

CURRICULUM VITAE

Marta Kahancová

PERSONAL INFORMATION

Name: Marta Kahancová

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CONTACT DETAILS:

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PROFESSIONAL EXPERIENCE

- From 2009 Central European University, Department of Political Science, Budapest, Hungary
Visiting assistant professor
- 2008 – present Central European Labour Studies Institute (CELSI), Bratislava, Slovakia
Managing director, coordinator of the WageIndicator project in the Czech Republic and Slovakia, coordinator of the Visegrad WageIndicator project
- 2007 – present Max Planck Institute for the Study of Societies, Cologne, Germany
Postdoctoral research fellow
Book project: One company – different workplaces: The social construction of employment practices in Western and Eastern Europe
- 2007 - 2008 Amsterdam Institute for Advanced Labour Studies (AIAS), University of Amsterdam, The Netherlands
Lecturer at the International School for Humanities and Social Sciences
Amsterdam School for Social Science Research, University of Amsterdam
- 2003 – 2007 PhD. student
Dissertation: Making the most of diversity. Social interaction and variation in employment practices in a multinational company.
- 2002 – 2007 Amsterdam Institute for Advanced Labour Studies (AIAS), University of Amsterdam
Affiliated researcher
- Research project on globalization and industrial relations in multinational corporations in the Netherlands (2003-2004)
 - Research project for the European Commission on industrial relations in Europe: employment and social affairs (2003-2004)
 - Trade unions, employers' organizations, social dialogue and collective bargaining in five Central and Eastern European countries (Czech Republic, Hungary, Poland, Slovakia, Slovenia): comparative overview of structures and developments (2002-2003)
- 2006 Visiting PhD. student, Max Planck Institute for the Study of Societies, Cologne, Germany (one year)
- 2005 Visiting PhD. student, European University Institute, Department of Social and Political Sciences, Florence, Italy (one month)

EDUCATION

- 2003 – 2007 Amsterdam School for Social Science Research, University of Amsterdam
PhD. in Social Sciences
- 2002 Amsterdam School for Social Science Research, University of Amsterdam
Pre-dissertation student
- 2001 – 2002 Central European University, Department of Political Science, Budapest
M.A. degree in Political Science with distinction
Master thesis: Preserving or escaping the German model of industrial relations? The case of Volkswagen and its subsidiaries in Central Europe
- 1996 – 2001 University of Economics in Bratislava (EUBA), Faculty of Commerce, Bratislava, Slovakia
M.Sc. degree in Commerce Engineering with distinction (Specialization: Business Diplomacy)
Master thesis: The role of international organizations in poverty reduction in least developed countries
- 1995 – 1996 McCullough High School, The Woodlands, Texas, U.S.A.
- 1991 – 1995 Business Academy, Bratislava, Slovakia

PUBLICATIONS

- Kahancová, M. (under review) Embedding multinationals in Hungary and Poland: social interaction and the compatibility of organizational interests with host country institutions *Max Planck Institute for the Study of Societies Working Paper Series*.
- Kahancová, M. (2007) One company, four factories: coordinating employment flexibility practices with local trade unions. *European Journal of Industrial Relations*, Vol. 13, No. 1, pp. 65-86.
- Kahancová, M. (2007) Corporate values in local contexts: work systems and workers' welfare in Western and Eastern Europe. *Max Planck Institute for the Study of Societies Working Paper 07/1*.
- Kahancová, M. (2006) How social interaction matters for work practices in Western and Eastern Europe. *European Economic Sociology Newsletter*, Vol. 8, No. 1, pp. 12-17.
- Kahancová, M. and Meer, M. van der (2006) Coordination, employment flexibility, and industrial relations in Western European multinationals: evidence from Poland. *International Journal of Human Resource Management*, Vol. 17, No. 8, pp. 1379-1395.
- Kahancová, M. and Meer, M. van der (2005) Analyzing employment practices in Western European multinationals: coordination, industrial relations and employment flexibility in Poland. Amsterdam: *Amsterdam Institute for Advanced Labour Studies (AIAS) Working Paper 05/39*.
- Meer, M. van der, Boer, R. de, Houwing, H., Visser, J., Kahancová, M. and Raess, D. (2004) The impact of globalization on industrial relations in multinational companies. Amsterdam: FNV-Press.
- Kahancová, M. (2003a) Trade Unions, Employer's Organizations, Social Dialogue and Collective Bargaining in Hungary. Amsterdam: AIAS Research Report RRSS/02.
- Kahancová, M. (2003b) Trade Unions, Employer's Organizations, Social Dialogue and Collective Bargaining in Slovakia. Amsterdam: AIAS Research Report RRSS/03.
- Kahancová, M. (2003c) Trade Unions, Employer's Organizations, Social Dialogue and Collective Bargaining in Poland. Amsterdam: AIAS Research Report RRSS/04.
- Kahancová, M. (2003d) Trade Unions, Employer's Organizations, Social Dialogue and Collective Bargaining in Slovenia. Amsterdam: AIAS Research Report RRSS/05.
- Kahancová, M. (2003e) Trade Unions, Employer's Organizations, Social Dialogue and Collective Bargaining in the Czech Republic. Amsterdam: AIAS Research Report RRSS/06.

GRANTS AND AWARDS

- 2004 Research grant, Netherlands Science Foundation (NWO), empirical data collection in Belgium
- 2002 Scholarship, Amsterdam School for Social Science Research, pre-dissertation student
- 2002 Certificate, participation in the Central European Summer University, Budapest, Hungary
Course title: The Politics of Market Making and Industrial Relations in Europe
- 2002 Certificate, participation in the 25th annual summer seminar of the Institute for Economic Studies and the summer university Europe and Liberty at the University of Aix – Marseille, Aix en Provence, France
- 2001 Full scholarship, Open Society Foundation, Political Science MA Program, Central European University, Budapest, Hungary
- 2000 Scholarship, Socrates – Erasmus program, University of Economics and Business Administration Vienna, and the University of Vienna, Institute of Political Science, Vienna, Austria

CONFERENCE PARTICIPATION

- 2008 First ISA Forum of Sociology, International Sociological Association, Barcelona, Spain
Paper: *Emigration and labour shortages: an opportunity for trade unions in new member states? (with Monika E. Kaminska and Jelle Visser)*
Paper: *Corporate social responsibility without corporations? The role of NGOs in fostering socially responsible business behaviour in Slovakia*
- 2008 Equalsoc midterm conference, Wissenschaftszentrum Berlin, Berlin, Germany
Paper: *Emigration and labour shortages: an opportunity for trade unions in new member states? (with Monika E. Kaminska and Jelle Visser)*
- 2008 Workshop on Comparative Workplace Studies, British Journal of Industrial Relations, London School of Economics and Political Science, London, United Kingdom
Paper: *Company values and soft work practices in Western and Eastern Europe: a comparison within a multinational company*
- 2008 Council for European Studies (CES), Chicago, USA
Paper: *Making the most of local conditions: multinational companies and changing work practices in postsocialist countries*
Paper: *Two faces of international interaction: trade unions in Western and Eastern Europe between cooperation and competition*
- 2007 The Visegrad Summer School, Krakow, Poland
Lecture: *Business ethics and corporate social responsibility*
- 2007 The International Labour Process Conference, Amsterdam, The Netherlands
Paper: *Two faces of international solidarity. Trade unions and variation in workplace employment practices in Europe.*
- 2006 European Doctoral Network Conference, Universiteit van Amsterdam, Amsterdam, The Netherlands
Paper: *Variation in workplace employment practices in Western and Eastern Europe: how social interaction in a multinational company matters*
- 2006 International Sociological Association (ISA), World Congress of Sociology, Durban, South Africa
Paper: *Local solutions to global needs: human resource management, employee participation and effects on organizational performance and employee welfare*
- 2006 Society for the Advancement of Socio-Economics (SASE), Trier, Germany
Paper: *Local solutions to global needs: human resource management, employee participation and effects on organizational performance and employee welfare*

- 2006 Society for Comparative Research (SCR) Graduate Student Retreat, Yale University, New Haven, USA
Paper: *Embedded coordination: multinationals' employment practices and workplace industrial relations in Western and Eastern Europe*
- 2006 Council for European Studies (CES), Chicago, USA
Paper: *Embedded coordination: multinationals' employment practices and workplace industrial relations in Western and Eastern Europe*
- 2005 Society for the Advancement of Socio-Economics (SASE), Budapest, Hungary
Paper: *One company – three factories: a local response to employment flexibility needs in Belgium, Poland, and Hungary*
- 2004 European Doctoral Network Conference, London School of Economics and Political Science, London, UK
Paper: *Managing employment practices in Western European multinationals: coordination, industrial relations and subsidiary employment flexibility in Poland*
- 2004 Management, work and organization in post-communist countries, Employment Research Unit, Cardiff Business School, University of Cardiff, UK
Paper: *Managing employment practices in Western European multinationals: coordination, industrial relations and subsidiary employment flexibility in Poland*
- 2003 Multi-level politics in an era of globalization, ASSR, Universiteit van Amsterdam, Amsterdam, The Netherlands (also conference organization)
Paper: *Globalization and trade unions in multinational corporations in the Netherlands* (mit Rob de Boer, Marc van der Meer, Hester Houwing, Damian Raess und Jelle Visser)
- 2003 Eastern meets Western Europe: will Americanization be the outcome? AIAS, Universiteit van Amsterdam, Amsterdam, The Netherlands (also conference organization)
Paper: *Trade unions, employers' organizations, collective bargaining and social dialogue in five countries (Czech Republic, Hungary, Poland, Slovakia, Slovenia)*
- 2003 Europe in global world – blending differences, Center for Social and Economic Research and University of Lodz, Lodz, Poland

SEMINAR PRESENTATIONS

- 2008 Amsterdam Institute for Advanced Labour Studies, University of Amsterdam
Migration and labour shortages: An opportunity for trade unions in the new member states?
- 2008 Amsterdam Institute for Advanced Labour Studies, University of Amsterdam
Social interaction and workplace employment practices in a multinational company
- 2006 ASSR Staff Seminar, University of Amsterdam, The Netherlands
Variation in workplace employment practices in Western and Eastern Europe: how social interaction in a multinational company matters
- 2006 MPIFG Doctoral Colloquium, Cologne, Germany
Western multinationals and the European diversity: shaping variation in employment practices
- 2005 AIAS Lunch Seminar, University of Amsterdam, The Netherlands
One company – three factories: a local response to employment flexibility needs in Belgium, Poland, and Hungary

TEACHING EXPERIENCE

- 2008 *Industrial relations and European integration*, University of Amsterdam, The Netherlands
International School for Humanities and Social Sciences
Master course in Comparative Labor and Organization Studies
- 2008 *Employment relations and organizational change*, University of Amsterdam, The Netherlands
International School for Humanities and Social Sciences
Master course in Comparative Labor and Organization Studies
- 2007 *Employment relations and organizational change*, University of Amsterdam, The Netherlands
International School for Humanities and Social Sciences
Master course in Comparative Labor and Organization Studies

RESEARCH INTERESTS

Organizational behavior, Central and Eastern Europe, comparative organization of employment and employment relations, East-West comparisons in labor market developments, welfare states and industrial relations, economic sociology

LANGUAGE LITERACY

Fluent: Slovak, English, German, Hungarian, Czech
Working knowledge: Polish
Basic knowledge: Dutch, Spanish