

Dr. Karina van de Voorde

Professional employment

Assistant Professor (Tenured), Human Resource Studies, Tilburg U.	2012-current
Assistant Professor, Work and Organizational Psychology, Radboud U.	2010-2012
PhD candidate, Human Resource Studies, Tilburg U.	2006-2010

Education

2011	University Teaching Qualification (BKO)
2010	PhD. Tilburg U. HRM, employee well-being and organizational performance: A balanced perspective. Promotors: Prof. J. Paauwe and Prof. M. van Veldhoven (<i>Cum Laude</i>)
2005	Msc. Tilburg University: Human Resource Studies (<i>Cum Laude</i>)

Key publications

- Peccei, R., & van de Voorde, K. (in press). The application of the multilevel paradigm in HRM –outcomes research: Taking stock and going forward. *Journal of Management*.
- van de Voorde, K., Veld, M., & van Veldhoven, M. (2016). Connecting HRM and performance to work engagement: The mediating role of job demands and resources. *Human Resource Management Journal*.
- van de Voorde, K., van Veldhoven, M., & Paauwe, J. (2012). Employee well-being and the HRM-organizational performance relationship: A review of quantitative studies. *International Journal of Management Reviews*, 14, 4, 391-407.
- van de Voorde, K., & van Veldhoven, M., & Paauwe, J. (2011). HRM, welbevinden en organisatieprestaties: Op zoek naar balans. *Tijdschrift voor HRM*, 14, 2, 23-37.
- van de Voorde, K., Paauwe, J., & van Veldhoven, M. (2010). Predicting business unit performance using employee surveys: Monitoring HRM-related changes. *Human Resource Management Journal*, 20, 1, 44-63.

Awards

Best paper award HRM Network Conference	2011
Emerald outstanding dissertation award in the field of HRM	2010
Best paper proceedings of the Academy of Management Conference	2009
Best paper award VI International Workshop on Human Resource Management	2007

Selection of invited presentations

- *HRM and employee work-related health: Exploring the role of job resources and demands*. Invited presentation at the University of Amsterdam, Amsterdam.
- *The HRM - Outcomes relationship: Taking stock and going forward*. Invited keynote presentation at the Future of HR Research seminar, Utrecht.
- *From management exploitation and worker resistance to HRM and employee well-being, and beyond....* Invited keynote at the HR research and practice across generations: sharing the past, working towards the future conference, Tilburg University, Tilburg.
- *HRM, well-being and performance*. Invited presentation at the NIP seminar, Utrecht.
- *Evidence based management HRM and performance*. Invited presentation at the NVP seminar, Tilburg.

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Selection of organized symposia at international conferences

- Academy of Management Conference, Chicago, USA (2018). Showcase Symposium '*How to improve employee health and well-being at work: The role of HR practices*'.
- HRM Network Conference, Nijmegen, the Netherlands (2017). Track '*HRM and the alignment of employee well-being and organizational performance In pursuit of internally sustainable organizations*'.
- Academy of Management Conference, Atlanta, USA (2017). Symposium '*Insights in when and why HPWS affect employee health well-being*'.
- Congress of the EAWOP, Dublin, Ireland (2017). Symposium '*Exploring trade-offs between employee well-being and organizational performance: The role of HRM*'.
- HRM Network Conference, Utrecht, the Netherlands (2015). Track '*HRM, well-being and performance: The role of work context*'.
- Academy of Management Conference, Vancouver, Canada (2015). Symposium '*HPWS and employee health well-being*'.
- Conference of the EAOHP, London, UK (2014). Symposium '*Contextualizing the Job Demands-Resources Model*'.
- Congress of the EAWOP, Maastricht, the Netherlands (2011). Symposium '*Multilevel perspectives on work, employee well-being and organizational performance*'.

Current teaching

Advanced Studies in HRM (course coordinator) (PhD level)

Strategic HRM (course coordinator) (undergraduate level)

Supervising PhD and master theses

Seminar in HR (graduate level)

Selection of professional presentations and executive training

Research activities within international (financial) service organizations and health care institutions. 2012-current

Invited lecture 'De impact van HRM-initiatieven vaststellen door het koppelen van HR- en business data', People Management Center, Tilburg U. 2016

Invited training on 'Engagement and well-being', SHRM course for hospitals. 2016

Selection of other academic roles and activities

Member of daily board, dept. of HR Studies, Tilburg U. 2017-current

Editorial board member of the *Journal of Management*, the *Human Resource Management Journal* and the *International Journal of Human Resource Management*. 2016-current

Member of teaching committee, dept. of HR Studies, Tilburg U. 2012-current

Academic visitor at King's College (London, UK). 2006-current

Member of the executive committee of the HR division (Academy of Management) 2018-current