

Curriculum vitae

Arndt Sorge

Born: December 28, 1945, in Düsseldorf (Germany)
Marital status: Married, no children
Nationality: German
Religion: Protestant

Mailing address (also private address):

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Education

1985 Habilitation, Dept. of Social Sciences, Johann Wolfgang Goethe University Frankfurt/Main, in sociology
1975 Doctorate: Dr. sc. pol., University of Münster, supervised by Prof. Heinz Hartmann, Ph.D., in sociology (*magna cum laude*)
1972 First degree: Diplom-Volkswirt sozialwissenschaftlicher Richtung; University of Cologne
1966 – 1972 Undergraduate Studies: Economics and Sociology, Universities of Freiburg i. Brsg. and Cologne
1952 – 1965 School: Primary School (1952-56, *Christoph-Steinmeyer-Schule*) and Grammar School (1956-65, *Schloss-Gymnasium Benrath*) in Düsseldorf

Languages: German, English, French, Dutch (all fluent)

Work

2009+ Honorary Professor, Faculty of Economics and Social

	Science, University of Potsdam
2006 – 2011	Director, Research Unit Internationalization and Organization, Wissenschaftszentrum Berlin für Sozialforschung (Social Science Research Center Berlin)
2005 – 2010	François Sellier Professor of International Business and Management, University of Groningen, Faculty of Management and Organization (from 2006: 2/10 fte)
1999 – 2010	Hoogleraar (Full Professor) of Management, esp. Organization Structuring, since 2004 of International Business and Management; University of Groningen, Faculty of Management and Organization
1997 – 1999	Hoogleraar (Full Professor) of Work and Organisation Sciences, Tilburg University, Faculty of Social Sciences; Scientific Director of WORC (Work and Organization Research Centre), 1997-98
1992 – 1997	(Full) Professor of Industrial and Organisational Sociology, Humboldt University Berlin, Department of Social Sciences.
1991 – 1997	Hoogleraar (Full Professor), part-time (1/10), in International Personnel Management and Industrial Relations, University of Maastricht, Faculty of Economics and Business Administration
1988 – 1992	Senior Research Fellow and Acting Director (1990/91), IRIC (Institute for Research on Intercultural Cooperation, affiliated with the University of Maastricht)
1988 – 1992	Universitair hoofd-docent (Associate Professor) in Organisation Studies, University of Maastricht (The Netherlands), Faculty of Economics and Business Administration
1985 – 1988	Privatdozent, University of Frankfurt/Main, Dept. of Social Sciences
1977 – 1988	(Senior) Research Fellow, International Institute of Management, Wissenschaftszentrum Berlin; co-ordinator for the New Technology and Entrepreneurial Initiatives area in the Labour Market and Employment Unit
1975 – 1977	Research Fellow, St. Antony's College, Oxford, and Henley Management College

1972 – 1975	Research Assistant and Junior Lecturer in the Department of Economics and Social Science, University of Münster
1969 – 1972	Part-time student assistant (library), Institut zur Erforschung sozialer Chancen, Cologne; beverages sales and delivery driver, Weinkellerei Basting, Cologne
1965 – 1966	National service (photogrammetric field survey), German Federal Army

Visiting appointments

January-June 2012	Max Planck Institute for the Study of Societies, Cologne
May 2006	Université Paris Dauphine, department of Strategy and Marketing
September 2002 – August 2003	Max Planck Institute for the Study of Societies, Cologne
March/April 1999	Ecole normale supérieure de Cachan
September 1998	Max Planck Institute for the Study of Societies, Cologne
October 1987 – June 1988	Laboratoire d'économie et de sociologie du travail (CNRS), Aix-en-Provence, France, and regular visits since 1975
April 1987	Institute of Higher Studies, Vienna (1 week)
October 1973	Danish Institute for Social Research, Copenhagen

Professional affiliation

Professional associations and bodies – Memberships

German Sociological Association
René König Society
European Group for Organization Studies
Academy of Management

Professional associations and bodies – Appointments

2009+	Member of the Advisory Board, COLIS (Centre for research on organisational learning in international settings), University of Surrey
2008	Chairman of the Research Evaluation Committee, Radboud University Nijmegen, Faculty of Management Sciences
2007	Evaluation Committee, programme 'Enterprises and forms of economic organisation', Agence Nationale de la Recherche (France)
2004 – 2006	Board of reviewing (referentencollege), Dutch Organization for Scientific Research (NWO), department of Social and Behavioural Sciences (MaGW)
1999 – 2005	Member of the Scientific Council, CEREQ (Centre d'études et de recherches sur les qualifications), Marseille
1998+	Chairman of the governing body (Raad van Bestuur), IRIC (Institute for Research on Inter-Cultural Communication), Tilburg
1989 – 1998	Advisory member of the Board of EGOS (European Group for Organisation Studies)
1993 – 1997	Teaching Committee, German Sociological Association
1993 – 1995	Chairman of the executive board, Industrial Sociology Section, German Sociological Association
1995	Research Review Committee for Sociology and Anthropology, VSNU (Association of Universities in the Netherlands)
1991 – 1993	Committee 40 (Politique-pouvoir-organisation), Centre National de la Recherche Scientifique (France)
1989 – 1992	Regional representative fellow for the Netherlands, Society for the Advancement of Socio-Economics
1986 – 1993	Coordinating Committee, European Group for Organization Studies

Periodicals

2011+	Member of the Editorial Board, Socioeconomic Review
2007+	Member of the Review Board, Journal of International Business Studies

2000+	Member of the Comité d'orientation, Sociologie du Travail
1999-2011	Member of the Advisory Board, Organization Studies
1996 – 1999	Editor-in-chief, Organization Studies
1992 – 1996	Co-editor, Organization Studies
1989 – 1997	Member of the Editorial Board of the International Journal for Human Resource Management
1987+	Member of the Editorial Board of Economic and Industrial Democracy
1983 – 1994	Member of the Editorial Board of Human Systems Management
1993 – 1999	Member of the Advisory Board of Vocational Training, European Centre for the Development of Vocational Training, Berlin and subsequently Thessaloniki
1989 – 1992	Book Review Editor, Organization Studies

Reviewing of applications for grants

- Anglo-German Foundation for the Study of Industrial Society
- Deutsche Forschungsgemeinschaft
- Economic and Social Research Council (UK)
- Leverhulme Trust
- Volkswagen Foundation
- NWO (Dutch Council for Scientific Research). Specifically, member of the Referentencollege (board of reviewers), 2004-2006.
- ANR (Agence Nationale de la Recherche), France
- Riksbankens Jubileumsfond, Sweden

Reviewing for academic journals and publishers

- Organization Studies
- Journal of Management Studies
- Kölner Zeitschrift für Soziologie und Sozialpsychologie
- Sociologie du Travail
- American Political Science Review

- Gender, Work and Organization
- Human Relations
- International Studies of Management and Organization
- Journal of International Business Studies
- Comparative Education
- Socioeconomic Review
- Journal of Product Innovation Management
- Personnel Review;
- Oxford University Press
- Edward Elgar
- John Benjamins
- Roland Calori prize committee: 2006
- EGOS Best Paper Award committee: 1998, 2007

Academic administration and management

2001 – 2006	Responsible for Thematic Area G of research school SOM: Cross-contextual comparison of organisation and institutions
2000 – 2006	Member of the Research Committee, research school SOM (systems - organisation - management), University of Groningen
1998 – 1999	Chairman of the Policy and Organization Studies Teaching Committee, Faculty of Social Sciences, Tilburg University
1996 – 1998	Member of the Faculty Management Board and Vice-Dean, Faculty of Social Sciences, Tilburg University
1994 – 1996	Member of the Employers' Organizations Advisory Council, Humboldt University Berlin
1995 – 1996	Deputy Director, Institute of Social Sciences, Humboldt University Berlin
1995 – 1996	Member of the Faculty Council, Faculty of Arts III, Humboldt University Berlin
1994 – 1996	Member of the Council, Institute of Social Sciences, Humboldt University Berlin
1993 – 1995	Chairman of the Teaching Committee, Institute of Social Sciences, Humboldt University Berlin

1992 – 1995	Member of the Teaching Committee, Institute of Social Sciences, Humboldt University Berlin
1990 – 1992	Member of the Examination Board, Faculty of Economics and Business Administration, University of Maastricht
1991 – 1992	Chairman of the Examination Board, Faculty of Economics and Business Administration, University of Maastricht
1981 – 1987	Board of Trustees, Wissenschaftszentrum Berlin
1978 – 1989	Research Council, International Institute of Management, Berlin

Scholarships, prizes etc.

2010	Honorary Member, European Group for Organization Studies (EGOS)
2006	Attribution of a ‘named chair’: François Sellier chair in International Business and Management, by the University of Groningen
2005	Roland Calori Prize for the best paper in Organization Studies, 2003-2004, awarded by EGOS, for article with Anne-Wil Harzing (see below Articles in refereed journals, no. 12)
1997	ANBAR Electronic Intelligence Citation of Excellence (Highest Quality Rating) for Article in refereed journals no. 15 (see below), with M. Heijltjes and A. van Witteloostuijn
1993	Award for Excellence, Employee Relations Outstanding Paper, for Article in refereed journals no. 18 (see below)
1967 – 1972	Scholarship awarded by Evangelisches Studienwerk Villigst e.V.

Teaching Experience

University of Potsdam, 2010+

- International comparison of organization and management
- Business systems and varieties of capitalism

University of Groningen, 1999 – 2010

- International Human Resource Management (3rd year bachelor level in business administration)

- Organizational change, interaction, culture, learning and power (lectures and small-group tutoring, 2nd year)
- Technology, strategy and organisation development (3rd year, Technology Management BSc)
- Organization and management theory (1st year business administration)
- Comparative institutional approaches (master in International Business and Management)
- Organization theory and business systems (Research master in International Business and Management and in International Economics and Business)

Ecole Normale Supérieure de Cachan, 1999

- Approaches in organization studies

European Summer Research Institutes for the Comparative Study of Economic Organization (ESRI), and pre-colloquium programme, EGOS, 1997+

- Teaching and tutoring in graduate schools, on methodology and approaches in cross-nationally comparative organization studies
- Lectures and courses on how to write articles for and publish in international research journals (also in other research schools upon invitation)

Tilburg University, 1997 – 1999

- Introduction to organization sciences
- Work and organization sociology

Humboldt University, 1992 – 1997

- Introductions to industrial and organisational sociology
- Industrial relations and personnel
- Technology, work and qualifications
- Cross-nationally comparative industrial and organisational sociology
- Social systems
- Organization theory and organization development
- Small companies in East Germany
- Introduction to macro-sociology

Dutch Open University, Heerlen, 1989 – 1993

- External referee for course book development in 'Industrial relations in Europe' and 'Personnel and organisation in an international perspective'
- Author of textbook chapters: Two chapters for the course 'Industrial relations in Europe', and one for the course 'Personnel and organisation in an international perspective'

University of Maastricht, 1989 – 1992

- Internal organisation (course coordinator and tutor)
- Strategic Management (tutor)
- The Cultural, Social and Political Context of International Business (course development and coordination, with G. Hofstede, plus tutoring)
- Industrial Relations and Human Resources in Europe (course development, coordination and tutoring)
- Personnel Management (member of planning group and tutor)
- Other management and organisation subjects (tutoring in basic courses in e.g. business finance and marketing)
- Methodology of cross-national organisation research
- Vertical integration theory and research
- (modules for a graduate school course in Organisation in the Netherlands)

Institute of Higher Studies, Vienna, 1987

- Interaction between technology, economy and society:
The example of recent information technology in manufacturing

University of Frankfurt/Main, 1983 – 1985

- Information technology and industrial work
- Socio-technical systems and general systems theory

University of Münster, 1972 – 1975

- Introduction to industrial sociology
- Sociography of the Federal Republic of Germany
- Forms of work and technical development

- Social stratification
- Sociology of management
- Working skills and technology

Supervisor of doctorates (completed)

- Marielle Heijltjes (1994), Univ. of Maastricht
- Bas Koene (1996), Univ. of Maastricht
- Anne-Will Harzing (1998), Univ. of Maastricht and Univ. of Bradford Business School
- Mike Geppert (1999), Humboldt Univ. Berlin
- Petra Bosch-Sytsema (2002), Univ. of Groningen
- Frederique Six (2004), Erasmus University of Rotterdam
- Arjan van Rheede (2004), Univ. of Groningen
- Petrie Roodbol (2005), Univ. of Groningen
- Marrig Knip (2005), Univ. of Groningen
- Knut Lange (2006), Univ. of Groningen
- Binnur Kibriscikli-Özçandarli (2006), Univ. of Groningen
- Florian Becker-Ritterspach (2006), Univ. of Groningen
- Constanze Kathan (2007), Univ. of Groningen
- Jasper Hotho (2009), Univ. of Groningen
- Tamara Markova (2009), Univ. of Groningen
- Ilir Haxhi (2010), Univ. of Groningen
- Jacqueline Brassey (2011), Univ. of Groningen

External examiner in doctoral and habilitation committees

Buckinghamshire and Chilterns University College/Brunel University, Universities of Amsterdam, Free Univ. of Amsterdam, Erasmus Univ. Rotterdam, Univ. of Bergen, Ecole Normale Supérieure de Cachan, Univ. of Loughborough (twice), Lyon III, Nijmegen (three times), Oslo, Paris X (Nanterre), Rotterdam, Twente; Copenhagen and Northampton Business Schools

Research Projects (externally funded)

- | | |
|-------------|---|
| 2004 | Joint consultation and co-determination in transition. Funded by SMS (Stichting Management Studies), The Hague (responsible with Prof. Rienk Goodijk) |
| 2000 – 2002 | Internationalization of small firms in EU countries. Funded by the |

- Commission of the European Communities (project leader for the Dutch part)
- 1995 – 1997 Re-organization in manufacturing companies. Financed by Deutsche Forschungsgemeinschaft (project leader with K. Lohr)
- 1994 – 1996 Small companies in East Germany: Economic and social embeddedness, strategies, working conditions and industrial relations. Field investigation and overall report for the Kommission für sozialen und politischen Wandel (project leader, with K. Lohr and K. Semlinger)
- 1989 – 1993 International Organisation Observatory (IOO). Panel study of the largest enterprises in seven European countries. Responsible for the Dutch study
- 1990 Modes of usage and diffusion of science and technology. Contract research for the FAST programme, European Community. Coordinator, for MERIT, of the study, with Patrick Cohendet (BETA, University Louis Pasteur, Strasbourg). The study was carried out by the Eunetics network of research institutes in Denmark, Britain, France, Italy, Spain, Portugal plus ISI (Germany) and STB-TNO (Netherlands)
- 1985 – 1987 Product innovation with microelectronics, competence and training in Britain and West Germany (project leader of German part; contract with FAST programme, European Communities; in collaboration with Henley-The Management College)
- 1985 – 1987 Application of microelectronics in products and changes in skills, knowledge and training. Contract research for VDI/VDE-Technologiezentrum Informationstechnik (project leader of WZB part, in research group including FhG-Institut für Arbeitswirtschaft und Organisation and Deutsches Institut für Wirtschaftsforschung)
- 1980 – 1982 CNC machine-tools and industrial work in Great Britain and the Federal Republic. IIM (Labour Market Policy Unit), funded by the Anglo-German Foundation for the Study of Industrial Society, and by the European Centre for the Development of Vocational Training (CEDEFOP) (leader of the German part of the project)
- 1979 – 1980 Information technology and employment. Review of international studies funded by German Federal Ministry of Research and Technology. International Institute of Management, Berlin (Labour Market Policy Unit) (project leader of WZB part)
- 1975 – 1977 Organization of work and vocational training in British industry. St. Antony's College, Oxford, and Henley Management College, funded by the SSRC

- 1973 – 1975 Shop-floor participation, University of Münster, funded by Deutsche Forschungsgemeinschaft (development and write-up of the theoretical part)
- 1972 – 1974 Participation schemes for the European Company. University of Münster, funded by Deutsche Forschungsgemeinschaft (project leader)

Consultancy and smaller projects

- 1997 Co-determination, technology and work organization. Study report for the Commission on Codetermination ('Biedenkopf II Commission'), under contract with the Bertelsmann Foundation and the Hans Böckler Foundation
- 1992 New challenges for global competition and co-operation. Rapporteur for the Special Session on Information Technology Policies, OECD, Committee for Information, Computer and Communications Policy
- 1990 – 1991 Police organization culture in Belgian, Dutch and German border regions. Development of a coordinated international project design and contract negotiations, until commissioning of the study, (Maastricht); thereafter advisor to the project team (coordinated by Prof. Geert Hofstede)
- 1989 – 1991 Industrial relations in Europe. Member of the course development team for an advanced level course offered by the Dutch Open University, Heerlen; also writer of two chapters for the course's textbook
- 1972 – 1988 The machine-tool industries in France and West Germany, as a visiting researcher at LEST (CNRS), Aix-en-Provence 1987 – 1988
- 1981 – 1983 New technology, work, vocational training. Planning, preparation and reports for international conferences of the European Centre for the Development of Vocational Training (CEDEFOP), Berlin
- 1980 – 1981 Analysis of expert views on "microelectronics and vocational training". Commission of the European Communities, Brussels, Dir.-Gen. V
- 1980 Microelectronics, work and employment. OECD, Paris: Reports for two conferences of employers' and unions' representatives
- 1976 – 1977 Training and utilisation of engineers in an internationally comparative perspective. Department of Industry, London

PUBLICATIONS

Books

Single author

- *The Global and the Local. Understanding the Dialectics of Internationalization.* Oxford University Press, 2005. (Paperback version 2006)
- *Mitbestimmung, Arbeitsorganisation und Technikanwendung.* Expertise für das Projekt 'Mitbestimmung und neue Unternehmenskulturen' der Bertelsmann Stiftung und der Hans-Böckler-Stiftung. Gütersloh: Verlag Bertelsmann Stiftung, 1997. Reprinted in: W. Streeck and N. Kluge (eds.), *Mitbestimmung in Deutschland. Tradition und Effizienz*, Frankfurt/Main: Campus, 1999: pp.17 – 134
- *Informationstechnik und Arbeit im sozialen Prozeß. Arbeitsorganisation, Qualifikation und Produktivkraftentwicklung.* Frankfurt/Main: Campus, 1985
- *Technological Change, Employment, Qualifications and Training.* Luxemburg: Office for Official Publications of the European Communities, 1984 (also published in other languages of the EC)
- Doctoral dissertation: *Einheitlichkeit und Verschiedenartigkeit industrieller Demokratie im zwischengesellschaftlichen Vergleich.* Münster, 1975

Joint author

- *Maatwerk in overleg. Kiezen voor passende overlegvormen: Ervaringen in grote Nederlandse bedrijven.* Assen: Van Gorcum, 2005 (with Rienk Goodijk)
- *Microelectronic Product Applications in Great Britain and West Germany: Strategies, Competence and Training.* Aldershot: Gower Press, 1989 (with A. Campbell and M. Warner)
- *Mikroelektronik, Qualifikation und Produktinnovation. Ergebnisse von Fallstudien.* Berlin: edition sigma, 1988 (with W. Beuschel and S. Gensior)
- *Comparative Factory Organisation. An Anglo-German Comparison of Manufacturing, Management and Manpower.* Aldershot: Gower Press, 1986 (with M. Warner)
- *Microelectronics and Manpower in Manufacturing: Application of Computer Numerical Control in Great Britain and West Germany.* Aldershot: Gower Press, 1983 (with G. Hartmann, M. Warner and I. Nicholas)

- *Mikroelektronik und Arbeit in der Industrie: Erfahrungen beim Einsatz von CNC-Maschinen in Großbritannien und der Bundesrepublik*. Frankfurt/New York: Campus, 1982 (with M. Warner, G. Hartmann and I. Nicholas)
- *Informationstechnologie und Beschäftigung*. Düsseldorf: Econ, 1981 (with A. Dirrheimer, G. Hartmann, VDI-Technologiezentrum and 'Arbeitsgruppe Wirtschaftspolitik', University of Regensburg)
- *Mitbestimmung am Arbeitsplatz*. Göttingen: Otto Schwartz, 1977 (with E. Bock-Rosenthal and H. Hachmeister)
- *Industrielle Demokratie in Europa. Mitbestimmung und Kontrolle in der Europäischen Aktiengesellschaft*. Frankfurt/Main: Campus, 1977 (with K. Nagels)

Editor

- *Internationalisierung: Gestaltungschancen statt Globalisierungsschicksal*. Berlin: edition sigma, 2009
- *Organization*. London: Thomson Learning, 2002
- 'Organization Behaviour' section (38 keyword articles, between 5,000 and 10,000 words each) of: M. Warner (ed.-in-chief), *International Encyclopedia of Business and Management*. Second edition. London: Thomson Learning, 2002
- Special issue 'Twentieth Birthday and Millenium Crackers', *Organization Studies* 21 (1), 2000 (guest editor)
- *Embedding Organizations. Societal Analysis of Actors, Organizations and Socio-Economic Context*. Amsterdam: Benjamins, 2000 (ed. with M. Maurice)
- *IEBM Handbook of Organization Behaviour*. London: Thomson Business Press, 1997, reprinted paperback edition 2001 (ed. with M. Warner)
- *Kleinbetriebe in den neuen Bundesländern: Bestandsbedingungen und Entwicklungspotentiale*. Opladen: Leske + Budrich, 1996 (ed. with M. Brussig, K. Lohr, K. Semlinger and U. Strohwald)
- *Arbeit, Arbeitsmarkt und Betriebe*. Opladen: Leske + Budrich, 1996 (ed. with B. Lutz, H. M. Nickel and R. Schmidt)
- 'Organization Behaviour' section (32 keyword articles, between 5,000 and 10,000 words each) of: M. Warner (ed.-in-chief), *International Encyclopedia of Business and Management*. London: Routledge, 1996
- Special issue 'Cross-national organization culture', *Organization Studies* 15(3), 1994 (guest ed.)
- Human Resources in the Computerized Factory. Special issue of: *Human Systems Management* 6(3), 1983 (ed. with D. Gerwin and M. Warner)

- *International Yearbook of Organizational Democracy*, vol. II. Chichester (GB): Wiley, 1984 (ed. with B. Wilpert)

Articles in scholarly periodicals with peer review

- Review essay: Financial catastrophe and its implications for socioeconomics. *Socioeconomic Review* 9(1), 2011, pp. 169 – 186
- Enacting fit in work organization and occupational structure design: The case of intermediary occupations in a Dutch hospital. *Organization Studies* 30(10), 2009, pp.1083 – 1114 (with M. van Offenbeek and M. Knip)
- Internationalisierung in Europa: Vielgestaltigkeit, Paradoxien, Irrungen und Wirrungen. *Wirtschaftspolitische Blätter* 55(3), 2008, pp. 475 – 486
- Creating a high – trust organization: An exploration into policies that stimulate interpersonal trust building. *Journal of Management Studies* 45(5), 2007, pp. 857 – 884 (with F. Six)
- The (non)sense of organizational change continued: A rejoinder to Armbrüster and Glückler. *Organization Studies* 28(12), 2007, pp.1887 – 1892 (with A. van Witteloostuijn)
- Rejoinder to Campbell and Herrigel: Complexity and simplicity of understanding and of disciplinary architectures. *Socio-Economic Review* 5(1), 2007, pp. 191 – 196
- Organizing socially constructed internal and external resources. *Journal of Institutional and Theoretical Economics* 162(1), 2006, pp.172 – 193
- Internationalisatie van MKB – bedrijven – Een autonoom of een coöperatief proces? *Maandblad voor Accountancy en Bedrijfseconomie*, April 2005, pp. 174 – 183 (with G. Gemser and M. Brand)
- The (non)sense of organizational change: An *essai* about universal management hypes, sick consultancy metaphors, and healthy organization theories. *Organization Studies* 25(7), 2004, pp. 1205 – 31 (with A. van Witteloostuijn)
- Exploring the internationalisation process of small businesses: A study of Dutch old and new economy firms. *Management International Review* 44(2), 2004, pp. 127 – 150 (with M. Brand and G. Gemser)
- Organizational process, strategic content and socio – economic resources: Small enterprises in East Germany, 1990-94. *Organization Studies* 24(8), 2003, pp. 1261 – 1281 (with M. Brüssig)
- The relative impact of country-of-origin and universal contingencies on internationalization strategies and corporate control in multinational enterprises: World – wide and European perspectives. *Organization Studies* 24(2), 2003, pp.

187 – 214 (with A.-W. Harzing)

- Gesellschaftliche Effekte bei der Globalisierung von Handlungshorizonten in Europa. *Kölner Zeitschrift für Soziologie und Sozialpsychologie*, special issue 'Die Europäisierung der nationalen Gesellschaft' 40, 2000, pp. 403 – 428, (M. Bach, ed.)
- Concurrentie-omgeving en strategie-profiel. Een analyse van Britse en Nederlandse bedrijfstakken. *Bedrijfskunde* 68(3), 1996, pp. 51 – 65 (with M. Heijltjes and A. van Witteloostuijn)
- Human resource management in relation to generic strategies: A comparison of chemical and food and drink companies in the Netherlands and Great Britain. *International Journal of Human Resource Management* 7(2), 1996, pp. 383 – 412 (with M. Heijltjes and A. van Witteloostuijn)
- Editorial: Special issue 'Cross – national organization culture'. *Organization Studies* 15(3), 1994, pp. VII – X
- Arbeit, Organisation und Arbeitsbeziehungen in Ostdeutschland. *Berliner Journal für Soziologie* 3(4), 1993, pp. 549 – 567
- Human Resource Management in the Netherlands. *Employee Relations* 14(4), 1992, pp. 71 – 84
- Technological diversity and coherence in Europe. An analytical overview. *Revue d'Economie Industrielle* 59, 1992, pp. 9 – 26 (with P. Cohendet and P. Llerena)
- Strategic fit and the societal effect. Interpreting cross-national comparisons of technology, organization and human resources. *Organization Studies* 12(2), 1991, pp. 161 – 190. Reprinted in: S. R. Clegg (ed.), *Central Currents in Organization Studies, vol. 4: Institutions, Economics and Organizations*. London etc.: Sage, 2001; and in: R. Whitley (ed.), *Competing Capitalisms: Institutions and Economies*, vol. 2, Cheltenham: Edward Elgar, 2002, pp. 354 – 383
- The societal effect in strategies and competitiveness of machine-tool manufacturers in France and West Germany. *International Journal of Human Resource Management* 1(2), 1990, pp. 141 – 172 (with M. Maurice). Revised version reprinted in: B. Kogut (ed.), *Country Competitiveness. Technology and the Organizing of Work*, New York/Oxford: Oxford University Press, 1993, pp. 75 – 95
- Technological change, product strategies and human resources: Defining Anglo – German differences. *Journal of General Management* 15(3), 1990, pp. 39 – 54 (with A. Campbell and M. Warner)
- Microelectronics applications, product strategies and competence needs in Great Britain and West Germany. *Human Systems Management* 8(2), 1989, pp. 155 – 166 (with A. Campbell and M. Warner)
- An essay on technical change: Its dimensions and social and strategic context. *Organization Studies* 10(1), 1989, pp. 23 – 44
- Technik, sozialer Wandel und soziologisches Beharrungsvermögen. Verlauf und

Ergebnisse des 23. Deutschen Soziologentages in Hamburg. *Soziale Welt* 37(4), pp. 487 – 496

- Organizzazione del lavoro e struttura delle qualifiche nei processi lavorativi computerizzati. *Studi Organizzativi* 2, 1985, pp. 133 – 149 (with G. Hartmann, I. Nicholas, M. Warner). Reprinted in: Regione Emilia- Romagna, Prov. di Bologna, Comune di Bologna (eds.), *Innovazione e relazioni industriali. Progettazione, organizzazione, qualità del lavoro*. Milano: Franco Angeli, 1988, pp. 43 – 62
- Computerised machine-tools, manpower consequences and skill utilisation: A study of British and West German manufacturing firms. *British Journal of Industrial Relations* 21(2), 1983, pp. 221 – 231 (with G. Hartmann, I. Nicholas, M. Warner). Reprinted in: E. Rhodes and D. Wield (eds.), *Implementing New Technologies. Choice, Decision and Change in Manufacturing*, Oxford: Blackwell, 1985, pp. 352 – 360
- Polarisation ou dépoliarisation de la structure des qualifications. *Formation-Emploi* 1 (2), 1983, pp. 35 – 43 (with G. Hartmann, M. Warner, I. Nicholas)
- Automating the shop floor: Applications of CNC in manufacturing in Great Britain and West Germany. *Journal of General Management* 8(3), 1983, pp. 26 – 38 (with I. Nicholas, M. Warner, G. Hartmann)
- Cultured organization. *International Studies of Management and Organization* 12(4), Winter 1982/83, pp. 106 – 138
- Qualifikationsspielräume bei der Anwendung der Mikroelektronik. *Mitteilungen aus der Arbeitsmarkt- und Berufsforschung* 16(1), 1983, pp. 61 – 67 (with A. Dirrheimer and G. Hartmann)
- Comparing work organizations and manpower training cross-culturally. *International Journal of Manpower* 2(3), 1981, pp. 2 – 6 (with M. Warner)
- Culture and organisation. *Journal of General Management* 7(2), Winter 1981/82, pp. 62 – 80
- The decline of the management ethic. *Journal of General Management* 6(3), Spring 1981, pp. 36 – 50 (with M. Fores)
- Comparative analysis of British and German firms. *Management International Review* 21(1), 1981, pp. 35 – 48 (with M. Warner)
- Contesto socioculturale e organizzazione industriale: un confronto tra Francia, Germania Occidentale e Gran Bretagna. *Studi Organizzativi* 2, 1980, pp. 43 – 76 (with M. Maurice und M. Warner)
- Manpower training, manufacturing organization and workplace relations in Great Britain and West Germany. *British Journal of Industrial Relations* 18(3), 1980, pp. 318 – 333 (with M. Warner)
- The context of industrial relations in Great Britain and West Germany. *Industrial*

Relations Journal 11(1), 1980, pp. 41 – 49 (with M. Warner)

- Societal differences in organizing manufacturing units. A comparison of France, West Germany and Great Britain. *Organization Studies* 1(1), 1980, pp. 59 – 86 (with M. Maurice and M. Warner). Reprinted in: *Organizational Science* (Japan) 13(4), 1979, pp. 37 – 55; *International Studies of Management and Organization*, issue ‘Organizations and Societies’ 10(4), Winter 1980/81, pp. 74 – 100; W.R. Scott (ed.), *Organizational Sociology*, Dartmouth: Aldershot etc., 1994, pp. 551 – 578; S. R. Clegg (ed.), *Central Currents in Organization Studies*, vol. 4: Institutions, Economics and Organizations. London etc.: Sage, 2001; R. Whitley (ed.), *Competing Capitalisms: Institutions and Economies*, Cheltenham: Edward Elgar, 2002, vol. 1, pp. 401 – 428
- Engineers in management. *Journal of General Management* 5(1), 1979, pp. 46 – 57
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