

DANA B. MINBAEVA
King's Business School
King's College of London
Bush House, 30 Aldwych, London WC2B 4BG, UK
Email dana.minbaeva@kcl.ac.uk

PERSONAL

Date of birth: November 30, 1970
Nationality: Denmark
Residence: UK and Denmark
Languages: Russian (native), Kazakh (native), English (full professional proficiency), Danish (professional working proficiency)
Marital status: Married, one child

EDUCATION

Ph.D., Economics and Business Administration, Copenhagen Business School, 2004
MBA, KIMEP, 1996
University Diploma in Mining Engineering, Karaganda Polytechnic Institute, 1993

Non-degree education

Leading Organizations in Disruptive Times, INSEAD, France, 2020
Participant-Centered Learning, Harvard Business School, USA, 2007
Pre-Doctoral Studies, HEC, France, 1999
International Summer University, Vienna University, Austria, 1999
Cand.Merc./M.Sc. studies (exchange), Copenhagen Business School, Denmark, 1997-1998

RESEARCH AREAS

Strategic International Human Resource Management
Human Capital Analytics

ACADEMIC APPOINTMENTS

King's Business School, King' College of London, the UK
2021 (September) – present: Professor in HRM
Department of Strategy and Innovation, Copenhagen Business School, Denmark
2012 – present: Professor in Strategic and Global HRM (part-time from March 2022)
2008 – 2012: Associate Professor in Strategic HRM
2006 – 2008: Assistant Professor
Department of Intercultural Communication and Management, Copenhagen Business School, Denmark
2005 – 2006: Assistant Professor
Department of Sociology, Copenhagen University, Denmark
2004 – 2006: External Lecturer (part-time)
Department of Social Science, Roskilde University, Denmark
2004-2006: External Lecturer (part-time)
Department of International Economics and Management, Copenhagen Business School, Denmark
2000 – 2004: Ph.D. Student
Department of Business Administration, KIMEP, Kazakhstan
1998 – 2000: Senior Lecturer in Management
1996 – 1998: Lecturer

Visiting positions

2012: HEC Montreal, Canada
2010: Auckland University, New Zealand

2010: Victoria University, Australia
2009: University of Limerick, Ireland,
2001: Cranfield University School of Management, the UK

ADMINISTRATIVE EXPERIENCE

Copenhagen Business School, Denmark

2018 – present: Vice-President for International Affairs at CBS; since 2021 the President's Envoy on International Affairs (part-time)

2015-2016: Member of the CBS-Wide Appointment Committee (CWAC)

2014 – 2020: Founder and Director of Human Capital Analytic Group at CBS

2009-2017: Head of the Ph.D. School in Economics and Management

2008-2012: Member of the Study Board for M.Sc. in International Business and Politics

2005-2006: Intercultural Management Line Coordinator, M.Sc. in Business, Language and Culture

KIMEP, Kazakhstan

1998 – 2000: Associate Chairperson of Department of Business Administration

1996 – 1997: KIMEP Evening Program Director

CONSULTING/EXECUTIVE EDUCATION EXPERIENCE

Nordic Human Capital Advisory, Research Partner

Copenhagen Business School and CBS Executive, Denmark: Full Time MBA "Human Resource Management", Global EMBA "Organizational Behavior and HRM", executive education "Human Capital Analytics" and "Business Data and Analytics", Executive MBA

Stockholm School of Economics, Russia: Executive MBA "Human Resource Management"

ESMT Berlin, Germany: executive education "Human Resource Management"

Northern Institute of Technology Management, Germany: executive education "Human Resource Management"

LMU Munich, Germany: executive education "Human Resource Management"

Baltic Management Institute, Latvia: Executive MBA "Human Resource Management"

KIMEP, Kazakhstan: "Strategic Management", "Human Resource Management"

McGill University/Southern Alberta Institute of Technology –Kazakhstan (SAIT): executive and senior management training courses "Essential Management Skills", "Strategic Planning", "Human Resource Management", "Performance Appraisal", "Compensation Management", etc.

Chr.Hansen, Denmark: Organizational Audit for Global People and Organization; Global HR Strategy 2008-2010

T&B Consult – Social Science Consulting, Denmark: international projects' monitoring and evaluating, background studies for CIS countries.

Copenhagen Business School, University of Copenhagen, South Denmark University: pedagogical courses in "Case-Based Teaching" and "Teaching in Multicultural Classrooms"

INDUSTRY/BUSINESS EXPERIENCE

"Guzeev & Co", private firm, Almaty, Kazakhstan

1994: General Manager

"Feniks", private firm, Karaganda, Kazakhstan

1993-1994: Account Manager

1993: Office Manager

Paid internships

1995, summer: State Management Department, Cabinet of Ministries of the Republic of Kazakhstan, Almaty, Kazakhstan

1992, summer: Technological Department, Mining Enterprise "60 let Oktyabrya", Karaganda, Kazakhstan

1991, summer: Technological Department, Mining Enterprise “Kazakhstanskaya”, Karaganda, Kazakhstan

AWARDS AND RECOGNITION

FUHU Teaching Award 2006 (CBS Best Teacher of the Year)

Tietgen Prize 2008 (for the exceptional research efforts in Denmark)

JIBS Decade Award 2013 (the most influential paper published in the *Journal of International Business Studies* ten years prior)

Jorck Fond’s Research Prize 2014 (National Research Excellence)

DSEB Research Dissemination Prize 2017

CBS MBA Best Teacher Award 2017

The Case Center 2019 Award Winner (with the case *The Acquisition Experiences of KazOil*)

The Academy of International Business Fellow 2020

Academy of Management Review, Outstanding Reviewer, 2020

PROFESSIONAL SERVICE

Boards and representations

Academy of Management, HR Division Executive Board, member, 2017-2019

European International Business Academy, Executive Board, member, 2018 – 2020

CEMS Global Alliance in Management Education Executive Committee, member, 2018-2019

CEMS Quality Assurance Committee, member, 2018-2020

European Institute of Advanced Studies in Management (EIASM), Executive Board, member, 2019 – 2021

Societal Impact and Global Management Alliance (SIGMA), Executive Committee, member, 2019 -

Women in Academy of International Business, Vice-President, 2019-2021; President, 2021-2023

Academy of International Business, Vice-President Administration, 2020-2023

Strategic Management Society, Ombudsman, 2020-2022

Sino-Danish Center (SDC), Danish Board members, 2020 - 2021

Editorial work

Associate Editor, Human Resource Management, 2014-2018

Area Editor, Cross-Cultural and Strategic Management, 2017-2018

Senior Editor, Management and Organization Review, 2016-2018

Area Editor, Journal of International Business Studies, 2019 - 2023

Member of Editorial Boards for Academy of Management Review; Journal of Management; Journal of World Business, Human Resource Management

Chair

Track Chair, the 2012 World Congress of the International Federation of Scholarly Associations of Management

Chair, EIASM Workshop on Strategic Human Resource Management, 2013, 2014, 2015, 2016, 2017, 2018

Track Chair, “Organization, management and human resources of the MNE”, the Academy of International Business, 2014

Track Chair “Global Leadership and Talent Management”, the Academy of International Business, 2016

Track Chair “International Human Resource Management”, the European International Business Academy, 2014, 2017

Track Chair “HRM and Cross-Cultural Management”, the European International Business Academy, 2017

Track Chair “International and Global Skills Management”, the AIB-UK, 2018

Track Chair “Business In Society”, local track, the Academy of International Business, 2019

Local Chair Academy of International Business, 2019

Track Chair “HRM and Cross-Cultural Management”, the European International Business Academy, 2021

International Committees

The WAIB Award Committee at the Academy of International Business, 2012, 2015

Junior Faculty Consortium at the Academy of International Business, 2013

The International HRM Scholarly Research Award Committee for the HR Division at the Academy of Management, 2013, 2014, 2017
 The CBS Young Scholar Prize at the European International Business Academy, 2013 - 2019
 HR Junior Faculty Consortium, HR Division, Academy of Management, 2019-2020
 Best Convention Paper Award Committee, HR Division, the Academy of Management, 2014
 The Ralph Alexander Dissertation Award Committee, HR Division, the Academy of Management, 2014
 HR Division Executive Committee, the Academy of Management, 2016-2019
 HR Division HR Ambassador for Denmark, the Academy of Management, 2014 - present
 Representative at Large, Strategic Management Society, Human Capital Group, 2016 – 2018
 Member of Diversity and Inclusion Taskforce, Strategic Management Society, 2018, 2021
 Membership Committee, Academy of International business, 2018-2019
 HR Division, Emerging Scholar Award Committee, the Academy of Management, 2020
 D&I Committee, Strategic Management Society, 2022 - present

DOCTORAL EDUCATION

Ph.D. students' supervision

Rikke Kristine Nielsen, Department of Management, Politics and Philosophy, Copenhagen Business School. Secondary supervisor. Graduated 2014.
 Sanne Kjærsgaard Hjordrup, Department of Management, Politics and Philosophy, Copenhagen Business School. Secondary supervisor. Graduated 2015.
 Dana Ott, Department of Management and International Business, the University of Auckland Business School. Secondary supervisor. Graduated 2018.
 Maibrith Kempka Jensen, Department of Organization, Copenhagen Business School. Third supervisor.
 Sara Vardi, Department of Strategic Management and Globalization, Copenhagen Business School. Primary supervisor.

Doctoral committees

Mathias Höglund, "Microfoundations of HRM Effects: Individual and Collective Attitudes and Performance", HANKEN, Finland, 2011
 Christina Jayne Colclough, "Building Social Capital: A Joint Venture between Management and Employees in a Danish MNC", University of Copenhagen, Denmark, 2012
 Hayatti Abdul Jalal, "Exploring employees' perceptions of their capability and success of sharing knowledge: implications for HRM", Massey University School of Management, New Zealand, 2012
 Ieva Martinkenaite-Pujanauskiene, "Evolutionary and Power Perspectives on Headquarters-Subsidiary Knowledge Transfer: The Role of Disseminative and Absorptive Capacities", BI, Norway, 2015
 Adis Murtic, "Absorptive Capacity and Knowledge Transfer", Stockholm School of Economics, Sweden, 2015
 Abby Jingzi Zhou, "Enhancing Cross-Cultural Knowledge Transfer between HQs and Subsidiaries in Advanced and Emerging Economies", University of Nottingham Ningbo, China, 2016
 Annamaria Kubovcikova, "At the Crossroads: Searching for New Avenues in Contextualized Expatriate Research", Aarhus University, Denmark, 2016
 Sofia John, "From the Employee Perspective: Understanding the Antecedents of Employees' Perceptions and Identification in the MNC Context", HANKEN, Finland, 2017
 Farah Yeasmine Shakir, "Amidst Darkness Light Persists: An Identity Approach Towards Managing Cultural Differences within International Business", IESE Business School, Spain, 2017
 Sanat Kozhakhmet, "The interaction effect of organizational and individual factors on intra-firm knowledge transfer", University of Malaya, Malaysia, 2018
 Jeniffer Kennedy, "The Recipient Perspective: A Mixed Methods Inquiry of Knowledge Seeking Factors in Tacit Knowledge Contexts", DCU, Ireland, 2019
 Alissa Hankache, "Cross-national Transfer and Implementation of HRM Practices in MNCs: A Multilevel Analysis", ESCP Paris, France, 2020

EXTERNAL FUNDRAISING

Hedorf: DKK 25,000 (2007)

Det Frie Forskningsråd/ Samfund og Erhverv (FSE): DKK 1,606,700 (2009)

Marie Curie International Research Staff Exchange Scheme: EURO 7,600 (2009)

Otto Mønsted: annually for participation in international conferences; DKK 210,000 for visiting professorship (2014)

Shell: DKK 100,000 for Human Capital Analytics Group (2014)

Novo Nordisk: DKK 500,000 for Human Capital Analytics Group (2015-2016)

Expert Panel: DKK 90,000 for Human Capital Analytics Group (2015)

Dansk Industri: DKK 800,000 for Human Capital Analytics Group (2016)

Grundfos: DKK 250,000 for Human Capital Analytics Group (2017)

TDC: DKK 100,000 for Human Capital Analytics Group (2018)

Danfoss: DKK 100,000 for Human Capital Analytics Group (2019)

Innovation Fund: DKK 1,009,613 for a research project on Virtuel Ledelse under Corona-krisen/Virtual Leadership during Corona-crisis (2020)

INVITED ACADEMIC KEYNOTES (selected)

“Contextualizing the individual in international management studies: White spots, grey zones, black boxes and future research agenda”, the 12th EIASM Workshop on International Management, Copenhagen, Denmark, 2014

“Emerging map of global HRM”, HRM workshop, Gothenburg University, Centrum for Global Human Resource Management, 2015

“Country and Business Strategies in the Era of De-Globalization for Transition Economies: The Role of Context”, SMS extension, Sofia, Bulgaria, 2018

“Disrupted HR: A was forward”, AoM HR Division International Conference, Dublin, Ireland, 2019.

“The End of Global Mobility?”, ANZIBA 2021, virtual.

PUBLICATION LIST

Articles in refereed journals (published and forthcoming)

1. Minbaeva, D., Pedersen, T., Bjorkman, I., Fey, C., and Park, H. (2003). MNC Knowledge Transfer, Subsidiary Absorptive Capacity and HRM, *Journal of International Business Studies*, 34(6), pp. 586-599. Reprinted in *Journal of International Business Studies*, 45(1), pp. 38-51
2. Minbaeva, D. and Michailova, S (2004). Knowledge Transfer and Expatriation Practices in MNCs: The Role of Disseminative Capacity, *Employee Relations*, 26(6), pp. 663-679.
3. Minbaeva, D. (2005). HRM Practices and Knowledge Transfer. *Personnel Review*, 35(1), pp.125-144.
4. Minbaeva, D. (2007). Knowledge Transfer in Multinational Corporations. *Management International Review*, 47(4), pp. 567-594.
5. Minbaeva, D., Hutching, K. and Thomson, B. (2007) Hybrid Human Resource Management in Post-Soviet Kazakhstan. *European Journal of International Management*, 1(4), pp. 350-371.
6. Minbaeva, D. (2008) HRM Practices Affecting Extrinsic and Intrinsic Motivation of Knowledge Receivers and Their Effect on Intra-MNC Knowledge Transfer. *International Business Review*, 17(6), pp. 703-713
7. Minbaeva, D., Foss, N. and Snell, S. (eds) (2009). Bringing Knowledge Perspective into HRM. Introduction to the Special Issue. *Human Resource Management*, 48(4), 477-483
8. Navrbjerg, S. and Minbaeva, D. (2009) HRM and IR in Multinational Corporations: Uneasy Bedfellows? *International Journal of Human Resource Management*, 20(8), pp.1720-1736
9. Foss, N., Minbaeva, D., Pedersen, T. and Reinholt, M. (2009) Encouraging Knowledge Sharing among Employees: How Job Design Matters. *Human Resource Management*, 48(6), pp. 871-893.
10. Minbaeva, D. and Pedersen, T. (2010) What Drives Knowledge Sharing Behavior of Individuals? *International Journal of Strategic Change Management*, 2(2/3), pp. 200-222.
11. Gooderham, P., Minbaeva, D. and Pedersen, T. (2011) Governance Mechanisms for the Promotion of Social Capital for Knowledge Transfer in Multinational Corporations. *Journal of Management Studies*, 48(1), pp. 123-150
12. Minbaeva, D. and Muratbekova-Touron, M. (2011) Experience of Canadian and Chinese Acquisitions in Kazakhstan. *International Journal of Human Resource Management*, 22(14), pp. 2946–2964
13. Michailova, S. and Minbaeva, D. (2012) Organizational Values and Knowledge Sharing Behavior in MNCs. *International Business Review*, 21, pp. 59-70
14. Minbaeva, D., Mäkelä, K. and Rabbiosi, L. (2012) Linking HRM and Knowledge Transfer via Individual-level Mechanisms. *Human Resource Management*, 51(3), pp. 387-405
15. Husted, K., Michailova, S., Minbaeva, D. and Pedersen, T. (2012) Knowledge Sharing Hostility and Governance Mechanisms: Empirical Test. *Journal of Knowledge Management*, 16(5), pp. 754-773
16. Minbaeva, D. and Collings, D. (2013) Seven Myths of Global Talent Management. *International Journal of Human Resource Management*, 24(9), pp. 1762-1776
17. Minbaeva, D. and Muratbekova-Touron, M. (2013) Clanism: Definition and Implications for Human Resource Management. *Management International Review*, 53(1), pp. 109-139
18. Minbaeva, D. and Muratbekova-Touron, M. (2013) Brain Drain. *Harvard Business Review Russia*, August
19. Käse, R., King, Z. and Minbaeva, D. (eds.) (2013) Introduction to the Special Issue on “Using Social Network Research in HRM”. *Human Resource Management*, 52(4), pp. 473-483
20. Andersen, T. and Minbaeva, D. (2013) Human Resources in Strategy Making. *Human Resource Management*, 52(5), pp. 809-827
21. Minbaeva, D. (2013) Strategic HRM in Building Micro-Foundations of Organizational Knowledge-Based Performance. *Human Resource Management Review*, 23(4), pp. 378-390
22. Minbaeva, D., Pedersen, T., Bjorkman, I., & Fey, C. (2014). A retrospective on: MNC Knowledge Transfer, subsidiary absorptive capacity and HRM. *Journal of International Business Studies*, 45(1), pp. 52-62

23. Andreeva, T., Festing, M., Minbaeva, D. and Muratbekova-Touron, M. (2014) The Janus Faces of IHRM in Russian MNEs – and Institutional Perspective. *Human Resource Management*, 53(6), 967-868
24. Minbaeva, D. (2016) Contextualizing the individual in international management research: Black boxes, comfort zones and A future research agenda. *European Journal of International Management*, 10(1): 95-104
25. Edwards, T., Sanchez-Mangas, R., Jalette, P, Lavelle, J., and Minbaeva, D. (2016) Comparing the HR Practices of US-owned and Indigenous MNCs: Evidence from Five Countries. *Journal of International Business Studies*, 47(8): 997–1021
26. Minbaeva, D. and Navrbjerg, S. (2016) (Un)predictable factor: The Role of Social Capital in Subsidiaries’ Take-Overs. *Journal of Organizational Effectiveness, People and Performance*, 10(1): 95-104
27. Minbaeva, D. and Straub-Baer, A. (2016) Global Leadership as a Driver of Corporate Coherence. *Danish Journal of Management and Business*, 80(1): 113-130
28. Minbaeva, D. (2017) Human Capital Analytics: Why Aren’t We There? Introduction to the Special Issue. *Journal of Organizational Effectiveness, People and Performance*, 4(2): 110-118
29. Minbaeva, D. (2018) Building a Credible Human Capital Analytics for Organizational Competitive Advantage. *Human Resource Management*, 57(3): 701-713
30. Minbaeva, D., & Santangelo, G. (2018). Boundary spanners and knowledge sharing in MNE: The individual perspective. *Global Strategy Journal*, 8(2): 220-241.
31. Butler, C., Minbaeva, D., Makela, K., Maloney, M., Nardon, L., Paunova, M., Zimmermann, A. (2018) Towards a Strategic Understanding of Global Teams and their HR Implications: An Expert Dialogue. Forthcoming in *The International Journal of Human Resource Management*
32. Minbaeva, D., Park, C., Vertinsky, I. and Cho, Y. (2018). Disseminative capacity and knowledge acquisition from foreign partners in international joint ventures. *Journal of World Business*, 53(5): 712-724
33. Inkpen, A., Minbaeva, D. and Tsang, E. (2018) Point-Counterpoint on Knowledge Leakage. *Journal of International Business Studies*, 50(2): 250-260
34. Minbaeva, D., Rabbiosi, L. and Stahl, G. (2018). Not Walking the Talk? How Host Country Cultural Orientations May Buffer the Damage of Corporate Values’ Misalignment. *Journal of World Business*, 53(6): 880-895. Awarded “Highly Commended Paper” by the 2018 GLOBE Robert J. House Best Research Paper Award committee.
35. Stjerne, I., Söderlund, J. and Minbaeva, D. (2019). Crossing Times: Temporal Tensions and Temporal Boundary Spanning Practices in Interorganizational Projects. *International Journal of Project Management*, , 37: 344-362
36. Andersson, U., Brewster, C., Minbaeva, D., Narula, R. and Wood, G. (2019). The IB/ IHRM interface: Exploring the potential of intersectional theorizing. *Journal of World Business*, 54(5): <https://doi.org/10.1016/j.jwb.2019.100998>
37. Hotho, J., Minbaeva, D., Muratbekova-Touron, M. and Rabbiosi, L. (2020). Coping with Favoritism in Recruitment and Selection: A Communal Perspective. *Journal of Business Ethics*, 165: 659-679
- Winner of “That’s interesting!” award at the Academy of International Business, 2013
38. Caligiuri, P., De Cieri, H., Minbaeva, D., Verbeke, A. and Zimmermann, A. (2020) International HRM Insights for Navigating the COVID-19 Pandemic: Implications for Future Research and Practice. *Journal of International Business Studies*, 51: 697-713
39. Minbaeva, D., Fitzsimmons, S., Brewster, C. (2021). Unravelling the double-edged sword of cultural diversity: Progress, critique and next steps. *Journal of International Business Studies*. <https://doi.org/10.1057/s41267-020-00390-2>
40. Minbaeva, D. (2021) Disrupted HR? *Human Resource Management Review* <https://doi.org/10.1016/j.hrmr.2020.100820>

41. Minbaeva, D., Muratbekova-Touron, M., and Zamantili Nayir, D. (2021). Individual Responses to Institutional Pressures in Hybrid Contexts. *International Business Review* <https://doi.org/10.1016/j.ibusrev.2020.101778>
42. Hong, H-J. and Minbaeva, D. (2022) Multiculturals as Strategic Human Capital Resources in Multinational Enterprises. *Journal of International Business Studies*, 53: 95-125.
43. Knight, G., Chidlow, A., and Minbaeva, D. (2022) Methodological fit for empirical research in International Business: A contingency framework. *Journal of International Business Studies*, 53: 39–52.
44. Minbaeva, D., Ledeneva, A. Muratbekova-Touron, M., Horak, S. (2022) Explaining continuity and change in informal institutions: The role of informal networks. Forthcoming in *Academy of Management Review*

Under review

45. Minbaeva, D. and Navrbjerg, S. Strategic HRM: the Covid-19 test? Revise&resubmit in *Human Resource Management*.

In preparation for submission

46. Minbaeva, D., Chadwick, C., Conroy, K. MNE human capital: Review and research agenda.
47. Vardi, S., Minbaeva, D. and Rabbiosi, L. What makes them ready? Talent management and individual outcomes.
48. Kunst, V. and Minbaeva, D. A meta-analytic review of the determinants of standardization and adaptation of human resource management practices in multinational enterprises.

Book chapters

49. Minbaeva, D. (2007) HRM Practices and Knowledge Transfer in MNCs. In O’Sullivan, K. (ed.) *Knowledge Management in Multinational Organizations*, pp. 1-27.
50. Morley, M., Minbaeva, D. and Michailova, S. (2012; 2016; 2018) The Transition States of Central and Eastern Europe and the Former Soviet Union. In Brewster, C. and Mayrhofer, W. (Eds), *Handbook of Research in Comparative Human Resource Management*. Cheltenham: Edward Elgar Publishing. Pp. 550-575.
51. Björkman, I., Pucik, V., Evans, P. and Minbaeva, D. (2014, 2018) Managing Knowledge in Multinational Firms. In Harzing, A.-W. and Pinnington, A. (Eds.) *International Human Resource Management*.
52. Minbaeva, D. and De Cieri, H. (2014) Strategy and International HRM. In D. G. Collings, G. Wood & P. Caligiuri (Eds.) *The Routledge Companion to International Human Resource Management*.
53. Minbaeva, D. (2014) IHRM and Knowledge Management in MNCs. In D. G. Collings, G. Wood & P. Caligiuri (Eds.) *The Routledge Companion to International Human Resource Management*.
54. Minbaeva, D. & Vardi, S. (2018) Global Talent Analytics. In Collings, D. G., Scullion, H. & Caligiuri, P. M. (eds.). *Global Talent Management*. 2 ed. New York: Routledge, pp. 197-217
55. Minbaeva, D. et al. (2018) Talent Management in Denmark. In Vaiman, V., Sparrow, P., Schuller, R. and Collings, D. *Macro Talent Management*. New York: Routledge
56. Minbaeva, D. (2019) HRM in Emerging Markets. In R. Grosse & K. Meyer. *The Oxford Handbook of Management in Emerging Markets*. Oxford Publishing.
57. Reiche, S. and Minbaeva, D. (2019) HRM in Multinational Corporations. In Wilkinson, A., Bacon, N., Lepak, D. and Snell, S. *The SAGE Handbook of HRM*, 2nd edition.
58. Huselid, M. and Minbaeva, D. (2019) Big Data and Human Resource Management . In Wilkinson, A., Bacon, N., Lepak, D. and Snell, S. *The SAGE Handbook of HRM*, 2nd edition.
59. Conroy, K. and Minbaeva, D. (2021). New International HRM Approaches and MNE Strategies. In Mellahi, K., Meyer, K., Narula, R., Surdu, I., & Verbeke, A. *The Oxford Handbook of International Business Strategy*. Oxford: Oxford University Press.
60. Collings, D. and Minbaeva, D. (2021) Micro-foundations of Talent Management. In Tarique, I. (ed). (forthcoming) *The Routledge Companion to Talent Management*.

61. Nygaard, F. and Minbaeva, D. (2021) Capitalizing on Human Capital Analytics in Small- and Medium-sized Enterprises. In Lund Pedersen, C., Lindgreen, A., Ritter, T., & Ringberg, T. (Eds.) (2021). *Big Data in Small Business: Data-driven Growth in Small and Medium-sized Enterprises*. Edward Elgar Publishing.

Cases

Tokyo Jane, IVEY Publishing, 2014

The Acquisition Experiences of KazOil, The Case Center, 2015. The Winner of the 2019 Case Center Award.

CSE, IVEY Publishing, 2017

Cook with Locals, IVEY Publishing, 2017

TDC Group: Flexible Ways of Working, IVEY Publishing, 2022

Chr. Hansen: From a Danish Personnel Department of 1965 to Global State-of-the-Art HR Organization of 2007. Available on request

Networks for Knowledge Sharing at Rambøll. Available on request

Diversity in Novo Nordisk. Available on request

Reports

"Foreign Staff Retention", Copenhagen Business School, 2006. Upon the request

"Employment Practices of Multinationals", Results Report, 2011. Upon the request

"Multicultural Classroom", Copenhagen Business School, 2011. Upon the request

"Employee Engagement Surveys: The use and usefulness", 2015. ISBN-13: 9788793226111.

"Skills Gap in Denmark: Investigation of Børsen's Top 1000", 2016. ISBN-13: 9788793226159.

"Tightening the Chain: Improving the Supplier-Buyer Relationships in a Danish Context", ISBN 978-87-9322632-6

In the media (selected)

"Dansk HR taber til udenlandske virksomheder" and "Danske selskaber anvender flere danske ledere i udlandet", *Børsen Executive*, January 13 2012

"Intern kommunikation: Multinationale selskaber bedst", *Børsen Executive Magazine*, week 3-4 2012

"Seven Myths of Global Talent Management", *International HR Advise Magazine*, Summer 2013 (with David Collings)

"Stop Guessing – Start Knowing! On the Importance of Asking the Right Questions and Taking Responsibilities", *Dansk HR*, February 2014

"Sådan bruger du dine medarbejder-data", *Ledelse-i-dag*, October 1, 2015

"Brug dine data om medarbejderne", *Ledelseidag.dk*, October 29, 2015

"Data om medarbejdere kan blive guld værd", *Lederne.dk*, November 6, 2015,

"Management Makeovers Bring In Peer Reviews for Pay", *Financial Times*, March 2016

"Firmaer går glip af stort potentiale", *Djøfbladet*, October 28, 2016

"Du bliver målt og vejret - især af dig selv", *Djøfbladet.dk*, June 7, 2017

"Det ved vi om medarbejdernes trivsel i de danske børsgiganter", *Finans.dk*, April 3, 2018

"Tiltræk og bevar de rette medarbejdere", *Berlingske*, January 20, 2019

"Flere akademikere og unge vil i job uden for Danmark", *Børsen*, April 8, 2019

"Corona-hjemmearbejde gjorde ansatte mere produktive og glade", *Djøfbladet*, August 13, 2020

"Corona kan forandre ledelse fundamentalt", *Djøfbladet.dk*, August 24, 2020

"Coronakrisen kan revolutionere vores arbejdsliv", *Altinget*, August 31, 2020