

JULIA BRANDL

University of Innsbruck, School of Management, Human Resource Management Unit, Institute of Organisation and Learning, Universitätsstrasse 15, A-6020 Innsbruck, julia.brandl@uibk.ac.at

ACADEMIC APPOINTMENTS

- 05/18- Visiting Professor, IAE Business School Buenos Aires
- 09/11- Full Professor of Human Resource Management, Department of Organisation and Learning, University of Innsbruck
- 07/11-06/12 Part-time Visiting Professor, University of Gothenburg
- 11/10-08/11 Substitute Professor, German University of Administrative Sciences
- 10/09-02/10 Substitute Professor, University of Konstanz
- 01/09-09/09 Substitute Professor, University of the Federal Armed Forces, Munich
- 10/07-10/10 FWF Senior Researcher, WU Vienna
- 03/02-09/07 Research Assistant (-06/04) and Assistant Professor, Institute for Human Resource Management, WU Vienna

Guest teaching appointments: University of Lucerne/Switzerland, Zeppelin University/Germany, University of Arhus/Denmark, Gothenburg University/Sweden

RESEARCH AND TEACHING INTERESTS

My research interests center around the multiple goals associated with managing the workforce, how individuals, especially Human Resource Managers, coordinate with others and establish legitimacy under conditions of uncertainty and competing goals, and the societal consequences of organizational employment activities, especially in terms of career outcomes for women and disadvantaged people. I mainly work with institutional theory and French pragmatism.

EDUCATION

- 12/09 Habilitation and *venia docendi* (General Management), WU Vienna
- 05/04 Dr.rer.soc.oec. (with distinction), WU Vienna
- 09/98 Dipl.-Ver.wiss. (Diploma in Public Administration), University of Konstanz

HONORS AND AWARDS, GRANTS

- In revision Workplace Inequalities under Legal Egalitarianism
- 2017 Sectorspecific Requirements and Work-Life-Balance, AK Vienna (€ 20.000)
- 2017 Impact of the Austrian Equal Treatment Act on Pay Transparency, AK Vienna (€ 10.000)
- 2015 Target Diversity Consulting Project Grant, General Electric Jenbach (€ 96.000)
- 2015 France Focus Travel Grant, University of Innsbruck
- 2011/12 Waernska Professorship 2011-12, University of Gothenborg (€ 25.000)
- 2010 Emerald Citation of Excellence Award
- 2009 Literati Network Awards for Excellence Highly Commended Award Winner
- 2007/08 Visiting Scholar, Department of Sociology, Stanford University
- 2008 Festo Fellow Award, WU Vienna (€ 20.000)
- 2007 FWF Research Grant (€ 133.000)

- 2007 Visiting Fellow Award, WU Vienna (€ 5.000)
- 2006 Best Paper Award by the City of Vienna (€ 7.000)
- 2006 Dr. Maria-Schaumayer-Fellowship by the Austrian Federal Reserve Bank (€ 36.300)
- 2006 High-Potential-Contact Weeks Award, WU Vienna (€ 1.500)
- 2005 Academic Research Collaboration (ARC), British Council Austria (€ 3.000)
- 2004 Research Grant, Anniv. Foundation by the City of Vienna, WU Vienna (€ 10.000)
- 2004 Assistant Project Grant, WU Vienna (€ 3.600)
- 2004 Dr. Maria-Schaumayer-Dissertation Award (€ 36.000)

SERVICE TO ACADEMIC COMMUNITY (2008-)

- 2018. LAEMOS, Buenos Aires, International Advisory Committee Member.
- 2017. Founding Faculty Member of the proposed Doctoral School at the Research Platform Organizations & Society “Organizing the Digital: Relations, Publics, Societies”
- 2017- Liaison Professor for the Hans-Böckler-Stiftung at the University of Innsbruck.
- 2016-8 DFG Network Microfoundations of Institutions, Member.
- 2016. Institutions and Conventions Workshop University of Innsbruck, Co-convenor.
- 2015. A Paradox Perspective on HRM Tensions, Track Coconvenor, 9th Dutch HRM Network Conference, Utrecht.
- 2013. Organizations, Conventions and Society Conference, Initiator and Coorganizer, University of Innsbruck.
- 2013. Doctoral Consortium, Facilitator, 8th Dutch HRM Network Conference, Leuven.
- 2013- VHB-best paper award, Jury Member of the HRM section.
- 2013-5 Austrian Early Scholars Workshop in Management, Facilitator, Linz.
- 2012- Zeitschrift für Personalforschung (German Journal of Research in HRM), Editorial Board Member
- 2011/13. Paradoxes in HRM, Workshop Series, Initiator and Co-organizer, University of Innsbruck
- 2011- HR Forum, Initiator and Co-organizer of the Extra-Curricula Research Seminar Series, University of Innsbruck
- 2011. Sharpen the tools: Institutional Approaches to Organisation Studies (Sub-theme 31), Convenor, EGOS Conference, Gothenburg.
- 2010. Values, Valuation and the Goals of Organizations, Workshop Organizer, WU Vienna, Vienna.
- 2010. Dare or Duty? The “Caring” Role and Other Tensions in Contemporary HR, Caucus Organizer, Academy of Management Conference, Montreal.
- 2009. Inhabited Institutions, Panelist, Professional Development Workshop, Academy of Management Conference, Chicago.
- 2008-10. “Management and Society Research Colloquium”, Founder and Co-Chair, Vienna University of Economics and Business.
- 2008. Diversities influencing HRM, Coconvenor, European Academy of Management Conference, Ljubljana.
- Referee Human Resource Management, Human Relations, Journal of Management Studies, Personnel Review, Organization, International Journal of Human Resource Management, Scandinavian Journal of Management, R&D Management, Management Revue,

Management Research News, Academy of Management Conference, European Academy of Management Conference, Wissenschaftliche Kommission Organisation des VHB, Hans-Böckler-Stiftung, Zeitschrift für Personalforschung, ÖNB Jubiläumsfonds

External Participant in various University hiring committees.

SERVICE TO THE FACULTY (UNIVERSITY OF INNSBRUCK)

2014-7 Establishment of the Careerservices, Project Partner.

2016. Improving hiring processes, Consulting seminar in cooperation with UMIT, Project Leader.

2015- Annual HRM research – practitioner dialog, Co-founder.

2015. Public relations work group, School of Management, Member.

2014-7 Faculty council, Member.

2013- Platform Organizations & Society, Steering Committee Member.

2013/14. Hiring committee “Professorship in Organization Studies”, Committee Leader.

Member in various hiring and in ‘habilitation’ committees at the University of Innsbruck.

DISSERTATION SUPERVISION

Ali, Qamar. Unpacking the routines of hiring in Pakistan: A conventionalist perspective.

Appleby, Kaitin. Diversity management in practice (working title).

Breit, Melanie. Retaining your best. Uncovering the complexities of repatriate retention.

Chaudhry, Zubair. Diversification of the labor force (working title).

Gabl, Sabrina. Paradoxes in branding (co-supervision).

Moritz, Andrea. Women on board: the selection process of board of directors.

Pernkopf, Katharina. Convention Theory and the Evaluation of HR Systems.

Schneider, Anna. Handling the clash between production & consumption: Front-line service worker’s multiple rationalities in interactive service work.

Schönherr, Bianca. Internet job boards (working title).

Steurer, Michael. Performance measurement as a social process.

Tenschert, Julia. Job scam (working title).

Tobias, Yvonne. The coming into being of network organizations. (co-supervision)

Weinbauer, Ina. Die Verbreitung von Transferpraktiken in Österreich Eine neoinstitutionalistische Betrachtung des Research-Practice-Gaps der Transferforschung. (co-supervision)

NON-ACADEMIC BUSINESS EXPERIENCE

1998-2001. KPMG Consulting, Frankfurt, Hamburg, Vienna. Management Consultant.

1991-1995. Südkurier, Konstanz. Local News Reporter.

PEER REVIEWED ARTICLES

1. Keegan, A., Aust, I., & Brandl, J. (under review): Tensions in managing human resources. A paradox framework and research agenda.
2. Brandl, J, Kozica, A., Pernkopf, K., Schneider, A. (under review): A Conventionalist Framework for Managing Human Resources.

3. Ali, Q.; Brandl, J. (forthcoming): Coordinating academic hiring: An analysis from the sociology of engagements. In: *European Journal of Cultural and Political Sociology*.
4. Ali, Q.; Brandl, J. (2017): HRM Research in Pakistan: Existing Approaches and Future Directions. In: *Journal of Management Sciences* 4(2), S. 170-192.
5. Brandl, J. & Bullinger, B. (2017): Individuals' Considerations when Responding to Competing Logics. Insights from Identity Control Theory. In: *Journal of Management Inquiry* 26/2, S. 181 - 192.
6. Brandl, J.; Schneider, A. (2017): Headquarters-Subsidiary Relationships from a Convention Theory Perspective: Plural Orders of Worth, Arrangements and Form-Giving Activities. In: Dörrenbacher, C; Geppert, M: *Multinational Corporations and Organization Theory: Post Millennium Perspectives*. Bingley: Emerald Group Publishing (= *Research in the Sociology of Organizations*, 49), S. 295 - 324.
7. Bacouël-Jentjens, S., & Brandl, J. (2015). Cross-cultural responses to performance appraisals in Germany and France: A refinement of the picture. *International Journal of Cross Cultural Management*, S. 1-20.
8. Aust, I, Brandl, J. & Keegan, A. (2015): State-of-the-art and future directions for HRM from a paradox perspective: Introduction to the Special Issue. In: *Zeitschrift für Personalforschung*, 29/3-4, S. 194 – 213.
9. Kozica, A.; Brandl, J. (2015): Handling paradoxical tensions through conventions: the case of performance appraisals. In: *Zeitschrift für Personalforschung*, 29/1, S. 49 – 68.
10. Brandl, J. (2015): Die Macht der Worte. *Austrian Management Review*. 5. S. 94-102.
11. Brandl, J., Daudigeos, T., Edwards, T. & Pernkopf-Konhäusner, K. (2014): Explorations of French Conventionalism in Bringing Society back into Organizational Analysis: Introduction to the Dialog. In: *Journal of Management Inquiry* 23(3): 314 - 318.
12. Brandl, J. & Neyer, A.-K. (2013): Hilfreich oder hinderlich? Kulturvorbereitungstrainings für die multinationale Teamarbeit. In: *PERSONALquarterly* 2013/04, S. 26 - 30.
13. Kozica, A.; Brandl, J.; Kaiser, S. (2013): Verwaltungsberatung: Wie lernen öffentliche Verwaltungen aus externer Beratung? In: *Der Moderne Staat. Zeitschrift für Public Policy, Recht und Management Sonderheft 1/2013*, S. 305 – 324.
14. Reichel, A., Brandl, J. & Mayrhofer, W. (2013): New Captain but a Sinking Ship? The Influence of HR Director's Gender on the Status of the HR Department – a Longitudinal Study. In: Parry E., Stavrou E. and Lazarova M. (eds). *Global Trends in Human Resource Management*. London: Palgrave Macmillan.
15. Pernkopf-Konhäusner, K. & Brandl, J. (2011): Variations in Evaluative Repertoires: Comparing Employee Perspectives on Training and Development in Germany and Russia. *Personnel Review*, 40(5), S. 589-606.
16. Brandl, J. & Pohler, D. (2010): The Role of the Human Resource Department and Conditions that Affect its Development: Explanations from Austrian CEOs. *Human Resource Management*, 49 (6): 1027-1049.
17. Pernkopf-Konhäusner, K. & Brandl, J. (2010): How Should Human Resources Be Managed? From Comparing Models of Staff Development in Germany and Russia. *European Journal of Cross-Cultural Competence and Management*, 4 (10): 356 – 377.
18. Reichel, A., Brandl, J. & Mayrhofer, W. (2010): The Strongest Link: Legitimacy of Top Management Diversity, Sex Stereotypes and the Rise of Women in HRM 1995 - 2004. *Management Revue*, 21 (3): 332-352.
19. Reichel, A., Brandl, J. & Mayrhofer, W. (2009): Departmental Status in Light of a Growing Proportion of Female Staff: the Case of Human Resource Management. *European Journal of International Management*, 3 (4): 457-477.
20. Brandl, J. & Bullinger, B. (2009): Reflections on the Societal Conditions for the Pervasiveness of Entrepreneurial Behavior in Western Societies. *Journal of Management Inquiry*, 18 (2): 159-173.
21. Brandl, J. & Neyer, A.-K. (2009): Applying Cognitive Adjustment Theory to Cross-Cultural Training for Global Virtual Teams. *Human Resource Management*, 48 (3): 341-451.

22. Brandl, J., Madsen, H. & Madsen, M.T. (2009): The Perceived Importance of HR Duties to Danish Line Managers. *Human Resource Management Journal*, 19 (2): 194-210.
23. Brandl, J. & Kugler, A. (2009): Rationalität betrieblicher Gesundheitsförderung in der Unternehmenskommunikation. Eine Analyse von Begründungen für Gesundheitsförderungsprogramme in Österreich. *Zeitschrift für Personalforschung*, 23 (1): 78-92.
24. Brandl, J., Mayrhofer, W. & Reichel, A. (2008): The Influence of Social Policy Practices and Gender Egalitarianism on Strategic Integration of Female HR Directors. *International Journal of Human Resource Management*, 19 (11): 2113-2131.

Reprint: Brandl, J.; Mayrhofer, W.; Reichel, A. (2011): The Influence of Social Policy Practices and Gender Egalitarianism on Strategic Integration of Female HR Directors. In: Lazarova, Mila B.; Morley, Michael J.; Tyson, Shaun: *International Human Resource Management. Policy and Practice*. London; New York [u.a.]: Routledge, 119 - 137.
25. Brandl, J. & Fink, M. (2008): Hat die Betriebsgröße einen Einfluss auf das Spektrum der Maßnahmen zur betrieblichen Gesundheitsförderung? *Zeitschrift für KMU & Entrepreneurship*, 56 (3): 127-147.
26. Brandl, J., Fink, M. & Kraus, S. (2008): Voluntary Health Care Management in SMEs. *International Journal of Business Research*, 8 (1): 61-72.
27. Brandl, J., Kugler, A. & von Eckardstein, D. (2008): Betriebliche Gesundheitsförderung in der Praxis: Wie vorbildlich sind Vorzeigebetriebe? *Zeitschrift Führung & Organisation*, 77 (4): 226-232.
28. Maier, F. & Brandl, J. (2008): They're Natural and Everywhere: How Evaluative Practices Permeate the Organization. *BuR - Business Research*, 1 (1): 78-92.
29. Brandl, J. & Welppe, I. (2008): Ignoranz neuer Steuerungskonzepte in der Managementpraxis: Woher kommt sie und wie kann sie überwunden werden? *Betriebswirtschaftliche Forschung und Praxis*, 60 (1): 65-78.
30. Brandl, J., Mayrhofer, W. & Reichel, A. (2008): Equal, but Different? The Impact of Gender Egalitarianism on the Integration of Female/Male HR Directors. *Gender in Management: An International Journal*, 23 (1): 67-80.
31. Brandl, J., Fink, M., & Kraus, S. (2008): Activities and Evaluation Criteria of Human Resource Departments. *Human Resource Management (Polish Edition)*, 60 (1): 67-88.
32. Brandl, J., Mayrhofer, W. & Reichel, A. (2007): Gender Egalitarian Culture and Differences in Strategic Integration among Women and Men in HR Director Positions. *Management Research News*, 30 (9): 634-645.
33. Brandl, J., & Güttel, W. (2007): Organizational Antecedents of Pay for Performance Systems in Nonprofit Organizations. *Voluntas*, 18 (2): 176-199.
34. Brandl, J., Güttel, W., Konlechner, S. & von Eckardstein, D. (2007): Performance Management in Nonprofit-Organisationen – Eine Replik zum Praktiker-Kommentar von Ulrich Drost. *Zeitschrift für Personalforschung*, 21 (2): 258-260.
35. Brandl, J., Güttel, W., Konlechner, S., Beisheim, M., von Eckardstein, D. & Elsik, W. (2006): Entwicklungsdynamik von Vergütungssystemen in Nonprofit-Organisationen. *Zeitschrift für Personalforschung*, 20 (4): 356-374.
36. Brandl, J. & Welppe, I. (2006): Ursachen der Ablehnung von Human Capital Management seitens der Unternehmensführung. *Die Betriebswirtschaft*, 66 (5): 540-558.
37. Brandl, J. & Klinger, S. (2006): Der Feldzugang zu Eliten. *Österreichische Zeitschrift für Soziologie*, 31 (1): 44-65.
38. Brandl, J. (2005): Die Legitimität von Personalabteilungen. Eine Rekonstruktion aus Sicht der Unternehmensleitung. *Zeitschrift für Personalforschung*, 19 (4): 417-419.
39. Brandl, J. (2005): Topmanager geben HR-Abteilungen gute Noten. *Personalmanager*, 5, 42-43.
40. Brandl, J. & Paltauf, A. (2005): Über Lohnstückkosten zum Freisetzungcontrolling. *Personalwirtschaft*, 7, 40-42.
41. Brandl, J. (2005): Unternehmensleiter bewerten Personaler. *Personal*, 43-45.

42. Brandl, J. (2003): Strategisches Personalmanagement für NPOs in schwierigen Zeiten. NPO-News. 6, 2-3.
43. Brandl, J. (2002): Die Problematik der Kennzahlen in Personalinformationssystemen. Personalführung. 9, 42-47.
44. Brandl, J. (2002): Aktuelle Forschungsergebnisse zum strategischen HRM: HR-Manager als Katalysatoren. Personalführung. 10, 70-71.
45. Gmür, M. & Brandl, J. (2000): Die Balanced Scorecard. Ein Instrument zur aktivierenden Steuerung mitgliederschaflicher Organisationen. Verbandsmanagement. 3, 32-41.
46. Gmür, M. & Brandl, J. (2000): Grenzen erkennen und überschreiten. Socialmanagement. 10 (6), 10-11.

SPECIAL ISSUES IN PEER REFEREED JOURNALS

47. Brandl, J., Kozica, A., Pernkopf, K. & Schneider, A. (in Preparation): Personal und Konventionen. Arbeit, Dienstleistung und Personalmanagement in der Soziologie der Konventionen. Wiesbaden. Springer VS. Reihe Konventionentheorie (ed. Diaz-Bone, R. & Knoll, L.).
48. Brandl, J.; Ehnert, I. & Keegan, A. (2015): Paradoxes and tensions in HRM. Zeitschrift für Personalforschung / German Journal of Research in Human Resource Management, 29/3-4.
49. Brandl, J., Daudigeos, T., Edwards, T. & Pernkopf-Konhäusner, K. (2014): Explorations of French conventionalism in bringing society back into organizational analysis. Journal of Management Inquiry 23/3.

PEER REVIEWED BOOK CHAPTERS

50. Brandl, Julia (In Druck): Diversifizierte Individualität? Personal und Organisation im Wandel. In: Apelt, Maja; Bode, Ingo; von Groddeck, Victoria; Hasse, Raimund; Meyer, Uli; Wilkesmann, Maximiliane; Windeler, Arnold: Handbuch Organisationssoziologie. Wiesbaden: Springer VS.
51. Aust, I., Brandl, J., Keegan, A. & Lensges, M. (2017): Tensions in Managing Human Resources: Introducing a Paradox Framework and Research Agenda. In: Smith, Wendy K.; Lewis, Marianne W.; Jarzabkowski, Paula; Langley, Ann: The Oxford Handbook of Organizational Paradox. Oxford: Oxford University Press, S. 413 - 433.
52. Brandl, J., Bos-Nehles, A. & Aust, I. (2018): Human Resource Management Organization in a Comparative Perspective. In: Brewster, C., Farndale, E. & Mayrhofer, W. (Eds.): Handbook of Research in Comparative Human Resource Management. 2nd Edition. Edward Elgar Publishing. Cheltenham.
53. Brandl, Julia; Kozica, Arjan (2017): Grenzen der Leistungsgerechtigkeit in Personalbeurteilungen. Eine (erweiterte) konventionstheoretische Betrachtung. In: Aulenbacher, Brigitte; Dammayr, Maria; Dörre, Klaus; Menz, Wolfgang; Riegraf, Birgit; Wolf, Harald: Leistung und Gerechtigkeit. Das umstrittene Versprechen des Kapitalismus. Weinheim: Beltz Juventa (= Arbeitsgesellschaften im Wandel), S. 301 - 319.
54. Kozica, A.; Brandl, J. (2016): Organisationales Gedächtnis und Konventionen: Über Hypothesen, Akteure und Rechtfertigung. In: Leonhard, N.; Dimbath, O.; Haag, H.; Seebald, G.: Organisation und Gedächtnis. Wiesbaden: Springer VS (= Soziales Gedächtnis, Erinnern und Vergessen - Memory Studies), S.15-38.
55. Brandl, J. & Kozica, A. (2015). Coping with institutional complexity through conventions: An empirical case study. Proceedings des 37. Kongress der Deutschen Gesellschaft für Soziologie "Routinen der Krise – Krise der Routinen". Trier.
56. Brandl, J. & Pernkopf, K. (2015): Personalarbeit aus Perspektive der Soziologie der Konventionen. In: Knoll, L. (ed.): Organisationen und Konventionen. Wiesbaden: Springer VS (Reihe Organisationssoziologie), Bd. II, S. 301 – 323.

57. Reichel, A., Brandl, J. & Mayrhofer, W. (2013): New Captain but a Sinking Ship? The Influence of HR Director's Gender on the Status of the HR Department – a Longitudinal Study. In: Parry E., Stavrou E. and Lazarova M. (eds). *Global Trends in Human Resource Management*. 35-53. London: Palgrave Macmillan.
58. Brandl, J., Ehnert, I. & Nehles, A. (2012): Human Resource Management Organization in a Comparative Perspective. In: Brewster, C. & Mayrhofer, W. (Eds.): *Handbook of Research in Comparative Human Resource Management*. Edward Elgar Publishing. Cheltenham.
59. Brandl, J. & Bullinger, B. (2012): Der institutionelle Entrepreneur: Eine phänomenologische Perspektive auf unternehmerisches Handeln. In: Dreher, J. (Ed.): *Angewandte Phänomenologie. Protozoologische Analysen im Spannungsfeld von Konstruktion und Konstitution*. 227 - 253. VS Verlag für Sozialwissenschaften. Wiesbaden.
60. Reichel, A., Brandl, J. & Mayrhofer, W. (2010): Gender Egalitarian Values, Institutional Equalization and Role Differences among Female and Male HR Managers. In: Benson, P. (Ed.): *Emerging Themes in International Management of Human Resources*. Information Age Publishing. Greenwich, Con.
61. Brandl, J. & Fink, M. (2009): Voluntary Corporate Health Promotion as Strategic Function of HRM: Comparing SMEs and Large Companies? In: Kraus, S. & Fink, M. (Eds.): *The Management of Small and Medium Enterprises*: 142-158. Routledge. London.
62. von Eckardstein, D., Brandl, J., Maier, H. & Thumer, R. (2008): Human Resource Management in Austria: Behavioral School of Thought. In: Scholz, C. (Ed.): *European Perspectives of Human Resource Management*: 37-74. Routledge. Oxford.
63. Brandl, J. (2007): Warten auf den Erfolg. Eine neoinstitutionalistische Interpretation der Ursachen von eskalierendem Commitment am Beispiel der Einführung von Personalentwicklungsprogrammen. In: Langenohl, A. & Schmidt-Beck, K. (Eds.): *Markt-Zeit: Soziale und kulturelle Dimensionen von Temporalität*: 75-94. Metropolis. Marburg.
64. Brandl, J. & Bullinger, B. (2007): Entrepreneurship als Institution: Gesellschaftlicher Kontext und individuelle Perspektiven. In: Fink, M., Almer-Jarz, D. & Kraus, S. (Eds.): *Sozialwissenschaftliche Aspekte des Gründungsmanagements. Die Entstehung und Entwicklung junger Unternehmen im gesellschaftlichen Kontext*: 52-68. Ibidem. Hannover.
65. Brandl, J. & Maier, F. (2007): Development of Audit Objectives in the People's Republic of China. In: Sharpe, D., Hasegawa, H. (Eds.): *New Horizons in Asian Management: Emerging Issues and Critical Perspectives*: 183-200. Palgrave MacMillan. New York.
66. von Eckardstein, D. & Brandl, J. (2004): Human Resource Management in Nonprofit Organizations. In: Zimmer, A., Priller, E. (Eds.): *Future of Civil Society. Making Central European Nonprofit Organizations Work*: 297-314. VS Verlag für Sozialwissenschaften. Wiesbaden.
67. Gmür, M. & Brandl, J. (2003): Die Steuerungsfähigkeit wieder erlangen - die Balanced Scorecard für das Management von Non-Profit-Organisationen. In: Scherer, A., Alt, J.M. (Eds.): *Balanced Scorecard in öffentlicher Verwaltung und Non-Profit-Organisationen*: 27-42. Schaeffer-Poeschel Verlag. Stuttgart.

ENCYCLOPEDIA ENTRIES

68. Brandl, J.; Matzler, K. (2016): Employee Satisfaction. In: Miller, Harold: *SAGE Encyclopedia of Theory in Psychology*. Thousand Oaks [u.a.]: Sage Publications, S.289-291.
69. Brandl, J. (2009): Personalmanagement-Audit. In: Scholz, C. (Ed.): *Vahlens Großes Personallexikon*. Verlag Vahlen. München.

BOOK REVIEWS

70. Brandl, J. (2014): Meyer, Marshall W.; Zucker, Lynne G. (1989: Permanently failing organizations. Newbury Park: Sage). In: Kühl, Stefan: *Schlüsselwerke der Organisationsforschung*. Dordrecht - Heidelberg - London - New York - Berlin: Springer.

71. Brandl, J. (2014): Dalton, Melville (1959: Men who manage. Fusions of feeling and theory in Administration. New York: Wiley). In: Kühl, Stefan: Schlüsselwerke der Organisationsforschung. Dordrecht - Heidelberg - London - New York - Berlin: Springer.
72. Brandl, J. (2013): Book Review "Über die Rechtfertigung wirtschaftlichen Handelns. CO2-Handel in der kommunalen Energiewirtschaft" by Lisa Knoll. In: economic sociology_the european electronic newsletter 14/3, S. 53 - 55.

OTHER

73. Brandl, Julia (2016): Preface. In: Schneider, Anna: Handling the clash between production & consumption. A situated view on front-line service workers' competencies in interactive service. München - Mering: Hampp (= Empirische Personal- und Organisationsforschung, 55), ISBN 978-3-95710-064-1, S. I - II.

TALKS

On request.