Management, United Kingdom (12/2008-04/2009)</p>
ACTIVIDADES EDITORIALES Y DE REVISIÓN POR PARES	<p>Member of the Editorial Review Board of <i>Personnel Review</i> (since 2023).</p> <p>Anonymous reviewer for the following journals: <i>BRQ Business Research Quarterly</i>; <i>Employee Relations</i>; <i>Evidence-based HRM</i>; <i>Human Relations</i>; <i>Human Resource Management Journal</i>; <i>Journal of Business Research</i>; <i>Review of Managerial Science</i>; <i>Personnel Review</i>; <i>The International Journal of Human Resource Management</i>; <i>The Review of Business Management</i>; <i>Universia Business Review</i>. <i>Ad hoc</i> reviewer for the <i>Special Issue on New Analyses of Expatriation</i>, <i>The International Journal of Human Resource Management</i>, 25(14), 2014. Anonymous reviewer for: EURAM 2017; XXI ACEDE National Congress, 2011; XX ACEDE National Congress, 2010.</p>
PARTICIPACIÓN EN TRIBUNALES DE DOCTORADO	<p>2026. “Exploring the influence of mindfulness, proactive personality and workplace dynamics on employee creative performance.” PhD Candidate: Sofia Safdar, <i>Minhaj University Lahore</i>, (Pakistan).</p> <p>2025. “High-Performance Work Systems and Innovative Work Behavior: A Moderated Mediation Model of Perceived Organizational Support and Employee’s Creativity.” DBA Candidate: Al Horani Thamer, <i>Grenoble School of Management</i> (France).</p> <p>2025. “Sustainable Project and Process Management in the Construction Industry: Unveiling Moderated Pathways to Project Success through Risk Management and Technological Innovation.” PhD Candidate: Muhammad Asad Akram Bhatti, <i>Minhaj University Lahore</i>, (Pakistan).</p> <p>2020. “The impact of social capital of the Human Resource Director and the Top Management Team on firm performance: SHRM Fit and HRM effectiveness as mediators.” DBA Candidate: Wu Jing, <i>Grenoble School of Management</i> (France).</p> <p>2016. “The impact of strategic workforce differentiation on employee outcomes.” DBA Candidate: Bastian Becker, <i>Grenoble School of Management</i> (France).</p> <p>2015. “Talent assessment in secondary school students.” PhD candidate: Elisa López, School of Information Science, <i>Complutense University of Madrid</i> (Spain).</p>

EXPERIENCIA Y RECONOCIMIENTOS DOCENTES

FORMACIÓN DOCENTE

International Faculty Program, IESE Business School, Spain, 2012.

DISTINCIONES DOCENTES

Teaching quality for the four-year period 2015–2019 received a score of 93.72 out of a maximum of 100 (corresponding to an Excellent+ overall rating—the highest possible) in the DOCENTIA-UC3M program, a quality control system used at Universidad Carlos III de Madrid.

Ranked among the top five members (out of eighty) of the permanent faculty in the Department of Business Administration at Universidad Carlos III de Madrid for the periods 2017–2018, 2018–2019, and 2023–2024 based on student ratings. Achieved average satisfaction scores of 4.68 (2017–2018), 4.93 (2018–2019), and 4.84 (2023–2024) out of 5.

Ranked among the top eleven percent of faculty at Universidad Carlos III de Madrid for the four-year period 2018–2022, based on student teaching ratings.

Ranked among the top ten percent of faculty at Universidad Carlos III de Madrid for the 2011–2013 biennium, based on student teaching ratings.

CALIDAD DE LA DOCENCIA

Teaching is systematically rated by students with a score of more than 4 out of 5 for overall satisfaction across all courses and programs.

DOCENCIA EN POSGRADOS Y EDUCACIÓN EJECUTIVA

- Courses taught at the Universidad Carlos III de Madrid:

HR Administration and Audit

Master in Human Resource Management (2018-present)

Human Resource Management

Master in Human Resource Management (2010-2018); Master in Management (2012-present); Master in Marketing (2013); MBA (2017-present); International MBA (2011-2016); Master in Entrepreneurship (2012-2016).

Performance Management and Compensation

Master in Human Resource Management (2013-present)

- Courses taught at ESCP Madrid:

Human Resource Management

Master in Management (2023-present)

- Executive education:

Human Resource Management course taught in the following programs: Executive MBA, Bravo Murillo Institute (2012); Training Course for the promotion to Commander of the Civil Guard's Higher Officers Rank (2011); Training Course for Chief Superintendent of the Basque Police Force (2011); Training Course for the promotion to Chief Superintendent of the Spanish National Police Force (2012-2014).

DOCENCIA EN GRADOS

Human Resource Management course taught in the following Degrees at the Universidad Carlos III de Madrid: Degree in Business Administration; Degree in Labour Relations and Employment; Double Degree in Law and Employment Sciences.

Courses taught as a Teaching Assistant: *Human Resource Management*; *Strategic Management*; *Principles of Management*.

CARGOS DOCENTES

2018-2025	Coordinator of all courses in the Management area taught by the Department of Business Administration faculty at Universidad Carlos III de Madrid. Main duties as coordinator include ensuring timely course staffing and selecting part-time lecturers.
2016-actualidad	Coordinator of the core course <i>Managing People in Organizations</i> in the MBA Program at Universidad Carlos III de Madrid. Main duties as course coordinator include course design and review.
2013-actualidad	Coordinator of the following courses in the Master's Program in Human Resource Management at Universidad Carlos III de Madrid: <i>Managing Employee Attitudes and Behaviours</i> , <i>HR Administration & Audit</i> , <i>Selection and Development</i> , and <i>Managing Skills</i> . Main duties as course coordinator include course design and review.
2012-actualidad	Coordinator of the following courses in the Degree in Labour Relations and Employment at the Universidad Carlos III de Madrid: <i>Managing Skills</i> and <i>Strategies for Human Capital Development</i> . Main duties as course coordinator include course design and review.
2017-2025	Bachelor thesis coordinator for the Degree in Business Administration and Management, the Degree in Finance and Accountancy and the Degree in Management & Technology at the Universidad Carlos III de Madrid. Main duties as coordinator include: ensuring consistency in the quality of student supervision activities conducted by approximately fifty faculty members and selecting part-time lecturers (around forty-five each year).
2010-2017	Member of the AACSB accreditation team at the Universidad Carlos III de Madrid.
2012-2016	Elected Member of the Board of the Faculty of Law and Social Sciences, Universidad Carlos III de Madrid.

BECAS

2017	Erasmus+ scholarship awarded by Universidad Carlos III de Madrid for a five-day stay at Aston Business School, Birmingham, United Kingdom.
2008	Universidad Carlos III de Madrid scholarship for foreign research stays involving PhD students. Scholarship: €3,150 (used for a sojourn at Cranfield School of Management, United Kingdom, December 2008-April 2009).
2006	Full scholarship for attending La Caixa-Valencia Summer School on Business and Economics, organized by the Faculty of Economics of Valencia University.
2002	"Leonardo da Vinci" scholarship offered by the European Union for an internship in firms operating in EU countries (not used).
2001	Scholarship awarded by Sapienza University of Rome for conducting the Bachelor's Degree dissertation abroad. Scholarship: €1,250.
2000-2001	"Erasmus" scholarship awarded by Sapienza University of Rome for a ten-month exchange program at Hertfordshire University, United Kingdom.

AFILIACIONES

Member of the following institutions: EURAM (2016; 2018; 2026); Institute for Business Development (since 2017); Conde de Campomanes Institute of Entrepreneurship and Family Business (2010-2017); Human Resource Management Section of the Spanish Association of Business Management and Economics (2010-2018); Family Business Section of the Spanish Association of Business Management and Economics (2010-2018).

IDIOMAS

	<u>Competence in speaking</u>	<u>Competence in reading</u>	<u>Competence in writing</u>
Inglés	High	High	High
Español	High	High	High
Italiano	L1	L1	L1