

**Curriculum Vitae of Markus Helfen
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ResGate: https://www.researchgate.net/profile/Markus_Helfen
Blog: <https://labour-inspection.net/>

Education

Dept of Social Sciences, Economics, Mathematics and Computer Science, University of Trier, Germany

2000 Diplom-Volkswirt (~ MSc in Economics),
specialized in Labour Economics, Human Resources Management and
Industrial Sociology

Faculty of Business and Economics, RWTH, Aachen University, Germany

2007 Dr. rer. pol. (~ PhD in Business Administration),
“Mit Auszeichnung bestanden” (with distinction)

School of Business & Economics, Department of Management, Freie Universität Berlin, Germany

2015 Habilitation in business administration (Venia legendi)

Habilitation treatise (Venia legendi)

Cumulative thesis, Freie Universität Berlin:
*„Organisation und Institution: Organisatorische Prozesse als Regelfindung und
Regeldurchsetzung“*
[Organization and institution: Organizational processes as rule definition and rule
enforcement],
Referees: Prof. Dr. Gregory Jackson, Prof. Dr. Georg Schreyögg

Doctoral thesis

Thesis, RWTH Aachen:
*Digitale Wirtschaft, direkte Partizipation und die Verankerung von Unternehmen in
arbeitspolitischen Institutionen*
[Digital Economy, Direct Participation and Firms' Embeddedness in Industrial
Relations Institutions]
Referees:
Prof. Dr. Michael Woywode, Prof. Dr. Paul Windolf, Prof. Dr. Christian Grund

Current and former positions

Hertie School of Governance, Berlin

2022– Senior research fellow (PostDoc) in the EU-CHANSE/BMBF project
“Humans in digital logistics”

School of Business & Economics, Freie Universität Berlin, Germany

2020–2022 Visiting and Interim Professorships for Strategic Management and
Inter-firm Cooperation; Senior Research fellow

2016–2018 Visiting Professor of Human Resource Management and Labour
Politics

2008–2016 Senior Research Fellow at the
Chair for Inter-Firm Cooperation

2006–2008 Postdoc in the Pfadkolleg Research Centre
"Research on organizational paths"

Faculty of Business and Management, University of Innsbruck, Austria

2018-2020 Professor of Human Resource Management and Employment Relations

Faculty of Business and Economics, RWTH, Aachen University, Germany

2003–2006 Research and Teaching Associate at the
Chair for International Management, RWTH Aachen University

*Institute of Industrial Engineering and Technology Management (IAT), University of Stuttgart
(Fraunhofer IAO)*

2001–2003 Research Associate in the research team “Service engineering”

Main areas of expertise

- Employment relations & labour politics (i.e., multi-employer work arrangements, sustainable workforce management, international labour relations, organizational and institutional analysis of employer associations and works councils, comparative studies on the transnational transfer of management practices, managing conflict and diversity)
- Organization theory (i.e., organizational institutionalism, collective action theory, network organizations)
- Corporate responsibility and sustainability strategy (i.e., global production networks and labour standards, sustainability strategy)

Additional areas of competence

- Applied qualitative and quantitative research methods (i.e., comparative case study designs, estimation techniques for qualitative outcome variables)
- Multinational service firms and networks (i.e. service delivery networks, business models and strategy, service engineering)
- Corporate governance & financial institutions (personal networks and management compensation, financial institutions)