

**Nicole Torka**

## **Curriculum Vitae**

### **Academic degrees**

2003: Dr. phil (PhD). Business Administration. Title of PhD thesis: Flexible but committed. The influence of the labour contract on workers commitment. University of Twente (NL); Faculty of Management & Governance (MG).

1998: MSc Work & Organizational Psychology. Title of Master thesis: The influence of labour law on the decision-making concerning the use of agency workers. The example of Dutch and German employers within the metal industry. Dutch Open University.

### **Awards**

2006: Nominee Best Lecturer University of Twente

2005: Winner best dissertation award 2003-2004 in Business Economics and Management (Netherlands Organisation for Research in Business Economics and Management)

2005: Winner award best Lecturer University of Twente in industrial engineering & management

### **Academic Posts**

2009-2010: Assistant professor Work & Organizational Psychology, Faculty Behavioural Sciences, University of Twente/NL

May 2009: Visiting professor, University of Gothenburg/Sweden, Institute for Work Sciences (Dr. Kristina Hakansson & Dr. Tommy Isidorsson)

Jan.-May 2009: Acting chair Organizational Psychology and Human Resource Development, University of Twente (replacement full professor during sabbatical leave)

2003-2008: Assistant professor Human Resource Management; Faculty Management & Governance, University of Twente/NL (tenured)

Since 2007: External supervisor for TSM Business School (Netherlands)

2005-2007: External supervisor for 'Master of Arts Managing Human Resources' students (professionals) at the Saxion University (Netherlands)

2001-2003: Secretary of the Dutch HRM Network <http://www.hrm-network.nl/>

1998-2003: PhD candidate and lecturer at the University of Twente/NL

### **Work experience outside academia**

1990 -1997 Freelance manager in the creative industry (e.g., international public relations and European tour management for music artists)

1996-1997 Tutor for foreign students at the Dutch Open University

1993-1996 Refugee worker (emphasis on labour market integration)

1992-1993 Social worker at a women's shelter

1991-1992 Head Public Relations Century Media Records <http://www.centurymedia.com/>

1986-1989 Groom (diverse horse breeders and trainers)

### **International research projects, co-operations, and conference participation**

I have been proactive in international projects and co-operations for many years. In so doing, I conduct research and publish with colleagues from the Netherlands, Germany, and the UK.

### **International research projects and co-operation**

- I collaborate with Dr. Birgit Schyns (University of Durham/UK), Prof. Dr. Jörg Felfe (Helmut Schmidt University /Germany) on research about student commitment.
- Prof. Dr. Stefan Zagelmeyer (University of Applied Sciences Bad Honnef) collaborates on research about malignant Machiavellianism, opportunistic behaviour, and 'clinical' HRM.

## **International conferences and invited presentations**

### **International conferences**

- In 2008 together with Prof. Dr. Jan Kees Looise I organized and chaired the First International Student Conference on Human Resource Management at the University of Twente. This yearly event is a cooperation between the University of Twente, the University Pablo de Olavide (Seville/Spain; Prof. Dr. Ramon Valle), the University of Applied Sciences Bad Honnef (Germany, Prof. Dr. Stefan Zagelmeyer), Greenwich University (London/UK, Dr. Ulke Veersma) and the Université de la Méditerranée (France, Dr. Ewan Oiry).
- From 2001 to 2003 I was the secretary of the Dutch HRM Network (<http://www.hrm-network.nl/>) and organized the third international conference 'Innovating HRM?' (Chair Prof. Dr. Jan Kees Looise, University of Twente).
- From 2003 to 2005 I was member of the organizing committee for the fourth international conference of the Dutch HRM Network 'The value of HRM' (Chair: Prof. Dr. Karin Sanders, University of Twente).

### **Invited presentations**

- In May 2011, invited by Prof. Dr. Marie Jose Chambel (Full Professor Work & Organizational Psychology; University of Lissabon/Portugal), I will present my work about client perceptions at the 'HRM and agency work' seminar, 15th Conference of the European Association of Work and Organizational Psychology (EAWOP), 25-28 May 2011, Maastricht (Netherlands).
- In 2009 the International Confederation of Private Employment Agencies (CIETT) invited me for a presentation on my agency work research.
- In 2008 the Erasmus University Rotterdam invited me for a presentation on my agency work research within the international scholar seminar on the staffing industry
- In 2007 I chaired a session on 'Ethics in Work and Organizational Psychology' at the international conference of the Dutch research organization for work and organizational psychology (WAOP)
- In 2006, the IESEG School of Management (Lille/France) invited me for a lecture about 'The challenge of the 21st century: Maintaining atypical employment relationships and long-term individual, organizational, and societal well-being simultaneously'.
- In 2004 I was invited for a lecture on teachers' commitment by the University of Leipzig/Germany, Faculty Educational Sciences (Prof. Dr. Siegfried Hoppe-Graff).
- Moreover, companies invite me for presentations and external advice on employee attitudes and perceptions (e.g., Eaton, Manpower, Philips, Randstad, Ahold, Akzo Nobel, John Deer, Schmidt Group, Power Packer, Enrichment Technology).

## **Leadership in research projects**

As a project leader and external advisor, I was responsible for numerous research projects in profit and not-for-profit organisations.

- Developing an instrument for measuring mental health (February 2009 – April 2010, client: Santar [health care organisation])
- Research on bullying (September 2008 – April 2009, client: CNV [union])
- Research on retired agency workers (January 2008 – April 2009).
- Perceived justice and commitment: permanent employees and agency workers compared (May 2007-January 2008, client: Manpower).
- Employee commitment and stress: exploring a contradiction in terms? (January-August 2006).
- Agency workers' interpretation of employer commitment. (January-August 2007).
- HRM for an ageing work population: preferences of older employees. Quantitative and qualitative research within the metal industry (October 2005 -August 2005, client: Eaton).
- HRM policy and commitment: a production workers perspective. Case-study research combining qualitative and quantitative methods (September 2005-January 2006, client: Philips)
- HRM policy and employers commitment: a manager and clerical worker view (August 2005-August 2006, client: Philips)
- Competence Management: managing competences of low and medium-skilled metalworkers (January-August 2006, client: Philips)
- Financial Participation. Quantitative research within a consultancy firm (November 2004-December 2005, client: Tauw).
- Numerical and functional employee flexibility: perceptions and preferences of low- and medium-skilled metalworkers (January-September 2005, client: Philips).
- Employers' commitment: a social workers & fire fighters perspective. (December 2004-May 2006).
- Innovating the reintegration of long term unemployed (methodological responsibility, EQAL Project, January-June 2004).
- Commitment survey research among supermarket employees in Czech Republic, Poland, and Slovakia (July 2004-June 2005, client: Ahold).
- Commitment among metalworkers within four metal companies. Walking and talking the floor (interviews & participant observations) & survey research (1999-2002, clients: Power Packer, Schmidt Group, Enrichment Technology, John Deer).

## **Administration responsibilities**

- Member Program Committee Psychology
- Member task force 'integration of German psychology students'
- From 2003 to 2004 I was member of the initiating committee that introduced the BA and MA psychology program at the University of Twente'
- Coordinator for Bachelor and Master students in Work and Organizational psychology and Human Resource Development
- Career tutor and internship supervisor for business administration and psychology students

- Organisation and moderation of information campaigns for students in Dutch, English, and German
- Adviser for the Human Resources Department/University of Twente
- In 2008 I acted as managing director for the organization for the First Alumnus Conference Business Administration, University of Twente (600 participants)

### **Reviewing for Academic Journals**

British Journal of Industrial Relations, European Journal of Work and Organizational Psychology, Economic and Industrial Democracy, Human Resource Management, Human Relations, Personnel Review, Creativity and Innovation Management, Management Revue.

### **General Skills**

- Languages: German (mother tongue), English (fluent), and Dutch (fluent)
- Presentation abilities for a diverse public (CEO's and other industry representatives, students, scientists) in all mentioned languages as well as media experience (journals, newspapers, radio and television)