

Petra Eggenhofer-Rehart, Dr.

Wissenschaftliche Projektmitarbeiterin/ Project Researcher

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Research Interests:

- Careers: career aspirations, work values, vocational choice; career-related behaviour; career patterns and trajectories; career capital; career success; employability, job/career (in)security, unemployment; careers of migrants, men/women, younger/older employees
- Person perception and bias in HRM
- Employment relations, psychological contract, organizational socialization, person-environment fit
- Organizational development and change
- Group dynamics, team performance

Work Experience:

- since 07/2020: Post doc Research and Teaching Assistant, Interdisciplinary Institute for Management and Organisational Behaviour, WU Vienna University of Economics and Business
- 03/2020-06/2020: External Lecturer, WU Vienna University of Economics and Business
- since 01/2020: Project Researcher, Institute of Human Resource Management & Employment Relations, University of Innsbruck
- since 11/2019: External lecturer, FH-Wien der WKW (University of Applied Sciences for Management and Communication), Vienna
- 08/2019-06/2020: Post-doc Research and Teaching Assistant (maternity leave replacement), Institute of Human Resource Management, University of Graz
- 05/2013-04/2019: Pre doc Research and Teaching Assistant, WU Vienna University of Economics and Business
- 2006-2009: External lecturer, HFH Hamburg University of Applied Sciences, Munich, Germany
- 2005-2008: External lecturer, University of Applied Sciences Munich, Germany
- 2003-2004: External lecturer, University of Vienna
- 2002-2008, 2009-2013: Self-employed consultant and researcher (Organisational Development and Change, Leadership/Team Development; Virtual/networked teams in Command and Control)
- 2002-2008: Research Assistant, Institute for HR and Organizational Studies, Bundeswehr University, Munich, Germany
- 2000-2002: Management Consultant, Vienna

Education:

- July 2019: Doctorate in Social and Economic Sciences, WU Vienna University of Economics and Business (with distinction), "Dr. rer. soc. oec."
- 2013-2019: Doctoral Programme in Social and Economic Sciences, WU Vienna University of Economics and Business
- 1998-2002, 2004-2005: Pre-Diploma in Business Administration, WU Vienna University of Economics and Business
- 1995-2001: Diploma in Psychology, University of Vienna (with distinction), "Mag. rer. nat."

Teaching (since 2013):

- “Change Management” (taught in English), FH Wien der WKW University of Applied Sciences, Center of International Education and Mobility
- “#VOMperspectives”, WU Vienna, Specialization in Management and Organizational Behaviour
- “Problemlösen und Zusammenarbeit in Gruppen”, WU Vienna, Specialization in Management and Organizational Behaviour
- “Personal, Führung, Organisation”, WU Vienna, Study program Business Administration
- “Teamentwicklung”, WU Vienna, Specialization in Management and Organizational Behaviour
- “Personal- und Organisationsentwicklung”, FH Campus Wien University of Applied Sciences, Study program Advanced Integrative Health Studies

Awards:

- 2017: Career Division Best Symposium Award for presenter symposium “Refugees in Europe: Careers and labor market integration” (with Markus Latzke), Academy of Management Meeting, Atlanta, USA
- 2016: Career Division Best Symposium Award Finalist for presenter symposium “Probing the antecedents and nature of career success” (with Peter Heslin), Academy of Management Meeting, Anaheim, USA
- Gary F. Wheatley Best Paper Award Winner, “Team composition: Linking individual and team characteristics to team decision-making and performance” (with Reiner K. Huber, Jens Römer, Sebastian Schäfer), International Command and Control Research and Technology Symposium, Bellevue, USA

Selected Publications:

- Gubler, M., Eggenhofer-Rehart, P., Mandel, D., Mayrhofer, W., Andresen, M., Lehmann, P., Schleicher, N. & Schramm, F. (2020). Are teachers ‘same same but different’? – The meaning of career success across occupations. *Teacher Development*, 24 (1), 1-20. <https://doi.org/10.1080/13664530.2019.1691643>
- Eggenhofer-Rehart, P. (2019). *Karriereaspirationen, Karriereverlauf und Karriereerfolg – Eine kohortenvergleichende Panelstudie [Career aspirations, career trajectories and career success – a cohort sequential panel study]*. Dissertation, WU Vienna University of Economics and Business. <https://permalink.obvsg.at/wuw/AC15452521>
- Andresen, M., et al. (2019). Careers in context: An international study of career goals as mesostructure between societies’ career-related human potential and proactive career behavior. Forthcoming in *Human Resource Management Journal*. <https://doi.org/10.1111/1748-8583.12247>
- Eggenhofer-Rehart, P., Mayrhofer, W., & Schiffinger, M. (2019). Career aspirations and work values in transition: Macro-economic, socialization and life course effects. Presented at *Herbstworkshop der Wissenschaftlichen Kommission Personal*, Neubiberg, Germany, 12-13 September 2019.
- Heslin, P., Mayrhofer, W., Schiffinger, M., Eggenhofer-Rehart, P., Latzke, M., Reichel, A., Steyrer, J., & Zellhofer, D. (2019). Still relevant? An updated meta-analysis of classic career success predictors. Presented at the *79th Academy of Management Meeting*, Boston, MA, USA, 9-13 August 2019.
- Eggenhofer-Rehart, P. M., Latzke, M., Pernkopf, K., Zellhofer, D., Mayrhofer, W. & Steyrer, J. (2018). Refugees’ career capital welcome? Afghan and Syrian refugee job seekers in Austria. *Journal of Vocational Behavior*, 105, 31-45. <https://doi.org/10.1016/j.jvb.2018.01.004>
- Eggenhofer-Rehart, P., & Schiffinger, M. (2016). Things will never be the same again? Career prospects before and after the onset of the Great Recession – a multi-level perspective. Presented at the *76th Academy of Management Meeting*, Anaheim, CA, USA, 05-09 August 2016.
- Eggenhofer-Rehart, P., Mayrhofer, W., & Schiffinger, M. (2016). Perceived employability and the Great Recession: Effects of the macro-economic context. Presented at the *32nd EGOS Colloquium*, Naples, Italy, 07-09 July 2016.

- Eggenhofer-Rehart, P., Heinrich, M., Latzke, M., & Schmidt, A. (2015). Gruppen in Organisationen: im Spannungsfeld von Stabilität und Dynamik. In W. Mayrhofer, G. Furtmüller, & H. Kasper (Hrsg.), *Personalmanagement – Führung – Organisation* (S. 111-146). Wien: Linde International. <https://www.lindeverlag.at/buch/personalmanagement-fuehrung-organisation-6236>
- Eggenhofer-Rehart, P. (2014). Karriere-Erfolg von Entrepreneurs: Eine psychologische und soziale Perspektive [Career success of entrepreneurs: A psychological and social perspective]. *Career Services Paper*, 12, 93-112. http://csnd.de/wp-content/uploads/2018/03/csp_12_2014.pdf
- Sackmann, S. A., Eggenhofer-Rehart, P. M. & Friesl, M. (2009). Sustainable change: Long-term efforts toward developing a learning organization. *Journal of Applied Behavioral Science*, 45(4), 521-549. <https://doi.org/10.1177/0021886309346001>

Popular science, practitioner-oriented and miscellaneous publications:

- Eggenhofer-Rehart, P., Latzke, M. & Mayrhofer, W. (2016). Macht Erfolg glücklich – oder Glück erfolgreich? *Punktum*, März 2016. Schweizerischer Berufsverband für Angewandte Psychologie.
- Eggenhofer-Rehart, P. (2016). Macht Gründen glücklich? *ZBP Karrieremagazin*, März 2016, S. 16.
- Latzke, M., Eggenhofer-Rehart, P., Mayrhofer, W. (2015). Karrieren im Wandel – Empirische Befunde. *Wirtschaftspsychologie aktuell*, Dezember 2015.
- Eggenhofer-Rehart, P. & Schiffinger, M. (2015). Steiler, höher, gleicher? Gehaltsentwicklung von WU-Absolvent/inn/en. *ZBP Karrieremagazin*, Juni 2015, S. 22-23.
- Eggenhofer-Rehart, P. (2014). Wer schnell billig kauft, kauft teuer. *Der Standard*, 03.05.2014.
- Eggenhofer-Rehart, P. (2014). Start up, be happy! Sind Selbstständige glücklicher? *Der Standard*, 22.02.2014.
- Kumpf, A. & Eggenhofer-Rehart, P. (2011). Möglichst lange, glücklich und selbständig in den eigenen vier Wänden leben. *Golden Age*, Nr. 18/2011, S. 63-66.
- Boppert, J. & Eggenhofer-Rehart, P. (2009). Change to lean. *Business+Logistic*, Oktober 2009, S. 16-19.
- Huber, R. K., Eggenhofer, P., Schäfer, S. & Römer, J. (2007). Der Einfluss von Persönlichkeitsmerkmalen und Teameigenschaften auf die Leistungsfähigkeit vernetzter Teams. *Europäische Sicherheit*, 7/2007, 70-72.

Ad hoc journal reviews:

- Human Resource Management Journal
- Diaspora, Indigenous, and Minority Education
- Human Relations
- Journal of World Business
- Personnel Review
- Journal of Vocational Behavior
- International Journal of Human Resource Management
- Applied Psychology: An International Review

Memberships:

- European Group of Organization Studies (EGOS)
- Academy of Management (AOM)