

# PUBLICATIONS

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## Publications in Refereed Journals

- Greguletz, E., Diehl, M.R. & Kreutzer, K. (forthcoming). Why women build less effective networks than men: the role of structural exclusion and personal hesitation. *Human Relations*.
- Hesse, A., Kreutzer, K. & Diehl, M.R. (2018). Dynamics of institutional logics in a cross-sector social partnership: The case of refugee integration in Germany. *Journal of Business Ethics*. Doi: [doi.org/10.1007/s10551-017-3775-0](https://doi.org/10.1007/s10551-017-3775-0)
- Ruokolainen, M., Mauno, S., Diehl, M.R., Tolvanen, A., Mäkikangas, A. & Kinnunen, U. (2016). Patterns of psychological contract and their relationships to employee well-being and in-role performance at work: Longitudinal evidences from university employees. *International Journal of Human Resource Management*. Doi: [10.1080/09585192.2016.1166387](https://doi.org/10.1080/09585192.2016.1166387)
- Diehl, M.R., Richter, A. & Sarnecki, A. (2016). Variation in employee performance in response to organizational justice: the sensitizing role of socio-economic conditions. *Journal of Management*. doi: [10.1177/0149206316671581](https://doi.org/10.1177/0149206316671581)
- Seeck, H. & Diehl M.R. (2016). M.R. HRM and innovation – Taking stock and future directions. *International Journal of Human Resource Management*.
- Parzefall, M.-R. (2012). A close call: how employees perceive a human resource alternative to layoffs. *Journal of Managerial Psychology*, 27(8).
- Parzefall, M.-R. & Kuppelwieser, V. (2012) Increasing understanding of the antecedents and outcomes of social capital an employee perspective. *Human Relations*, 65(4), 447-472.
- Parzefall, M.R. & Coyle-Shapiro, J.M.A. (2011). Making sense of psychological contract breach. *Journal of Managerial Psychology*, 26(1), 12 – 27.
- Seeck, H. & Parzefall, M.R. (2010). Direct or indirect control? From HRM to psychological contracting. *International Journal of Human Resource Management*, 21(15), 2677 – 2693.
- Parzefall, M.R. & Salin, D. (2010). Perceptions of and reactions to workplace bullying: a social exchange perspective. *Human Relations*, 63(6), 761 - 780.
- Parzefall, M.R. & Hakanen, J. (2010). Psychological contract and its motivational and health-enhancing outcomes. *Journal of Managerial Psychology*, 25(1), 22-43.
- Parzefall, M.R. (2009). Irtisanominen kriisinä psykologisen sopimuksen näkökulmasta. (Layoffs as a crisis: the psychological contract perspective). *Työ ja Ihminen*, 37, 19-33.

- Parzefall, M.R. (2008). Psychological contracts and reciprocity. A study in a Finnish context. *International Journal of Human Resource Management*, 19(9), 1703-1719.
- Parzefall, M.R., Seeck, H. & Leppänen, A. (2008). Employee innovativeness – A review on the antecedents. *Liiketaloudellinen Aikakauskirja, Finnish Journal of Business Economics*, 2, 165-182.
- Seeck, H. & Parzefall, M.R. (2008). Employee agency: Challenges and opportunities for psychological contract theory. *Personnel Review*, 37(5), 473 – 489.
- Huhtala, H. & Parzefall, M.R. (2007). Promotion of employee wellbeing and innovativeness: an opportunity for a mutual benefit. *Creativity and Innovation Management*, 16 (3), 299 – 307.
- Parzefall, M.R. & Huhtala, H. (2006). Innovatiivisuus ja aikapaine tietotyössä. *Työ ja Ihminen* 20(2), 149-157.

### Contributions to Edited Volumes

- Diehl M.R. & Coyle-Shapiro, J. (Forthcoming 2018). Psychological contracts through the lens of sensemaking. In Y. Griep and C.L. Cooper (Eds). *Handbook of Research on the Psychological Contract at Work*. Cheltenham: Edward Elgar Publishing.
- Coyle-Shapiro, J. & Diehl M.R. (2018). Trust and social exchange theory. In Routledge Companion to Trust, R.Searle. A.M. Nienaber and S. Sitkin (Eds). Routledge, Taylor and Francis Group.
- Hesse, A. & Diehl M-R., (2017). Digital forms of applying traditional leadership styles. How social software brings transformational leadership in life. In M. Hilb (Ed.) *Governance of Digitalization*. Bern: Haupt Verlag.
- Adamovic, M, Fortin, M. & Diehl M-R. (2017). The dynamics of justice and conflict at work. In C. Moliner, R Cropanzano & V. Martínez-Tur (Eds.) *Organizational Justice: International Perspectives and Conceptual Advances*, pp. 121-148. Routledge, Taylor and Francis Group.
- Coyle-Shapiro, J., Diehl, M-R. & Chang, C. (2016). The employee-organization relationship and organizational citizenship behavior. In P.M. Podsakoff, S.B. Mackenzie, & N.P. Podsakoff (Eds), *Oxford Handbook of Organizational Citizenship Behavior*.
- Seeck, H. & Parzefall, M.R. (2008). Johtaja innovatiivisuuden tukijana: työyhteisöviestinnän rooli. In P. Aula (Ed) *Kivi vai katedraali: organisaatioviestintä teoriasta käytäntöön*, pp.191-211. Infor Oy.
- Coyle-Shapiro, J. & Parzefall, M.R. (2008). Psychological contracts. In C. L. Cooper and J. Barling (Eds) *Handbook of Organizational Behaviour*, pp.17-34. UK: Sage Publications.
- Parzefall, M.P. & Huhtala, H. (2006) Employee wellbeing in knowledge work – between human resource management and innovativeness. In *Proceedings from the HRM conference*, S. Vanhala & M. Kolehmainen (Eds), Helsingin Kauppakorkeakoulun Julkaisuja, B-75.
- Coyle-Shapiro, J. & Parzefall, M.R. (2005). Examen de la théorie du contrat psychologique: Questions clés relatives à la compréhension et à la recherche sur la relation d'emploi, pp. 22-67. In N. Delobbe, O. Herrbach, D. Lacaze & K. Mignonac (Eds.), *Comportement Organisationnel* (Vol. 1). Paris: De Boeck.

### Recent Conference Contributions

- Hesse, A., Kreutzer, K. & Diehl M.R. Dynamic rivalry of institutional logics in a cross-sector social partnership. Accepted for presentation at the 2017 Academy of Management Conference in Atlanta.

- Huang, J., Diehl, M.R. & Paterlini, S. Women in top management - A social network perspective in German context. Accepted for presentation at the 2017 Academy of Management Conference in Atlanta.
- Kuta, K., Landau, C. & Diehl, M.R. Corporate social responsibility and the refugee crisis – a domain orientated analysis of German stock-listed companies' responses to the refugee crisis. Paper presented at the 5<sup>th</sup> CR3+ conference at Hanken in 2017.
- Greguletz, A. & Diehl, M.R. Women's Leadership Paths – Strategies of Identity Work. Presentation at the 2016 British Academy of Management, Best Paper Award.
- Sarnecki, A. & Diehl, M. How do third parties react to injustice in their teams? The role of relationship quality. Presentation at the 2016 Academy of Management Conference in Anaheim.
- Diehl, M. Bad Apples or Barrels - or bad bosses? A psychological contract perspective to unethical behaviour. Presentation at the 2016 Academy of Management Conference in Anaheim.
- Diehl, M., Jong, B., Kuvaas, B. & Wang, H. Publishing in top non-US Journals - Why and how? Symposium. Presentation at the 2016 Academy of Management Conference in Anaheim.
- Diehl, M., Richter, A. & Sarnecki, A. The Sensitizing effect of socioeconomic conditions on employee reactions to organizational justice. Presentation at the 2015 Academy of Management Conference, Vancouver, Canada.
- Sarnecki, A., Diehl, M. & Fortin, M. Dual authorities and dual standards of justice? Understanding the adaptation experience of expatriates through the lens of organizational justice. European Association of Work and Organizational Psychology (EAWOP) Congress 2015 in Oslo, Norway.
- Sarnecki, A., Richter, A. & Diehl, M.R. Does the threat of job loss affect employee reactions to organizational justice? Presentation at the British Academy of Management meeting in Belfast, Northern Ireland, September 2014.
- Patient, D., Squera, F. & Diehl, M.R. Reactions to change: The role of cynicism and identification. Presentation at the Annual Meeting of the Academy of Management, Philadelphia 2014.
- Amadovic, M., Fortin, M. & Diehl, M.R. Explaining the counterintuitive justice-conflict relationship: a multilevel-multirelationship approach. Presentation at the Annual Meeting of the Academy of Management, Philadelphia 2014.
- Diehl, M.R., Patient, D. & Kuppelwieser, V. Bearers of bad news – the manager's perspective on direct involvement in layoffs. Presentation at the Annual Meeting of the Academy of Management, Lake Buena Vista, August 2013.
- Lurtz, K., Kreutzer, K. & Diehl, M.R. The narratives of translation: When nonprofit organizations adopt management practices. Presentation at the Annual Meeting of the Academy of Management, Lake Buena Vista, August 2013.
- Seeck, H. & Diehl, M.R. A literature review on HRM and innovation - Taking stock and future directions. Presentation at the Annual Meeting of the Academy of Management, Lake Buena Vista, August 2013.
- Cugueró-Escofet, N., Fortin, M., Diehl, M.R., Coyle-Shapiro, J. El-Akremiti, A., Mignonac, K., Moline, M., German, H., Patient, D., Bashshur, M., Rupp, D., Adamovic, M., Oc, B. A Symposium „What's considered fair in teams? Justice, norms, and teams“. Presentation at the European Congress of Work and Organizational Psychology in Münster in May 2013.
- Diehl, M.R. & Raeder, S. Perceived organizational support and social capital as sources of employee wellbeing: the mediating role of power. Presentation at the European Congress of Work and Organizational Psychology in Münster in May 2013.
- Diehl, M.R. & Karna, A. Orchestrating organizational rejuvenation through internal venturing. Accepted for presentation at the Strategic Management Society Lake Geneva Special Conference in March 2013.

- Parzefall, M.R. & Knapp, J. Towards a theory of multiple exchange partners and multiple psychological contracts. Presentation at the Annual Meeting of the Academy of Management, Boston, August 2012.
- Parzefall, M.R., Seek, H. & Kuokkanen, A. Adoption and entry of new management ideas and practices over time: A top management perspective. Presentation at the Annual Meeting of the Academy of Management, Boston, August 2012.
- Parzefall, M.R. & Karna, A. Human capital, social capital and firm performance: The mediating role of innovation capabilities. Presentation at the Annual Meeting of the Academy of Management, San Antonio, August 2011.
- Parzefall, M.R. & Karna, A. Orchestrating organizational renewal through corporate entrepreneurship. Presentation at the E-lab Entrepreneurship Today 2010 Conference, Bergamo, Italy, September 2010.
- Parzefall, M. & Kuppelwieser, V. Increasing understanding of the antecedents and outcomes of social capital an employee perspective. Presentation at the Annual Meeting of the Academy of Management, Montreal, August 2010.

### **Other Contributions**

- Parzefall, M.R. (2006). Book review: I-deals - Idiosyncratic deals employees bargain for themselves by Denise M. Rousseau. *Työelämän Tutkimus*, 2006/3, 212-213.
- Training and skills acquisition in the informal sector. (2002). Working Paper No. 9. Infocus Programme on Skills, Knowledge and Employability. International Labour Office. Geneva.
- Vocational Rehabilitation and Training in the EU Accession Countries. Seminar Report. 2002. International Labour Office. Geneva. (together with Coyer, X., Jung, G.)
- Mental Health in the Workplace. 2000. International Labour Office. Geneva. (together with Gabriel, P.)