

Résumé Eva ZEDLACHER

PERSONAL INFORMATION

- » Born: 05/22/1980, in Judenburg, Austria (AT)
- » Citizenship: AT



RELEVANT EDUCATION

- » 04/2009 – 06/2013
PhD studies in Economics and Social Science
Vienna University of Technology, AT
Focus: Organization studies, HR
Graduation 06/2013 with distinction
- » 10/2003 – 09/2005
Master studies: Business Administration - Management and International Business
University of Graz, AT; Vrije Universiteit Amsterdam, NL
Focus: Cross-cultural management, Knowledge Management
Graduation 09/2005 with distinction
- » 01/2000 – 09/2003
Bachelor studies: Business Administration
University of Graz, AT
Focus: HR, Organization
Graduation 09/2005
- » 10/1998 – 09/2000
Diploma studies of History/Ancient History and Archaeology
University of Vienna, AT
Disc.
- » 09/1990 - 06/1998
High school
Focus: classical (Latin, Greek)
Bundesgymnasium Tamsweg, AT
Graduation 06/1998 with distinction

RELEVANT PROFESSIONAL EXPERIENCE

- » 01/2019 – ongoing
Assistant Professor of Management
 Department of Business and Management, *Webster Vienna Private University*, AT
Key tasks:
 - Research (Workplace bullying, Digital (mis)behavior, Rural Tourism etc.)
 - Teaching fundamentals and advanced topics of Organization, Management, Business Ethics and Corporate Social Responsibility

- » 09/2017 – 2022
University Lecturer
 Institute of Management Science, *Vienna University of Technology*, AT
 Institute of Organization and Learning, *University of Innsbruck*, AT
Key task: Teaching Organization, (HR) Management and Gender

- » 03/2016 – 05/2017
Organizational Development Specialist
HR Dept., Infrastructure Subgroup, Austrian Federal Railways (ÖBB), AT
Key tasks:
 - Design of culture change strategy (project “Culture of Trust”)
 - Conceptualization and co-organization of leadership events and workshops

- » 04/2015 – 12/2015
Sabbatical Leave
 Online-Formation as Real Estate Manager, Spanish classes (ARG)

- » 07/2013 – 03/2015
University Assistant (post-doc)
 Institute of Management Science, *Vienna University of Technology*, AT
Key tasks:
 - Research (project “Workplace Bullying: Culture Matters”)
 - Teaching fundamentals and advanced topics of Organization Theory and (HR) Management
 - Administration of exams, conferences etc.

- » 04/2009 – 06/2014
University Assistant (prae-doc)
 Institute of Management Science, *Vienna University of Technology*, AT
Key tasks:
 - Research (projects “Leaky Pipeline” and “Move”)
 - Teaching fundamentals and advanced topics of Organization, Management and HR
 - Administration of exams, conferences

- » 05/2006 – 04/2008
Trainee and Organization Specialist,
 Organization/IT Dept., *KIKA Furniture ltd.*; St. Pölten, AT
Key tasks:
 - Visualization and support in further development of core organizational processes in central/southern European subsidiaries, support in draft of manual
 - Support in Training of franchise partners (Saudia Arabia, Russia etc.) on core processes

PUBLICATIONS

Journal Articles (refereed)

- » Zedlacher, E. & Snowden, A. (2023), "Much blame – little gain? The effects of single vs multi-blaming on labelling and third-party intervention in workplace bullying", *Employee Relations*, 45 (1), 90-105. <https://doi.org/10.1108/ER-05-2021-0228>
- » Hartner-Tiefenthaler, M, Zedlacher, E: & El Sehity, T. (2022). Remote workers' free associations with working from home during the COVID-19 pandemic in Austria: The interaction between children and gender. *Frontiers in Psychology*. DOI 10.3389/fpsyg.2022.859020
- » Zedlacher, E. & Salin, D (2021). Acceptable Behavior or Workplace Bullying?—How Perpetrator Gender and Hierarchical Status Affect Third Parties' Attributions and Moral Judgments of Negative Behaviors, *Societies*, 11(2), 1-18.
- » Salin, D., Cowan, R., Adewumi, O., Apospori, E., Bochantin, J., D'Cruz, P., Djurkovic, N., Durniat, K., Escartín, J., Guo, J., Išik, I., Koeszegi, S.T., McCormack, D., Monserrat, S.I. and Zedlacher, E. . (2019): Workplace Bullying Across the Globe: Differences in Human Resource Professionals' Definitions and Perceptions of Negative Acts. *Personnel Review* 48(1), 204-219.
- » Salin, D., Cowan, R., Zedlacher E., et al. (2018): Preventions of and Interventions in Workplace Bullying: A Global Study on Human Resource's Reflections on Preferred Measures. *The International Journal of Human Resource Management*. DOI: 10.1080/09585192.2018.1460857.
- » Haas, M., Koeszegi, S. & Zedlacher E. (2016): Breaking Patterns? How Female Scientists negotiate their Token Role in their Life Stories. *Gender, Work and Organization*, 23 (4), p. 397-413. DOI: <https://doi.org/10.1111/gwao.12124>
- » Koeszegi, S., Zedlacher, E. & Hudribusch, R. (2014): The War against the Female Soldier? –The Effects of Masculine Culture on Workplace Aggression. *Armed Forces & Society*, 40 (2), p. 226-251. DOI: 10.1177/0095327X12460019.

Book Chapters (referred)

- » Zedlacher, E. & Hartner-Tiefenthaler, M. (2020): Civility Values and Cyberbullying Prevention in the Digital Workspace: How to Foster an Ethical Climate of Respect. In: Salazar Ramos, L. (ed.) *Handbook of Research on Cyberbullying and Online Harassment in the Workplace*, pp. 572-590, DOI 4018/978-1-7998-4912-4.ch027
- » Zedlacher E. & Koeszegi S.T. (2018): Workplace Bullying in Military Organizations: Bullying Inc.? In: D'Cruz P., Noronha E., Keashly L., Tye-Williams S. (eds) *Handbooks of Workplace Bullying, Emotional Abuse and Harassment, Special topics and particular occupations, professions and sectors*, Vol. 4. Springer, Singapore, pp. 1-30. DOI: 10.1007/978-981-10-5154-8_18-1.

Conference Proceedings (refereed; selected)

- » Zedlacher, E & Yanagida, T (2022). The impact of perpetrator and victim gender on third-party attributions for workplace mistreatment, Full paper accepted at the *Academy of Management Annual Meeting*, Seattle, US).
<https://doi.org/10.5465/AMBPP.2022.18150abstract>
- » Zedlacher, E. & Snowden, A. (2021): Its Practitioners' blame patterns and intervention measures for workplace bullying complaints. Full paper accepted at the *Academy of Management Annual Meeting*, Vancouver, CA.
- » Zedlacher, E., Sunanta, O & Notelaers, G (2020): Clustering the exposure to workplace bullying: Comparing fuzzy modelling with the latent class analysis. Extended abstract accepted at the *12th International Conference on Workplace Bullying and Harassment*, Dubai (conference presentation postponed to March 2021).
- » Zedlacher, E. & Salin, D. (2019): Attributional interpretations of "Workplace bullying" How behavioral type and perpetrator characteristics shape sensemaking of diverse negative behaviors by organizational third parties. *European Academy of Management Conference*, June 2019, Lissabon, POR.
- » Eskerod, P., Zedlacher, E. & Carmignani M. (2019): „Word-of-mouth is still most important” – How rural tourism providers conceptualize stakeholder engagement strategies in a digitalized era. 24th International Scientific Symposium on *Strategic Management and Decision Support Systems in Strategic Management*, May 2019, Subotica, SRB.
- » Zedlacher, E., Waschgler, K., Notelaers, G. & Hoffmann, P. (2018): „Validating the German version of the S-NAQ in a large Austrian sample with a Latent Class Cluster analysis.” *11th International Conference on Workplace Bullying and Harassment*, June, 2018, Bordeaux, FRA.
- » Zedlacher, E & Koeszegi, S. (2015): “The Associations and Experiences with Workplace Bullying among Austrian HR Professionals”, *Academy of Management Annual Meeting*, August 2015, Vancouver, CAN.
- » Zedlacher, E. & Koeszegi, S. (2014): “If you can't take the heat...- the Normalization of Violence in the Conduct of Organizations”, *Gender, Work and Organization 8th Biennial International Interdisciplinary Conference*, June 2014, Keele, UK.
- » Haas, M. & Zedlacher, E. (2013): „Biographische Rekonstruktion der sozialen Selektion in akademischen Karriereverläufen“, *Österreichischer Kongress für Soziologie*, Linz, September 2013. "Krisen in der Gesellschaft - Gesellschaft in der Krise", Springer VS Verlag, Linz, AT, p. 94.
- » Zedlacher, E. & Koeszegi, S. (2012): „Bullying Cultures? – How Organizational Values and Norms impact upon Victimization and Coping Strategies of Women”, *Proceedings of the 8th Conference on Bullying and Harassment in the Workplace*, June 2012, Copenhagen, DK.

- » Haas, M., Keinert, C., Koeszegi, S.T. & Zedlacher, E. (2011): “Network Boundaries and Scientific Careers – An Analysis of Biographies of Female Scientists”, Proceedings of the 27th *EGOS Colloquium*, July 2011, Gotenborg, SWE.
- » Günther, E., Haas, M., Keinert, C., Koeszegi, S.T. & Zedlacher, E. (2010): “To Boldly go where no Woman has gone before: Career Perspectives of Women in Technology and Science – A Case Study”, Abstract Proceedings *Beyond the Leaky Pipeline. Challenges for Research in Gender and Science* Conference, October 2010, Brussels, BEL, p. 3-4.
- » Koeszegi, S.T., Hudribusch, R. & Zedlacher, E. (2010): “The Effects of Masculine & Power Cultures on Workplace Bullying in the Austrian Armed Forces”, Proceedings of the *European Academy of Management* Conference, May 2010, Rome, ITA.

Monographs

- » Zedlacher, E. (2013): “*Work Hard, Play Hard? The Relationship between Masculine Organizational Cultures and Workplace Bullying – A Theoretical Analysis with Empirical Investigation in Two Different Organizational Cultures*”, *Vienna University of Technology*, Dissertational Thesis.
- » Zedlacher, E. (2005): „Wirtschaftsethik aus konstruktivistischer Sicht? Eine Analyse anhand des Modells der Integrativen Wirtschaftsethik“, *University of Graz*, Master Thesis.

Under Review/Work in Progress

- » Altenburger, M., Krüger, H & Zedlacher, E.: “The Effects of Organizational Dependence and Channel Administration on Whistleblowing Accounting Fraud”. Work in Progress
- » Hartner-Tiefenthaler, M. Clarke, S. & Zedlacher, E.: “Entitled or privileged to work flexibly? How access to flexible working arrangements shapes beliefs and proactive work behaviours”. Under Review
- » Zedlacher, E. & Yanagida, T.: “Did she exclude her from lunch with intent? A video experiment on the impact of perpetrator and target gender on observers’ attribution of blame in workplace mistreatment”. Under Review.
- » Zedlacher, E.: “Conjunctive blame and causal attributions for workplace mistreatment – qualitative insights into the attributional process of multi-blaming. “Work in Progress
- » Zedlacher, E.: “Do not ignore” – Researching the process of rationalization of misconduct and victim-blaming via an interactive training film. Work in Progress.

PRESENTATIONS and TALKS (selected)

- » “*The Impact of Perpetrator and Target Gender on Third-Party Attributions for Workplace Mistreatment*”; Presentation at *Academy of Management Annual Meeting 2022*, Seattle, US.

- » “*Practitioners’ blame patterns and intervention measures for workplace bullying complaints*” Presentation at the *Academy of Management Annual Meeting 2021*, Philadelphia, US (online).
- » “*A gendered attribution of intent? How organization third parties make sense of different forms of negative behaviors and workplace bullying.*” Presentation at the European Academy of Management conference, June 2019, Lissabon, POR.
- » *The Associations and Experiences with Workplace Bullying among Austrian HR Professionals*, Presentation at the *Academy of Management Annual Meeting*, August 2015, Vancouver, CA.
- » *Mobbing am Arbeitsplatz: Strukturelle und kulturelle Einflussfaktoren*, Presentation at *Erster Österreichischer Mobbingkongress*; März 2015, Wels, AT.
- » *If you can’t take the heat... - the Normalization of Violence in the Conduct of Organizations*, Presentation at the *Gender, Work and Organization Conference*, June 2014, Keele, UK.
- » *New Wine in Old Wineskins? New Career Boundaries for Women in Old Networks in Academia*, Presentation at EGOS Colloquium; June 2011, Goteborg, SWE.

RESEARCH GRANTS and AWARDS

- *Projektfonds Arbeit 4.0* research grant 2020 (Arbeiterkammer Niederösterreich; Awarded 152.000 EUR) – see research project “Schau nicht weg”
- *Projektfonds Arbeit 4.0* (Arbeiterkammer Niederösterreich; awarded 28.610 EUR) – see research project „Digitales Mobbingnachschatzwerk)
- Awarded various Webster Faculty Research Grants (5000 EUR), Arbeiterkammer Wien Research grant (4000 EUR)
- Nominated as “Best Theoretical or Empirical Paper” of the Conflict Management Division of the Academy of Management Annual Meeting (2022)
- Awarded the “Best New Directions Paper” Award of the Conflict Management Division of the Academy of Management Annual Meeting (2021)
- Awarded the *Arbeiterkammerpreis Steiermark Preis* 2013 for dissertation
- Awarded the *Maria-Schaumayer-Förderpreis* 2014 for dissertation

RESEARCH PROJECTS

- » Schau nicht weg – Cybermobbing am Arbeitsplatz verhindern
Webster Vienna Private University; project funded by the *Projektfonds Arbeit 4.0* with 152.200 EUR, *Arbeiterkammer Niederösterreich* (2020-2022)
Project aim: Explore the effects of cyberbullying on bystander’s moral (dis)engagement and helping intentions; produce an online video and training tool “Schaunichtweg” for

workforce members in lower Austria in cooperation with professional filmmakers Magdalena Reichinger and Franz Quitt.

Key tasks as project head:

- Scientific lead for qualitative and quantitative analyses of video experiments
- Establishment and research on the effectiveness of the final interactive training tool “[schaunichtweg.training](#)” against cyberbullying at work

» “Mobbing am Arbeitsplatz – Ein digitales Nachschlagewerk für organisationale Drittparteien”

Webster Vienna Private University; project funded by the *Projektfonds 4.0* with 28.610 EUR, *Arbeiterkammer Niederösterreich* (2019–2020)

Project aim: Explore the conceptualization and responses to workplace bullying complaints by organizational practitioners (employee representatives and HR professionals); create an online information/communication tool for third parties regarding definition, prevention and intervention in workplace bullying situations.

Key tasks as project head:

- Design, Collection and analysis of qualitative and quantitative data of online experiment (fictive workplace bullying complaint)
- Draft of online multi-media “dictionary” to be published online on the website of the *Arbeiterkammer*

» “WP Bullying: Culture Matters”

Vienna University of Technology (VUT) (2014 – 2016)

Project aim: Human resource professionals’ associations and experiences with “workplace bullying” are highly relevant for the management of workplace bullying in organization and the design of effective prevention/intervention mechanisms. An international research team conducted more than 200 semi-structured interviews with HR professionals from 14 global culture clusters (GLOBE-Study, House et al., 2004) on the phenomenon of workplace bullying. Culture-specific criteria for “workplace bullying as well as attributions of guilt, influence of hierarchy and gender, and experiences with prevention and intervention of workplace bullying are analyzed and discussed.

Key tasks as Austrian “Country Partner”:

- Data collection in Austria, data analysis through content analysis, dissemination
- Co-collection and analysis of data from Argentina and Mexico (research stay 08-09/2014 at *UNICEN University, Tandil, ARG*)

» “Leaky Pipeline”

Vienna University of Technology (VUT) (2010 – 2012)

Project aim: Five researchers analyzed the steady attrition of female VUT students/scientists: We explored gender bias in 1) recruiting, 2) student drop-out, 3) organizational culture/climate and 4) life and career paths of female scientists via experiments, surveys, narrative interviews etc. Results reveal gender bias by decision-makers in recruiting and promotion. Measures against (unconscious) gender bias in teaching, recruiting and promotion were discussed.

Key tasks as junior researcher:

- Analysis of organizational culture aspects through surveys and narrative interviews, development of measures for retention of female talent, dissemination
- Participation in reconstructive biographical analysis of career paths of female scientists

» “MoVe” (ger. “Mobbing Verhindern”)

Vienna University of Technology (VUT) (2009 – 2013)

Project aim: In my dissertational project, I theoretically and empirically investigated workplace bullying through a comparative case-study design in three organizations (Austrian Armed Forces, Vienna University of Technology and a private insurance company). My research goal was to analyze whether (sub)culture *perceptions* and specific values and attitudes towards female organizational members in distinct professions impact on bullying prevalence. For the investigation of culture and bullying perceptions, I followed a triangulation approach using both established surveys as well as narrative interviews. Collective “predatory” bullying, especially against women, was prevalent in traditional “masculine” combat units and schools/academies of the Austrian Armed Forces. In academia, bullying rates were significantly higher than in the private insurance company. However, no gender(ed) effects were found in these organizations. Results were discussed in detail and measures against workplace bullying were developed. Starting points for culture change were presented to organizations.

Key tasks as junior researcher (dissertational thesis):

- Case studies; data collection and analysis (surveys, narrative and expert interviews)
- Dissemination of results, recommendations for prevention

TEACHING

Overview

Courses/Year (at Vienna University of Technology, University of Vienna, University of Innsbruck and Webster Vienna Private University)	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Bachelor Level														
UE Organisation und Personal 2 ECTS (ger)	X	X												
VU Grundlagen der Organisation 3 ECTS (ger)			X	X	X	X	X	X	X	X	X			
VU Principles of Organizational Behavior (6 ECTS) (en)											X	X	X	X
VU Business Ethics 6 ETCS (en)											X	X	X	X
VU Descriptive Statistics (6 ETCS) (en)										X				
VU Management Theory and Practices (6 ETCS) (en)												X		X
Master Level														
VO/UE HR Management and Leadership 3 ETCS (en)				X	X	X	X		X	X				
VU Organization Theory 3 ETCS (en)					X	X				X				
SE Organization and Strategic Management 5 ECTS (en) assisting		X	X		X	X								
VU Managing People and Organizations 3 ETCS (en)					X	X			X	X			X	X
PA Projektarbeit 5 ECTS (en/ger)			X	X	X									
VO Gender, Work and Organization 3 ETCS (en)											X	X	X	X
VU Corporate Responsibility and Society 6 ETCS (en)											X	X	X	

Syllabi of Selected Courses

Principles of Organizational Behavior (VU)

This undergraduate course introduces students to fundamentals and advanced topics of organizational behavior on three levels: the system, group and individual level. As such students learn how individual determinants such as attitudes, emotions and personality influence our behavior at work, and also how attributions, compensation, team structure, “micropolitics” and organizational culture shape organizational behavior and change in organizations. The course content is informed by research findings from (social) psychology, sociology and anthropology. The teaching approach in this course is interactive, i.e. students themselves learn first-hand about the impact of t become acquainted with motivation theories, group dynamics on individual behavior via online simulations, role-plays and other interactive learning tools.

Business Ethics (VU)

This course introduces students to ethics in a business environment. The discipline of business ethics spans diverse topics such as moral psychology, Corporate Social Responsibility (CSR), Stakeholder Theory as well as Workplace Bullying, whistleblowing and Diversity Management. Moreover, (future) ethical challenges regarding digitalization and the increasing use of robots are tackled in this course. Theoretical concepts are enlivened with real-life examples and videos. Through group discussions and role-plays students are involved and confronted with ethical dilemmas in (organizational) decision-making. Students prepare two in-depth case studies prior to the respective sessions. Moreover, students critically review and present examples of ethics initiatives and CSR practices from (big) organizations in different industries at the end of the course, and write a learning journal about their takeaways in this course

MISCELLANEOUS

» Language skills

- German (mother tongue)
- English (language proficiency)
- Spanish (good knowledge)
- French, Italian (basic knowledge)

» Further Interest

- Hobbies: Journalism, reading, travelling, vintage, yoga teacher training, hiking, cross-country skiing.

Vienna, AT, January, 2023