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## Research outputs

### Journal articles

#### **Organizational climate for initiative and innovative work behavior: a moderated mediation model**

Hassi, A., Rohlfers, S. & Jebsen, S., 25. Feb 2025, In: Evidence-Based HRM.

Research output: [Contribution to journal](#) › [Journal article](#) › [Research](#) › [peer-review](#)

#### **Editorial: Sustainability in Entrepreneurship and Small-and Medium-Sized Enterprises**

Verhulst, E., Aaboen, L. & Jebsen, S., 2024, In: Management Revue. 35, 1, p. 1-9

Research output: [Contribution to journal](#) › [Editorial](#) › [peer-review](#)

#### **Shades of green: A latent profile analysis of sustainable entrepreneurial attitudes among business students**

Jebsen, S., Senderovitz, M. & Winkler, I., Nov 2023, In: The International Journal of Management Education. 21, 3, 15 p., 100860.

Research output: [Contribution to journal](#) › [Journal article](#) › [Research](#) › [peer-review](#)

#### **Introduction to the Special Issue: Alternative forms of organising academic work in universities**

Kristensen, M. L., Winkler, I., Weik, E., Mee, R. & Jebsen, S., 1. Jun 2023, In: Learning and Teaching: The International Journal of Higher Education in the Social Sciences. 16, 2, p. 1-12 12 p., 1.

Research output: [Contribution to journal](#) › [Editorial](#) › [peer-review](#)

#### **Empowering leadership and innovative work behavior: the mediating effects of climate for initiative and job autonomy in Moroccan SMEs**

Hassi, A., Rohlfers, S. & Jebsen, S., 22. Nov 2022, In: EuroMed Journal of Business. 17, 4, p. 503-518

Research output: [Contribution to journal](#) › [Journal article](#) › [Research](#) › [peer-review](#)

#### **Management Innovation and Middle Managers: The Role of Empowering Leadership, Voice, and Collectivist Orientation**

Rohlfers, S., Hassi, A. & Jebsen, S., Feb 2022, In: Management and Organization Review. 18, 1, p. 108-130

Research output: [Contribution to journal](#) › [Journal article](#) › [Research](#) › [peer-review](#)

#### **Employee Voice and the Digitalisation of Work**

Jebsen, S., Rohlfers, S. & Matiaske, W., 2022, In: Management Revue. 35, 3, p. 209-212

Research output: [Contribution to journal](#) › [Journal article](#) › [Research](#) › [peer-review](#)

#### **Paternalistic Work Regimes**

Ottosson, M., Jebsen, S. & Matiaske, W., 2020, In: Management Revue. 31, 4, p. 395-401

Research output: [Contribution to journal](#) › [Journal article](#) › [Research](#) › [peer-review](#)

#### **What makes a job good or bad? Standards of good work revisited**

Alewell, D., Fietze, S. & Matiaske, W., 2020, In: Management Revue. 31, 2, p. 111-115 12 p.

Research output: [Contribution to journal](#) › [Journal article](#) › [Research](#) › [peer-review](#)

#### **Corporate responsibility: In the dilemma between fake and trust?**

Fietze, S., Matiaske, W. & Menges, R., 2019, In: Management Revue. 30, 2-3, p. 143-147

Research output: [Contribution to journal](#) › [Journal article](#) › [Research](#) › [peer-review](#)

**Managing the professional skills of the future: A model to support competence management**

Palmi, P., Errico, F., Fortunato, L. & Jebsen, S., 2019, In: Law and Economics Yearly Review. 8, 2, p. 381-408

Research output: Contribution to journal › Journal article › Research › peer-review

**Introduction: Digital working life continuation**

Ottosson, M., Matiaske, W. & Fietze, S., 1. Jan 2018, In: Management Revue. 29, 2, p. 113 1 p.

Research output: Contribution to journal › Editorial › peer-review

**A Study on Religious Social Enterprise: Focusing on Christianity and Buddhism**

Chang, S.-I., Fietze, S., Seong, Y.-O. & Lim, S.-H., 2018, In: Korean Review of Corporation Management. 9, 4, p. 125-142

Research output: Contribution to journal › Journal article › Research › peer-review

**Entrepreneurial orientation and the job demands-resources model**

Kattenbach, R. & Fietze, S., 2018, In: Personnel Review. 47, 3, p. 745-764

Research output: Contribution to journal › Journal article › Research › peer-review

**How Did Employee Ownership Firms Weather the Last Two Recessions? Employee Ownership, Employment Stability, and Firm Survival: 1999–2011, by Fidan AnaKurtulus and Douglas L.Kruse. W. E. Upjohn Institute for Employment Research, Kalamazoo, MI, 2017, 167 pp., ISBN: 978-0880995252, \$18.00, paperback.**

Fietze, S., 2018, In: British Journal of Industrial Relations. 56, 2, p. 456-458

Research output: Contribution to journal › Literature review › Research › peer-review

**Small scale Entrepreneurship: Understanding behaviors of Aspiring Entrepreneurs in a Rural Area**

Gretzinger, S., Fietze, S., Brem, A. & Ogonna, T. U., 2018, In: Competitiveness Review. 28, 1, p. 22-42

Research output: Contribution to journal › Journal article › Research › peer-review

**Digital Working Life: Some Introductory Reflections**

Ottosson, M., Matiaske, W. & Fietze, S., 20. Oct 2017, In: Management Revue. 28, 3, p. 275-280

Research output: Contribution to journal › Journal article › Research › peer-review

**Entrepreneurial intention of Danish students: A correspondence analysis**

Fietze, S. & Boyd, B., 2017, In: International Journal of Entrepreneurial Behavior & Research. 23, 4, p. 656-672

Research output: Contribution to journal › Journal article › Research › peer-review

**Employee share ownership in Germany: A cluster analysis of firms' aims**

Ortlieb, R., Matiaske, W. & Fietze, S., 5. Dec 2016, In: Management Revue. 27, 4, p. 285-303

Research output: Contribution to journal › Journal article › Research › peer-review

**Innovation Networks**

Gretzinger, S., Fietze, S. & Matiaske, W., 2015, In: Management Revue. 26, 2, p. 81-82

Research output: Contribution to journal › Editorial

**Studerendes iværksættertrang og -aktiviteter på danske universiteter**

Boyd, B. & Fietze, S., 2015, In: Pluk fra Forskningen i Sønderjylland. December , p. 19-22

Research output: Contribution to journal › Journal article › Research › peer-review

**Theory and Practice of Flexible Work: Organizational and Individual Perspectives: Introduction to the Special Issue**

Dettmers, J., Kaiser, S. & Fietze, S., 2013, In: Management Revue. 24, 3, p. 155-161

Research output: Contribution to journal › Journal article › Research › peer-review

**Arbudsarbeid. Die ständige Verfügbarkeit**

Tobsch, V., Matiaske, W. & Fietze, S., 2012, In: PERSONALquarterly. 64, 1, p. 26-29

Research output: Contribution to journal › Journal article › Research › peer-review

Die Nutzung und Intensität der finanziellen Mitarbeiterbeteiligung  
Fietze, S., Matiaske, W. & Tobsch, V., 2012, In: PERSONALquarterly. 64, 3, p. 34-41 8 p.  
Research output: Contribution to journal › Journal article › Research › peer-review

Germany's Next Top Manager: Does Personality Explain the Gender Career Gap?  
Fietze, S., Holst, E. & Tobsch, V., 2011, In: Management Revue. 22, 3, p. 240-273  
Research output: Contribution to journal › Journal article › Research › peer-review

## Books and reports

### **Exploring the relationship between sustainable knowledge, entrepreneurial skills, and sustainable entrepreneurial intention among first-year business students**

Jebsen, S. & Rohlfer, S., Feb 2024, *Social sustainability and good work in organizations*. Jebsen, S. & Lueg, K. (eds.). New York: Routledge, p. 18-42 (Citizenship and Sustainability in Organizations ).  
Research output: Chapter in Book/Report/Conference proceeding › Book chapter › Research › peer-review

**Social sustainability and good work in organisations: exploring how and why a recent phenomenon is being enacted**  
Lueg, K. & Jebsen, S., Feb 2024, *Social sustainability and good work in organizations*. Jebsen, S. & Lueg, K. (eds.). New York: Routledge, p. 1-17 (Citizenship and Sustainability in Organizations ).  
Research output: Chapter in Book/Report/Conference proceeding › Book chapter › Research › peer-review

### **Social Sustainability and Good Work in Organizations**

Jebsen, S. (Editor) & Lueg, K. (Editor), 2024, 1. ed. Routledge. 218 p.  
Research output: Book/report › Anthology › Research › peer-review

### **The Way Forward: Future Research Directions in Social Sustainability Across Sectors**

Jebsen, S. & Lueg, K., 2024, *Social Sustainability and Good Work in Organizations*. Jebsen, S. & Lueg, K. (eds.). 1. ed. Routledge, p. 199-212  
Research output: Chapter in Book/Report/Conference proceeding › Book chapter › Research › peer-review

### **Institutional influences on succession intentions: an extension of the theory of planned behavior**

Jebsen, S. & Boyd, B., 17. Mar 2023, *Research Handbook on Entrepreneurship and Innovation in Family Firms*. Kraus, S., Clauss, T. & Kallmuenzer, A. (eds.). Edward Elgar Publishing, p. 88-106 (Research Handbooks in Business and Management series).  
Research output: Chapter in Book/Report/Conference proceeding › Book chapter › Research › peer-review

### **Sustainable entrepreneurship: firm growth and the balance between saving the planet, people, and profits**

Senderovitz, M., Jebsen, S. & Suder, H., 11. Oct 2022, *Reframing the Case Method in Entrepreneurship Education : Cases from the Nordic Countries*. Wigger, K., Aaboen, L., Haneberg, D. H., Jakobsen, S. & Lauvås, T. (eds.). Edward Elgar Publishing, 11 p.  
Research output: Chapter in Book/Report/Conference proceeding › Book chapter › Research › peer-review

### **21st Nordic Conference on Small Business Research Conference Proceedings**

Klyver, K. (Editor), Ek-uru, S. (Editor), Gaza, J. (Editor), Jebsen, S. (Editor), Korsgaard, S. (Editor), Maresch, D. (Editor), Nielsen, S. L. (Editor), Nielsen, M. S. (Editor), Perriton, E. (Editor), Raalskov, J. (Editor), Senderovitz, M. (Editor), Storgaard, M. (Editor) & Wickstrøm, K. A. (Editor), 5. Jul 2022, Kolding: Syddansk Universitet. 301 p.  
Research output: Book/report › Anthology › Research › peer-review

### **Grøn omstilling kræver bæredygtige entreprenører: Hvordan sikrer vi, at fremtidens studerende har de rette kompetencer til bæredygtigt entreprenørskab?**

Senderovitz, M., Jebsen, S. & Winkler, I., Mar 2022, *Kriser giver nye muligheder: Fra Corona til grøn bæredygtig omstilling*. Evald, M. R., Freytag, P. V. & Dyhr Ulrich, A. M. (eds.). Kolding: Syddansk Universitetsforlag, p. 57-66 (CESFO Rapportserie, Vol. 2022).  
Research output: Chapter in Book/Report/Conference proceeding › Book chapter › Research › peer-review

### **Frømspirende samarbejder i regionale udviklingsprojekter**

Gretzinger, S. & Jebsen, S., 2020, *Kvalitet, relevans og impact*. Freytag, P. V., Korsgaard, S. & Philipsen, K. (eds.). Kolding: Syddansk Universitetsforlag, p. 113-122 (CESFO Rapportserie; No. XXVII).

Research output: Chapter in Book/Report/Conference proceeding › Book chapter › Research › peer-review

### **Mitarbeiterkapitalbeteiligung in Dänemark**

Mygind, N. E., Stadtmann, G., Rose, C. & Jebsen, S., 2020, *Studie im Auftrag des Bundesministeriums für Wirtschaft und Energie: "Verbreitung der Mitarbeiterkapitalbeteiligung in Deutschland und Europa - Entwicklungsperspektiven"*.

Lowitzsch, J. (ed.). Frankfurt: Europa-Universität Viadrina Frankfurt, p. 193-197

Research output: Chapter in Book/Report/Conference proceeding › Book chapter › Research › peer-review

### **Nedsivningseffekt af ledelsesbeslutninger: Integrering af FN's verdensmål for bæredygtig udvikling ved Syddansk Universitet**

Jebsen, S. & Lameter, K., 2020, *Kvalitet, relevans og impact*. Freytag, P. V., Korsgaard, S. & Philipsen, K. (eds.). Kolding: Syddansk Universitetsforlag, p. 69-78 (CESFO Rapportserie; No. XXVII).

Research output: Chapter in Book/Report/Conference proceeding › Book chapter › Research › peer-review

### **Medarbejderinvolvering og innovation: En tværnational undersøgelse**

Fietze, S. & Rohlfer, S., 2019, *Kollaborativ forretningsudvikling*. Korsgaard, S., Storgaard, M. & Vagn Freytag, P. (eds.).

Kolding: Syddansk Universitetsforlag, p. 39-46 (CESFO Rapportserie; No. 27).

Research output: Chapter in Book/Report/Conference proceeding › Book chapter › Research › peer-review

### **Personalstrategien und Organisationsdemografie: Treiber oder Hemmschuh von Innovationen?**

Fietze, S. & Gröneweg, C., 1. Jul 2018, *Zwischen Provinzen und Metropolen: Stationen einer sozioökonomischen Reise. Festschrift für Wenzel Matiaske*. Fietze, S., Holtmann, D. & Schramm, F. (eds.). Augsburg, München: Rainer Hampp Verlag, p. 201-212

Research output: Chapter in Book/Report/Conference proceeding › Book chapter › Research › peer-review

### **Wenzel Matiaske zum 60. – eine Lobhudelei in 39 Versen?**

Fietze, S., Holtmann, D. & Schramm, F., 1. Jul 2018, *Zwischen Provinzen und Metropolen: Stationen einer sozioökonomischen Reise. Festschrift für Wenzel Matiaske*. Fietze, S., Holtmann, D. & Schramm, F. (eds.). Augsburg, München: Rainer Hampp Verlag, p. 1-8

Research output: Chapter in Book/Report/Conference proceeding › Book chapter › Research › peer-review

### **Zwischen Provinzen und Metropolen: Stationen einer sozioökonomischen Reise. Festschrift für Wenzel Matiaske**

Fietze, S. (Editor), Holtmann, D. (Editor) & Schramm, F. (Editor), 1. Jul 2018, Rainer Hampp Verlag. 364 p.

Research output: Book/report › Anthology › Research › peer-review

### **Digital Working Life**

Ottosson, M. (Editor), Matiaske, W. (Editor) & Fietze, S. (Editor), 20. Oct 2017, Baden-Baden: Nomos Verlagsgesellschaft . (Management Revue; No. 3, Vol. 28).

Research output: Book/report › Anthology › Research › peer-review

### **Human Resources, Labour Relations and Organizations: A European Perspective**

Matiaske, W. (Editor) & Fietze, S. (Editor), 2017, Berlin: Nomos Verlagsgesellschaft. 238 p. (Management Revue, Vol. Special Edition).

Research output: Book/report › Anthology › Research › peer-review

### **Introduction**

Matiaske, W. & Fietze, S., 2017, *Human Resources, Labour Relations and Organizations: A European Perspective*.

Matiaske, W. & Fietze, S. (eds.). Special ed. ed. Baden-Baden: Nomos Verlagsgesellschaft, p. 7-9

Research output: Chapter in Book/Report/Conference proceeding › Preface/postscript › Research › peer-review

### **Dimensions and Perspectives on Financial Participation in Europe**

Fietze, S. (Editor) & Matiaske, W. (Editor), 30. Sept 2016, Baden-Baden: Nomos Verlagsgesellschaft. 507 p.

Research output: [Book/report](#) › [Anthology](#) › [Research](#) › [peer-review](#)

### **Financial participation in Germany: Management's and works councils' view**

Fietze, S., Matiaske, W. & Tobsch, V., 30. Sept 2016, *Dimensions and Perspectives on Financial Participation in Europe*. Fietze, S. & Matiaske, W. (eds.). Baden-Baden: Nomos Verlagsgesellschaft, p. 145-176 32 p.

Research output: [Chapter in Book/Report/Conference proceeding](#) › [Book chapter](#) › [Research](#) › [peer-review](#)

### **Introduction**

Fietze, S. & Matiaske, W., 30. Sept 2016, *Dimensions and Perspectives on Financial Participation in Europe*. Fietze, S. & Matiaske, W. (eds.). Baden-Baden: Nomos Verlagsgesellschaft, p. 7-12 6 p.

Research output: [Chapter in Book/Report/Conference proceeding](#) › [Book chapter](#) › [Research](#) › [peer-review](#)

### **Entrepreneurial Intentions and Behaviour of Students attending Danish Universities: Global University Entrepreneurial Spirit Students' Survey 2013-2014. National Report Denmark**

Boyd, B., Fietze, S. & Philipsen, K., 2015, Syddansk Universitet. 56 p.

Research output: [Book/report](#) › [Report](#) › [Research](#)

### **Country Profile on Employee Financial Participation in Norway**

Fietze, S., 28. Oct 2014, *The Promotion of Employee Ownership and Participation*. European Union

Research output: [Chapter in Book/Report/Conference proceeding](#) › [Report chapter](#) › [Research](#) › [peer-review](#)

### **Rufbereitschaft: Wenn die Arbeit in der Freizeit ruft**

Fietze, S. (Editor), Keller, M. (Editor), Friedrich, N. (Editor) & Dettmers, J. (Editor), 28. Feb 2014, Rainer Hampp Verlag. 182 p.

Research output: [Book/report](#) › [Anthology](#) › [Research](#) › [peer-review](#)

### **Rufbereitschaft aus betrieblicher Sicht: Bedeutung, Ausgestaltung und Erfahrung**

Tobsch, V., Schult, M., Fietze, S. & Matiaske, W., 28. Feb 2014, *Rufbereitschaft: Wenn die Arbeit in der Freizeit ruft*. Fietze, S., Keller, M., Friedrich, N. & Dettmers, J. (eds.). Rainer Hampp Verlag, p. 7-28 21 p.

Research output: [Chapter in Book/Report/Conference proceeding](#) › [Book chapter](#) › [Research](#) › [peer-review](#)

### **Rufbereitschaft und das Projekt "Flexibilität und Verfügbarkeit durch Arbeit auf Abruf" (RUF)**

Fietze, S., Keller, M., Friedrich, N. & Dettmers, J., 28. Feb 2014, *Rufbereitschaft: Wenn die Arbeit in der Freizeit ruft*. Fietze, S., Keller, M., Friedrich, N. & Dettmers, J. (eds.). Rainer Hampp Verlag, p. 1-5 5 p.

Research output: [Chapter in Book/Report/Conference proceeding](#) › [Preface/postscript](#) › [Research](#)

### **Rufbereitschaft und das Projekt "Flexibilität und Verfügbarkeit durch Arbeit auf Abruf" (RUF)**

Fietze, S., Keller, M., Friedrich, N. & Dettmers, J., 28. Feb 2014, *Rufbereitschaft: Wenn die Arbeit in der Freizeit ruft*. Rainer Hampp Verlag, p. 1-6 6 p.

Research output: [Chapter in Book/Report/Conference proceeding](#) › [Book chapter](#) › [Research](#) › [peer-review](#)

### **Finanzielle Mitarbeiterbeteiligung aus Sicht des Betriebsrates**

Fietze, S., Matiaske, W. & Tobsch, V., 2014, *Zwischen Instrumentalisierung und Bedeutungslosigkeit: Mitarbeiter-Partizipation im organisationalen Kontext in Mittel- und Osteuropa*. Steger, T. & Kranz, O. (eds.). München/Mering: Rainer Hampp Verlag, p. 183-208 (Arbeit, Organisation und Personal im Transformationsprozess, Vol. 30).

Research output: [Chapter in Book/Report/Conference proceeding](#) › [Book chapter](#) › [Research](#) › [peer-review](#)

### **Rufbereitschaft: Verbreitung, Folgen und Handlungsmöglichkeiten**

Bamberg, E., Goerke, P., Matiaske, W., Fietze, S., Friedrich, N., Keller, M., Soll, H., Vahle-Hinz, T. & Dettmers, J., 2013, *Arbeits- und Beschäftigungsformen im Wandel*. Kaiser, S., Bamberg, E., Klatt, R. & Schmicker, S. (eds.). Wiesbaden: Springer, p. 165-197

Research output: [Chapter in Book/Report/Conference proceeding](#) › [Book chapter](#) › [Research](#) › [peer-review](#)

## **Other research outputs**

### **Propelling innovative behavior: empowering leadership, voice and middle manager's characteristics**

Rohlfers, S., Jebsen, S. & Hassi, A., 2022.

Research output: Contribution to conference without publisher/journal › Paper › Research › peer-review

### **The mediating effect of job autonomy in the link between organizational climate for initiative and innovative work behavior**

Hassi, A., Rohlfers, S. & Jebsen, S., 2022.

Research output: Contribution to conference without publisher/journal › Paper › Research › peer-review

### **Stakeholder Participation and Emerging Brokerage: Lesson learnt from 10 Cases in the Danish - German Border Region**

Gretzinger, S., Fietze, S., Leick, B., Hassink, R. & Petersen, J., 5. Sept 2020, p. 1-7. 7 p.

Research output: Contribution to conference without publisher/journal › Conference abstract for conference › Research › peer-review

### **Supporting Entrepreneurial Discovery through Stakeholder Participation: Lesson learnt from 10 Regional Development Teams in the Danish - German Border Region**

Gretzinger, S., Fietze, S., Petersen, J. & Matiaske, W., 2019, p. 1-20.

Research output: Contribution to conference without publisher/journal › Paper › Research › peer-review

### **Institutional Influences on Succession Intentions: A Welfare Model Analysis**

Boyd, B. & Fietze, S., 11. Jan 2017. 1 p.

Research output: Contribution to conference without publisher/journal › Paper › Research › peer-review

### **Institutional Influences on Succession Intentions: A Welfare Model Analysis**

Boyd, B. & Fietze, S., 2017.

Research output: Contribution to conference without publisher/journal › Paper › Research › peer-review

### **Why Employee Financial Participation Stagnates in Germany: Findings of Survey Studies 2008–2015**

Matiaske, W., Czaya, A. & Fietze, S., 2017.

Research output: Contribution to conference without publisher/journal › Paper › Research › peer-review

### **Entrepreneurship and Succession Intentions of Students: The Case of Denmark**

Boyd, B. & Fietze, S., 2015.

Research output: Contribution to conference without publisher/journal › Conference abstract for conference › Research › peer-review

### **Gründungs- und Nachfolgeintentionen beim Generationenwechsel in Familienunternehmen**

Boyd, B. & Fietze, S., 2015.

Research output: Contribution to conference without publisher/journal › Conference abstract for conference › Research › peer-review

### **Human resource practices in the context of demographic change**

Gröneweg, C., Holtmann, D., Matiaske, W. & Fietze, S., 2015.

Research output: Contribution to conference without publisher/journal › Conference abstract for conference › Research › peer-review

### **Flexibilität durch Verfügbarkeit. Abrufarbeit in Deutschland**

Fietze, S., Matiaske, W., Schult, M. & Tobsch, V., 14. Jan 2014, 13 p. (Berichte der Werkstatt für Organisations- und Personalforschung e. V.; No. 27).

Research output: Working paper › Research

### **Anforderungen an Spitzenführungskräfte - Retrospektive und Perspektive: Replikation einer empirischen Untersuchung**

Matiaske, W., Holtmann, D. & Fietze, S., 2014, Berlin: Werkstatt für Organisations- und Personalforschung e.V., 23 p. (Berichte der Werkstatt für Organisations- und Personalforschung e. V.; No. 29).

Research output: Working paper › Research

**Arbeitsbedingungen in Jobcentern: Gemeinsame Einrichtungen nach § 44b SGB II Mitarbeiterbefragung zum Arbeitsumfeld, psychischer Belastung und Arbeitszufriedenheit**

Olejniczak, M., Salmon, D., Matiaske, W. & Fietze, S., 2014, Berlin: Werkstatt für Organisations- und Personalforschung e.V., 51 p. (Berichte der Werkstatt für Organisations- und Personalforschung e. V.; No. 28).

Research output: Working paper › Research

**Entrepreneurship and Succession Intentions of Students: The Case of Denmark**

Boyd, B. & Fietze, S., 2014.

Research output: Contribution to conference without publisher/journal › Conference abstract for conference › Research › peer-review

**Kosten-Nutzen-Vergleiche in der personalwirtschaftlichen Forschung**

Matiaske, W., Olejniczak, M. & Fietze, S., 2014.

Research output: Contribution to conference without publisher/journal › Conference abstract for conference › Research › peer-review

Person-Organization Fit und Commitment unter Einfluss der Persönlichkeitsdimensionen. Ergebnisse eines Lehrprojekts an der Universität Hamburg

Freude, M., Horn, C., Matischik, J.-P., Sinner, E. & Fietze, S., 2013, Berlin: Werkstatt für Organisations- und Personalforschung e.V., 79 p. (Berichte der Werkstatt für Organisations- und Personalforschung e. V.; No. 26).

Research output: Working paper › Research

Leistungsorientierte Vergütung im öffentlichen Dienst. Zur Validität des analytischen Beurteilungssystems LBB-SYS

Fietze, S., Holtmann, D. & Matiaske, W., 2012, Berlin: Werkstatt für Organisations- und Personalforschung e.V., 18 p. (Berichte der Werkstatt für Organisations- und Personalforschung e. V.; No. 24).

Research output: Working paper › Research

Arbeitszufriedenheit und Persönlichkeit: "Wer schaffen will, muss fröhlich sein!"

Fietze, S., Jun 2011, Berlin: German Socio-Economic Panel Study (SOEP), 46 p. (SOEPpapers on Multidisciplinary Panel Data Research; No. 388).

Research output: Working paper › Research › peer-review

Der Arbeitskraftunternehmer. Erschöpfung und Arbeitszufriedenheit im JD-R-Modell

Fritz, M., Issa, N. S., Müller, G., Tuchfeldt, S. W. D., Fietze, S. & Kattenbach, R., 2011, Berlin: Werkstatt für Organisations- und Personalforschung e.V., 116 p. (Berichte der Werkstatt für Organisations- und Personalforschung e. V.; No. 21).

Research output: Working paper › Research

Germany's Next Top Manager: Does Personality Explain the Gender Career Gap?

Fietze, S., Holst, E. & Tobsch, V., 2010, Bonn: Institute for the Study of Labor (IZA), 42 p. (IZA Discussion Papers; No. 5110).

Research output: Working paper › Research

Germany's Next Top Manager: Does Personality Explain the Gender Career Gap?

Fietze, S., Holst, E. & Tobsch, V., 2010, Flensburg/Sønderborg: Department of Border Regions Studies/International Institute of Management, 46 p. (Danish-German Research Papers; No. 3).

Research output: Working paper › Research › peer-review

Podcasting in Higher Education: Students' Usage Behaviour

Fietze, S., 2010, Flensburg/Sønderborg: Department of Border Regions Studies/International Institute of Management, 36 p. (Danish-German Research Papers; No. 2).

Research output: Working paper › Research › peer-review

Personality and Career - She's Got What It Takes

Fietze, S., Holst, E. & Tobsch, V., Dec 2009, Berlin: German Socio-Economic Panel Study (SOEP), 38 p. (SOEPpapers on Multidisciplinary Panel Data Research; No. 250).

Research output: Working paper › Research › peer-review

Erfolgs- und Kapitalbeteiligung von Beschäftigten in Deutschland. Ergebnisse einer repräsentativen Befragung  
Matiaske, W., Tobsch, V. & Fietze, S., 2009, Berlin: Werkstatt für Organisations- und Personalforschung e.V., 133 p.  
(Berichte der Werkstatt für Organisations- und Personalforschung e. V.; No. 18).  
Research output: Working paper › Research

Personality and Career - She's Got What it Takes  
Fietze, S., Holst, E. & Tobsch, V., 2009, Berlin: German Institute for Economic Research (DIW Berlin), 38 p. (SOEPpapers on Multidisciplinary Panel Data Research, Vol. 250).  
Research output: Working paper › Research › peer-review

Persönlichkeit und Karriere: She's Got What it Takes  
Fietze, S., Holst, E. & Tobsch, V., 2009, Berlin: German Socio-Economic Panel Study (SOEP), 39 p. (SOEPpapers on Multidisciplinary Panel Data Research; No. 220).  
Research output: Working paper › Research › peer-review

Podcast in der Lehre: Bericht über den Einsatz an der Helmut-Schmidt-Universität  
Fietze, S. & Matiaske, W., 2009, Berlin: Werkstatt für Organisations- und Personalforschung e.V., 35 p. (Berichte der Werkstatt für Organisations- und Personalforschung e. V.; No. 20).  
Research output: Working paper › Research

## Teaching materials

### Konfliktverhalten

Fietze, S., 31. Jan 2017, *Organizational Behaviour: Verhalten in Organisationen*. Martin, A. (ed.). 2., aktualisierte Auflage ed. Stuttgart: Kohlhammer Verlag, p. 192-211  
Research output: Chapter in Book/Report/Conference proceeding › Book chapter › Education › peer-review

## Communication

### Paris Baguette: How a South Korean Bakery Is Entering Europe Through the Capital of France

Kim, H. H. & Fietze, S., 2. Sept 2019, *Management Practices in Asia: Case Studies on Market Entry, CSR, and Coaching*. Prange, C. & Kattenbach, R. (eds.). Cham, Switzerland: Springer, p. 115-124  
Research output: Chapter in Book/Report/Conference proceeding › Book chapter › Communication

### Social Entrepreneurship and Participation: First insights from the Interreg-project Benefit4Regions (B4R)

Petersen, J., Gretzinger, S. & Fietze, S., 2018, *Forskningskanonen 2018: SDU Sønderborg*. Syddansk Universitet, p. 20-22 3 p. (SDU Forskningskanonen, SDU Sønderborg 2018).  
Research output: Chapter in Book/Report/Conference proceeding › Report chapter › Communication

### Should I Stay or Should I Go? Om studerende i Sønderborg og deres valg af bopæl

Fietze, S., Mar 2014, In: PLUK. Marts 2014, 1, p. 3 7 p.  
Research output: Contribution to journal › Journal article › Communication

## Activities

### Editorial work

#### Management Revue (Journal)

Lueg, K. (Peer reviewer), Jebsen, S. (Editor) & Graf, A. (Editor)  
2024 → ...

Activity: Editorial work and peer review › Editor of research journal › Research

#### Management Revue (Journal)

Jebsen, S. (Peer reviewer), Lueg, K. (Peer reviewer), Shaghaei, N. (Peer reviewer) & Mahmood, M. K. (Peer reviewer)



2023 → ...

Activity: Editorial work and peer review › Editor of research journal › Research

### **Learning and Teaching: The International Journal of Higher Education in the Social Sciences (Journal)**

Kristensen, M. L. (Editor), Winkler, I. (Editor), Weik, E. (Editor), Mee, R. (Editor) & Jebsen, S. (Editor)

31. May 2021 → 30. Jun 2023

Activity: Editorial work and peer review › Editor of research journal › Research

### **Management Revue - Socio-Economic Studies (Journal)**

Fietze, S. (Managing editor)

1. Jul 2013 → ...

Activity: Editorial work and peer review › Editor of research journal › Research

## **Memberships and boards**

### **Videnskabelig rådgivende bestyrelse af Hemisphere projektet (External organisation)**

Fietze, S. (Member)

1. Apr 2013 → 31. Mar 2016

Activity: Membership › Membership of committees, commissions, boards, councils, associations, organisations, or similar

## **Conferences**

### **European Academy of Management Conference**

Jebsen, S. (Organizer), Lueg, K. (Participant), Rohlfers, S. (Organizer), Hassi, A. (Participant) & Tzaki, K. (Organizer)

22. Jun 2025 → 25. Jun 2025

Activity: Attending an event › Conference organisation or participation

### **Organisational Theory**

Matiaske, W. (Participant), Jebsen, S. (Participant) & Schramm, F. (Participant)

19. May 2025 → 23. May 2025

Activity: Attending an event › Conference organisation or participation

### **Author Workshop: Group-making and group identities in organizations**

Lueg, K. (Organizer), Graf, A. (Organizer) & Jebsen, S. (Organizer)

26. Nov 2024

Activity: Attending an event › Conference organisation or participation

### **Evaluierung des Pilotprojekts zur Erprobung der 4-Tage-Woche in der deutschen Marine**

Müller, M. (Co-author), Jebsen, S. (Co-author) & Matiaske, W. (Co-author)

5. Sept 2024 → 6. Sept 2024

Activity: Talks and presentations › Conference presentations

### **Evaluierung des Pilotprojekts zur Erprobung der 4-Tage-Woche in der deutschen Marine**

Jebsen, S. (Speaker), Matiaske, W. (Speaker) & Müller, M. (Speaker)

5. Sept 2024 → 6. Sept 2024

Activity: Talks and presentations › Conference presentations

### **18th International Research Workshop**

Jebsen, S. (Participant), Stüber, H. (Participant) & Matiaske, W. (Participant)

25. Aug 2024 → 30. Aug 2024

Activity: Attending an event › Organisation or participation in workshops, courses or seminars

### **24th European Academy of Management Conference**

Jebsen, S. (Organizer), Tzini, K. (Organizer), Rohlfers, S. (Organizer) & Hassi, A. (Organizer)

25. Jun 2024 → 28. Jun 2024

Activity: Attending an event › Conference organisation or participation

**Pilot project on the 4-day week in the German Navy - Initial findings of an evaluation project**

Müller, M. (Speaker), Jebsen, S. (Guest lecturer) & Matiaske, W. (Guest lecturer)

15. May 2024

Activity: Talks and presentations › Conference presentations

**Organisational Theory**

Matiaske, W. (Organizer), Hanau, H. (Organizer), Schramm, F. (Participant) & Jebsen, S. (Organizer)

13. May 2024 → 18. May 2024

Activity: Attending an event › Organisation or participation in workshops, courses or seminars

**Conference: Organisations and Social Sustainability.**

Jebsen, S. (Organizer), Lueg, K. (Organizer), Mahmood, M. K. (Organizer) & Shaghaei, N. (Organizer)

9. Nov 2023 → 10. Nov 2023

Activity: Attending an event › Conference organisation or participation

**17th International Research Workshop**

Jebsen, S. (Organizer), Stüber, H. (Organizer) & Matiaske, W. (Organizer)

27. Aug 2023 → 1. Sept 2023

Activity: Attending an event › Organisation or participation in workshops, courses or seminars

**Theoretical Perspectives and Job Related Observation Methods**

Jebsen, S. (Speaker)

16. May 2023

Activity: Talks and presentations › Conference presentations

**Research in Organisations: Stress and Strain at Work - Concepts, Methods and Results of Survey Research**

Matiaske, W. (Organizer) & Jebsen, S. (Organizer)

15. May 2023 → 20. May 2023

Activity: Attending an event › Conference organisation or participation

**100% Climate Neutrality**

Fischer, K. (Organizer), Lueg, K. (Organizer) & Jebsen, S. (Organizer)

26. Sept 2022

Activity: Attending an event › Conference organisation or participation

**For the Profit, for the Planet or for Nothing at All: A Latent Profile Analysis of Sustainable Entrepreneurial Attitudes Among Business Students**

Jebsen, S. (Speaker) & Senderovitz, M. (Speaker)

26. Sept 2022

Activity: Talks and presentations › Conference presentations

**Let's Not Talk About The Triple Bottom Line...**

Jebsen, S. (Speaker) & Senderovitz, M. (Speaker)

26. Sept 2022

Activity: Talks and presentations › Conference presentations

**16th International Research Workshop**

Jebsen, S. (Organizer), Stüber, H. (Organizer) & Matiaske, W. (Organizer)

28. Aug 2022 → 2. Sept 2022

Activity: Attending an event › Organisation or participation in workshops, courses or seminars

**AMO-enhancing HR Practices, Innovation, and Organizational Performance : A Study of 28 European Countries**

Jebsen, S. (Guest lecturer), Rohlf, S. (Guest lecturer) & Zhang Zhang, Y. (Lecturer)

26. Jun 2022

Activity: Talks and presentations › Conference presentations

### **1st AI Akhawayn International Business Conference**

Jebsen, S. (Program committee member)

3. Dec 2021 → 4. Dec 2021

Activity: Attending an event › Conference organisation or participation

### **The mediating Effects of Climate for Initiative and Job Autonomy in the Empowering Leadership-Innovative Behavior Link**

Hassi, A. (Speaker), Rohlfers, S. (Co-author) & Jebsen, S. (Co-author)

22. Sept 2021 → 23. Sept 2021

Activity: Talks and presentations › Conference presentations

### **15th International Research Workshop**

Jebsen, S. (Organizer), Stüber, H. (Organizer) & Matiaske, W. (Organizer)

5. Sept 2021 → 10. Sept 2021

Activity: Attending an event › Organisation or participation in workshops, courses or seminars

### **A Test of Mediation Model of Empowering Leadership**

Hassi, A. (Speaker), Rohlfers, S. (Guest lecturer) & Jebsen, S. (Guest lecturer)

16. Jun 2021 → 18. Jun 2021

Activity: Talks and presentations › Conference presentations

### **The "Betrieb" (Organization, Firm Establishment, ...) as Corporate Actor**

Matiaske, W. (Organizer), Alewell, D. (Organizer), Neves, M. (Organizer) & Jebsen, S. (Organizer)

29. Apr 2021 → 30. Apr 2021

Activity: Attending an event › Conference organisation or participation

### **14th International Research Workshop**

Jebsen, S. (Organizer), Stüber, H. (Organizer) & Matiaske, W. (Organizer)

6. Sept 2020 → 11. Sept 2020

Activity: Attending an event › Organisation or participation in workshops, courses or seminars

### **21st Nordic Conference on Small Business Research (& Entrepreneurship) (Postponed to 2022)**

Klyver, K. (Chairman), Bager, T. (Taskforce member), Rind Christensen, P. (Taskforce member), Evald, M. R. (Program committee), Haug, A. (Taskforce member), Jebsen, S. (Taskforce member), Maresch, D. (Taskforce member), Nielsen, M. S. (Program committee), Nielsen, S. L. (Program committee), Piihl, J. (Taskforce member), Senderovitz, M. (Taskforce member), Storgaard, M. (Taskforce member), Wickstrøm, K. A. (Program committee), Schøtt, T. (Taskforce member), Raalskov, J. (Taskforce member), Rasmussen, J. S. (Taskforce member), Paust, S. (Taskforce member) & Korsgaard, S. (Program committee member)

27. May 2020 → 29. May 2020

Activity: Attending an event › Organisation or participation in workshops, courses or seminars

### **13th International Research Workshop**

Jebsen, S. (Organizer), Stüber, H. (Organizer) & Matiaske, W. (Organizer)

15. Sept 2019 → 20. Sept 2019

Activity: Attending an event › Organisation or participation in workshops, courses or seminars

### **12th International Research Workshop**

Jebsen, S. (Organizer), Stüber, H. (Organizer) & Matiaske, W. (Organizer)

9. Sept 2018 → 14. Sept 2018

Activity: Attending an event › Organisation or participation in workshops, courses or seminars

### **Succession intentions of students**

Fietze, S. (Guest lecturer) & Boyd, B. (Guest lecturer)

2. Jul 2018

Activity: Talks and presentations › Conference presentations

### **Institutional Influences of Succession Intention - a Welfare Model Analysis**

Boyd, B. (Lecturer) & Fietze, S. (Lecturer)

26. Jun 2018 → 29. Jun 2018

Activity: Talks and presentations › Conference presentations

### **INP: Exploring the multi-level phenomenon of nascent entrepreneurship**

Klyver, K. (Organizer), Fietze, S. (Organizer), Senderovitz, M. (Organizer) & Nielsen, M. S. (Organizer)

25. Jun 2018 → 29. Jun 2018

Activity: Attending an event › Organisation or participation in workshops, courses or seminars

### **Social Entrepreneurship, Participation and Knowledge-sharing: The Case of projects teams in the Danish German border region**

Gretzinger, S. (Guest lecturer) & Fietze, S. (Guest lecturer)

22. Jun 2018

Activity: Talks and presentations › Conference presentations

### **Institutional Influences of Succession Intention - a Welfare Model Analysis**

Boyd, B. (Lecturer) & Fietze, S. (Lecturer)

21. Jun 2018

Activity: Talks and presentations › Conference presentations

### **Organisation Theory: What Makes a Job Good or Bad? Standards of Good Work Revisited**

Fietze, S. (Organizer), Matiaske, W. (Organizer) & Alewell, D. (Organizer)

3. Apr 2018 → 7. Apr 2018

Activity: Attending an event › Conference organisation or participation

### **2018 International Conference on e-Commerce, e-Administration, e-Society, e-Education, and e-Technology**

Fietze, S. (Participant)

1. Apr 2018 → 3. Apr 2018

Activity: Attending an event › Conference organisation or participation

### **11th International Research Workshop**

Fietze, S. (Organizer), Stüber, H. (Organizer) & Matiaske, W. (Organizer)

10. Sept 2017 → 15. Sept 2017

Activity: Attending an event › Organisation or participation in workshops, courses or seminars

### **2017 International Conference on e-Commerce, e-Administration, e-Society, e-Education, and e-Technology**

Fietze, S. (Participant)

4. Apr 2017 → 6. Apr 2017

Activity: Attending an event › Conference organisation or participation

### **Organisational Theory: Corporate responsibility: In the dilemma between trust and fake?**

Fietze, S. (Organizer)

3. Apr 2017 → 7. Apr 2017

Activity: Attending an event › Conference organisation or participation

### **10th International Research Workshop**

Fietze, S. (Organizer) & Matiaske, W. (Organizer)

25. Sept 2016 → 30. Sept 2016

Activity: Attending an event › Organisation or participation in workshops, courses or seminars

### **2016 International Conference on e-Commerce, e-Administration, e-Society, e-Education, and e-Technology**

Fietze, S. (Participant)

6. Apr 2016 → 8. Apr 2016

Activity: Attending an event › Conference organisation or participation

**9th International Research Workshop**

Fietze, S. (Organizer) & Matiaske, W. (Organizer)

27. Sept 2015 → 2. Oct 2015

Activity: Attending an event › Organisation or participation in workshops, courses or seminars

**Employee Financial Participation – A Swiss Army Knife for Businesses?**

Fietze, S. (Lecturer)

3. Jun 2015

Activity: Talks and presentations › Conference presentations

**Organisational Theory**

Fietze, S. (Organizer)

20. Apr 2015 → 24. Apr 2015

Activity: Attending an event › Conference organisation or participation

**2015 International Conference on e-Commerce, e-Administration, e-Society, e-Education, and e-Technology**

Fietze, S. (Participant)

1. Apr 2015 → 3. Apr 2015

Activity: Attending an event › Conference organisation or participation

**8th International Research Workshop**

Fietze, S. (Organizer) & Matiaske, W. (Organizer)

28. Sept 2014 → 3. Oct 2014

Activity: Attending an event › Organisation or participation in workshops, courses or seminars

**Organisational Theory**

Fietze, S. (Organizer)

23. Apr 2014 → 27. Apr 2014

Activity: Attending an event › Conference organisation or participation

**2014 International Conference on e-Commerce, e-Administration, e-Society, e-Education, and e-Technology**

Fietze, S. (Participant)

2. Apr 2014 → 4. Apr 2014

Activity: Attending an event › Conference organisation or participation

**Should I Stay or Should I Go?: Location Behaviour of Students**

Fietze, S. (Lecturer)

30. Oct 2013

Activity: Talks and presentations › Conference presentations

**Dial 'L' for Labour: Distribution and Intensity of On Call Work in Germany**

Fietze, S. (Lecturer)

24. Oct 2013 → 25. Oct 2013

Activity: Talks and presentations › Conference presentations

**7th International Research Workshop**

Fietze, S. (Organizer) & Matiaske, W. (Organizer)

29. Sept 2013 → 4. Oct 2013

Activity: Attending an event › Organisation or participation in workshops, courses or seminars

**Society for the Advancement of Socio-Economics 25th Annual Conference**

Fietze, S. (Organizer)

28. Jun 2013

Activity: Attending an event › Conference organisation or participation

**HRM - Strategy Patterns and Organizational Innovativeness: Modes of Action between Organizational Demography and the Ability to Advance**

Fietze, S. (Lecturer)

23. May 2013 → 25. May 2013

Activity: Talks and presentations › Conference presentations

**XXXIII Sunbelt Social Networks Conference of the International Network for Social Network Analysis**

Fietze, S. (Organizer)

21. May 2013 → 26. May 2013

Activity: Attending an event › Conference organisation or participation

**HRM-Strategy Patterns and Organizational Innovativeness: Modes of Action between Organizational Demography and the Ability to Advance**

Fietze, S. (Lecturer)

9. Apr 2013 → 12. Apr 2013

Activity: Talks and presentations › Conference presentations

**2013 International Conference on e-Commerce, e-Administration, e-Society, e-Education, and e-Technology**

Fietze, S. (Participant)

3. Apr 2013 → 5. Apr 2013

Activity: Attending an event › Conference organisation or participation

**Finanzielle Mitarbeiterbeteiligung in Deutschland: Quantitative Untersuchung zu Motiven und zur Wirkung von Gewinn- und Kapitalbeteiligung vor dem Hintergrund des Mitarbeiterbeteiligungsgesetzes und der Wirtschaftskrise**

Fietze, S. (Participant)

1. Oct 2012 → 30. Sept 2015

Activity: Other activities › Other

## Talks and presentations

**Gute Arbeit für Flensburg**

Fietze, S. (Lecturer)

28. May 2015

Activity: Talks and presentations › Guest lectures, external teaching and course activities at other universities

## Other activities

## Examinations

**Brand vs Engine: The Impact of Brands in the Competition between Electric and Conventional Cars**

Fietze, S. (Examiner)

15. Jan 2018 → 14. May 2018

Activity: Examination and external supervision › Internal examination

**Social Network Analysis of Danfoss' Stakeholders on Twitter - An Effective Strategy**

Fietze, S. (Examiner)

1. Oct 2017

Activity: Examination and external supervision › Internal examination

**Corporate Brand Management**

Fietze, S. (Examiner)

15. Jan 2017 → 10. May 2017

Activity: Examination and external supervision › External supervisor activities

**Cross Border Talents: Strength and Weaknesses in the Internal R&S Process**

Fietze, S. (Examiner)

15. Jan 2017 → 1. Sept 2017

Activity: Examination and external supervision › External supervisor activities

### **Danish Leadership in Germany**

Fietze, S. (Examiner)

15. Jan 2017 → 10. May 2017

Activity: Examination and external supervision › External supervisor activities

### **Employer Branding to Attract German Engineers. The Factors Influencing German Engineering Students' Perceptions of Organizations as Potential Employers**

Fietze, S. (Examiner)

15. Jan 2017 → 1. Sept 2017

Activity: Examination and external supervision › External supervisor activities

### **Human Resource Management. The Impact of Globalization on the Recruiting Practices of German Companies**

Fietze, S. (Examiner)

15. Jan 2017 → 24. May 2017

Activity: Examination and external supervision › External supervisor activities

### **Kulturtraining**

Fietze, S. (Examiner)

15. Jan 2017 → 24. May 2017

Activity: Examination and external supervision › External supervisor activities

### **Strategische Frühaufklärung als langfristiger Erfolgsfaktor von Unternehmen - Entwicklung eines Realisierungsansatzes am Beispiel der PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft**

Fietze, S. (Examiner)

15. Jan 2017 → 3. Aug 2017

Activity: Examination and external supervision › External supervisor activities

### **Successful Implementation of Green HRM Practices**

Fietze, S. (Examiner)

14. Nov 2016 → 1. Jun 2017

Activity: Examination and external supervision › External supervisor activities

### **Knowledge Sharing Practices Among Undergraduate Students**

Fietze, S. (Examiner)

1. Sept 2016 → 14. Dec 2016

Activity: Examination and external supervision › External supervisor activities

### **Der Deutsche Kaffeekonsument: Sparfuchs oder Genießer?**

Fietze, S. (Examiner)

1. Jun 2016 → 10. Jan 2017

Activity: Examination and external supervision › External supervisor activities

### **Evaluierung des Change Projektes POWER der team energie GmbH & Co. KG**

Fietze, S. (Examiner)

1. Jun 2016 → 2. Jan 2017

Activity: Examination and external supervision › External supervisor activities

### **Ursachen des Value Action Gap bei Recyclingverhalten**

Fietze, S. (Examiner)

1. Jun 2016 → 10. Oct 2016

Activity: Examination and external supervision › External supervisor activities

### **An Evaluation of a Market Competitive Attribute Combination for the Health Food Product "Snack Bars"**

Fietze, S. (Examiner)

15. Jan 2016 → 28. Jul 2016

Activity: Examination and external supervision › External supervisor activities

### **Die Auswirkungen der Rufbereitschaft auf die Work-Life-Balance der Beschäftigten**

Fietze, S. (Examiner)

15. Jan 2016 → 20. May 2016

Activity: Examination and external supervision › External supervisor activities

### **Die Auswirkungen von Rufbereitschaft und Bereitschaftsdienst auf das Wohlbefinden der Beschäftigten**

Fietze, S. (Examiner)

15. Jan 2016 → 1. Jun 2016

Activity: Examination and external supervision › External supervisor activities

### **Die Motivation von Self-Initiated Expatriates**

Fietze, S. (Examiner)

15. Jan 2016 → 20. May 2016

Activity: Examination and external supervision › External supervisor activities

### **Eine Analyse und Bewertung des Einflusses der bisherigen Trikotsponsoeren des Fußballvereins Werder Bremen auf das Image des Vereins**

Fietze, S. (Examiner)

15. Jan 2016 → 10. Jun 2016

Activity: Examination and external supervision › External supervisor activities

### **Grades vs. Practical Experience**

Fietze, S. (Examiner)

15. Jan 2016 → 25. May 2016

Activity: Examination and external supervision › External supervisor activities

### **Identifikation von Vor- und Nachteilen des Active Sourcing als Instrument des Recruitings**

Fietze, S. (Examiner)

15. Jan 2016 → 25. May 2016

Activity: Examination and external supervision › External supervisor activities

### **Requirements for Top-Leaders in the Military: A Systematic Literature Review**

Fietze, S. (Examiner)

15. Jan 2016 → 25. May 2016

Activity: Examination and external supervision › External supervisor activities

### **The Motives and Motivations of Self-Initiated Expatriates**

Fietze, S. (Examiner)

15. Jan 2016 → 25. May 2016

Activity: Examination and external supervision › External supervisor activities

### **Wirkung von Rufbereitschaft: Ein kritischer Literaturüberblick**

Fietze, S. (Examiner)

15. Jan 2016 → 11. May 2016

Activity: Examination and external supervision › External supervisor activities

### **Zeitarbeit – Auswirkungen von temporärer Beschäftigung auf die Gesundheit**

Fietze, S. (Examiner)

15. Jan 2016 → 20. May 2016

Activity: Examination and external supervision › External supervisor activities



**Problems Related to Organizational Routines: Empirical Case Study of a Laundry Service Facility**

Fietze, S. (Examiner)

2. Jan 2016 → 23. Aug 2016

Activity: Examination and external supervision › External supervisor activities

**Öffentliche Wahrnehmung von Führung am Beispiel Jürgen Klopp: Transformationale oder transaktionale Führungskraft?**

Fietze, S. (Examiner)

1. Sept 2015 → 16. Dec 2015

Activity: Examination and external supervision › External supervisor activities

**Mitarbeiterentsendung ins Ausland – Eine Analyse des Recruitment-Verfahrens von Unternehmen**

Fietze, S. (Examiner)

1. Apr 2015 → 31. Aug 2015

Activity: Examination and external supervision › External supervisor activities

**A Comparison of Career Success and Opportunities Between Self-initiated and Traditional Expatriates**

Fietze, S. (Examiner)

15. Jan 2015 → 20. May 2015

Activity: Examination and external supervision › External supervisor activities

**Active Sourcing als Personalrecruitinginstrument**

Fietze, S. (Examiner)

15. Jan 2015 → 10. Jun 2015

Activity: Examination and external supervision › External supervisor activities

**Arbeitszeitflexibilität und die Auswirkung auf die Work-Life-Balance am Beispiel der Schichtarbeit**

Fietze, S. (Examiner)

15. Jan 2015 → 10. Jun 2015

Activity: Examination and external supervision › External supervisor activities

**Employer Branding bei Lidl**

Fietze, S. (Examiner)

15. Jan 2015 → 10. Jun 2015

Activity: Examination and external supervision › External supervisor activities

**Evaluation des Arbeitszeitmodells Jobsharing – Eine Analyse der Potentiale und Schwächen des Modells aus Arbeitnehmersicht**

Fietze, S. (Examiner)

15. Jan 2015 → 15. Jun 2015

Activity: Examination and external supervision › External supervisor activities

**Faszination Apple**

Fietze, S. (Examiner)

15. Jan 2015 → 10. Jun 2015

Activity: Examination and external supervision › External supervisor activities

**Generation Y – Die neue Arbeitnehmergeneration: Eine empirische Studie zur Mitarbeitergewinnung am Beispiel der Work-Life-Balance**

Fietze, S. (Examiner)

15. Jan 2015 → 10. Jun 2016

Activity: Examination and external supervision › External supervisor activities

**Gleichheit in der Verschiedenheit – Diversity Management: Deutschland und USA im Vergleich**

Fietze, S. (Examiner)

15. Jan 2015 → 3. Jun 2015

Activity: Examination and external supervision › External supervisor activities

### **Social Entrepreneur Organisations und die Bedeutung von Netzwerken**

Fietze, S. (Examiner)

15. Jan 2015 → 8. Jun 2015

Activity: Examination and external supervision › External supervisor activities

### **Soziale Medien und Kaufentscheidung**

Fietze, S. (Examiner)

15. Jan 2015 → 10. Jun 2015

Activity: Examination and external supervision › External supervisor activities

### **Wie erklären sich die Push- und Pull-Faktoren der dänischen Studenten bezüglich ihrer Standortwahl „Flensburg“ zum Studium?**

Fietze, S. (Examiner)

15. Jan 2015 → 10. Jun 2015

Activity: Examination and external supervision › External supervisor activities

### **Konsumentenforschung in FMCG – welche Nougatwaren sucht der dänische Verbraucher?**

Fietze, S. (Examiner)

2. Jan 2015 → 31. Jul 2015

Activity: Examination and external supervision › External supervisor activities

### **Culture, Business and Management Practices: A Comparative Study Between Work Environments in Germany and Denmark**

Fietze, S. (Examiner)

15. Jan 2014 → 30. May 2014

Activity: Examination and external supervision › External supervisor activities

### **Employer Branding als Lösungsansatz zur besseren Anwerbung und Bindung von Fachkräften in kleinen und mittleren Unternehmen**

Fietze, S. (Examiner)

15. Jan 2014 → 4. Jun 2014

Activity: Examination and external supervision › External supervisor activities

### **Generation Y – Die neue Arbeitnehmergeneration**

Fietze, S. (Examiner)

15. Jan 2014 → 10. Jun 2014

Activity: Examination and external supervision › External supervisor activities

### **Student Migration: Why Do Young Engineer Students From Sønderborg Choose to Study in Aarhus?**

Fietze, S. (Examiner)

15. Jan 2014 → 10. Jun 2014

Activity: Examination and external supervision › External supervisor activities

### **The Spirit of Malmberg – A Case Study of the Organizational Culture at Malmberg Water AB and Malmberg Bioerdgastech GmbH**

Fietze, S. (Examiner)

15. Jan 2014 → 10. Jun 2014

Activity: Examination and external supervision › External supervisor activities

## **Research visits**

### **University of Economics and Business - Vietnam National University**

Jebsen, S. (Visiting researcher)

14. Apr 2024 → 15. May 2024

Activity: Visiting another research institution

**Vietnam National University, Hanoi**

Jebsen, S. (Visiting researcher)

14. Apr 2024 → 15. May 2024

Activity: Visiting another research institution

**Tetuan Valley**

Jebsen, S. (Visiting researcher)

29. Jul 2022 → 29. Aug 2022

Activity: Visiting another research institution

**Loyola Marymount University**

Jebsen, S. (Visiting researcher) & Senderovitz, M. (Visiting researcher)

7. May 2022 → 15. May 2022

Activity: Visiting another research institution

**fundación paral el conocimiento madrid**

Fietze, S. (Visiting researcher)

30. Jul 2018 → 1. Feb 2019

Activity: Visiting another research institution

**University of Salerno**

Fietze, S. (Visiting researcher)

27. Mar 2017 → 31. Mar 2017

Activity: Visiting another research institution

**Teaching and supervision****Teaching**

## Projects

### Benefit4Regions

Projektet omhandler landdistrikter, som er beliggende i grænseregioner. Sådanne distrikter opfattes ofte som problemfyldte på grund af deres økonomiske og sociale udfordringer. Til at adressere disse udfordringer udvikler og afprøver Benefit4Regions grænseoverskridende samarbejder via ti casestudier mellem kommuner, regioner, erhvervsfremmeinstitutioner samt videnskabelige organisationer. Projektet er finansieret af Interreg, og Wirtschaftsförderungsagentur Kreis Plön GmbH er projektejer.

Gretzinger, S. (PI), Department of Business and Sustainability  
Ingstrup, M. B. (Co-PI), Department of Business and Sustainability  
Jebsen, S. (Co-PI), Department of Business and Sustainability  
Petersen, J. (Co-PI), Department of Business and Sustainability  
01/01/2016 → 01/08/2019

Supplemental project  
type Research, EU

Collaborators  
(organisations) Wirtschaftsförderungsagentur Kreis Plön GmbH

### BHJ Fondens Undervisningspris 2019

Abstract kommer senere

Jebsen, S. (Coordinator), Department of Business and Sustainability

Project number 15475

28/06/2019 → 30/06/2021

Supplemental project  
type Danish Private Sources

### Development projects with a focus on feedback, evaluation and examination

The goal of the project is to develop a diagnostic tool to evaluate the sustainable entrepreneurship competencies that students develop in entrepreneurship / sustainable entrepreneurship programs and courses. The tool will take the form of an online assessment to be available to lecturers to test the combined development of a) competencies to become/be an entrepreneur and b) competencies related to the establishment of a sustainable enterprise that meets the triple-bottom-line of social, ecological and financial sustainability. The tool can be applied several times during a particular university course or program. In this sense, it has the capacity to generate continuous feedback to the lecturer about the progress of the development of sustainable entrepreneurship competencies and to identify deficits that need to be addressed in the teaching. Even though the tool will be developed in connection with an existing course, the project aims to make it available to a broader audience interested in assessing the development of students' sustainable entrepreneurship competencies.

Jebsen, S. (PI), Department of Business and Sustainability

Senderovitz, M. (Project participant), Department of Business and Sustainability

Winkler, I. (Project participant), International Leadership & Management, Department of Business & Management (DBM)

Project number 54728

01/01/2021 → 30/04/2022

### Entrepreneurial Management for Fostering Innovation and Talents

Entrepreneurial management practices play a pivotal role in taking entrepreneurial knowledge and utilizing it towards innovation and talent development, ultimately creating growth and increasing the effectiveness of both new business venturing as well as small- and medium-sized enterprises (SMEs). EM4FIT investigates entrepreneurship and related management practices from an interdisciplinary and multi-level angle as important variables in the interplay between individual, organization and institutional contexts within and between advanced and emerging markets.

EM4FIT aims to better understand entrepreneurial management practices both from an individual (intra-organisational) as

well as comparative market perspective (inter-organisational). Research will be carried out with an emphasis on the impact of institutions and context on the EU. With the exchange among 16 partners from four continents and between the academic and non-academic sector, EM4FIT brings together knowledge from advanced as well as emerging markets to further understand how entrepreneurs and managers create successful businesses and foster growth. The generated knowledge will be disseminated around the world to enhance the impact of the European entrepreneurial spirit.

Involving 67 researchers, managers, technical and administrative staff, the EM4FIT involves seven work packages (WP). In addition to project management and communication, dissemination and outreach activities, five WPs focus on research, training and dissemination at multiple levels: institutional-organizational-individual. With this project structure and the competitive capability of 16 partners involved, EM4FIT will generate high impact both in terms of research excellence and societal engagement. The mix between non-academic and academic participants is designed to create knowledge relevant for businesses and society alike.

Jebsen, S. (Coordinator), Department of Business and Sustainability

Project number 45055

01/01/2020 → 31/10/2025

Supplemental project type EU, Horizon 2020 project

Collaborators (organisations) Colegio Universitario de Estudios Financieros, University of Southern Denmark, University of Salento, Al Akhawayn University, SECRETARIA DE GOBIERNO DE CIENCIA, TECNOLOGÍA E INNOVACIÓN PRODUCTIVA, Jinan University, Fujian Normal University, University of Barcelona, ETABLISSEMENT D'ENSEIGNEMENT SUPERIEUR CONSULAIRE GRENOBLE ECOLE DE MANAGEMENT, Naica Società Cooperativa, Tetuan Valley, TRUONG DAI HOC KINH TE THUOC DAI HOC QUOC GIA HANOI, LANCEY ENERGY STORAGE, Pacific university, International University of Japan, ErhvervsShus Sjælland

#### **Entrepreneurial Management for Fostering Innovation and Talents**

The H2020-MSCA-RISE project 'Entrepreneurial Management for Fostering Innovation and Talents' investigates entrepreneurship and related management practices.

Jebsen, S. (PI), Department of Business and Sustainability

Lueg, K. (Project participant), Department of Design, Media and Educational Science

Keywords Sustainability, Sustainable Corporate Practices, Heritage communication

Supplemental project type Horizon 2020 project

#### **Entrepreneurship, Innovation Management and Growth in European and Fast-Expanding Economies**

The planned project will have a topical and a geographical dimension. The first topic, that will be addressed is entrepreneurship and factors (e.g., risk, team diversity, strategy, social networks) influencing the early stages of a start-up process. Related to entrepreneurship is the second topic, innovation management that will deal with knowledge creation and its management in start-ups, SMEs but also large established firms. The third topic addresses leadership and human resource issues related to both entrepreneurship and innovation management. Geographically, the project will take into account that knowledge and innovation in the international context flow in multiple directions. Therefore, the above mentioned topics will be studied interdisciplinary and in academic (e.g., universities, business schools) as well as non-academic institutions (e.g., foundations, small and medium-sized enterprises) in both European countries and fast-expanding economies (e.g., China, Morocco, Argentina) and - where possible - in cross-national context. This will be achieved through a well-dosed amount of international mobility between the participating institutions.

Jebsen, S. (Coordinator), Department of Business and Sustainability

Project number 55798

23/01/2019 → 02/04/2019

Supplemental project type Research, Danish Public Sources

#### **From Sustainable Entrepreneurship to a Sustainable Society**

Jebsen, S. (PI), Department of Business and Sustainability

Project number 55195

01/01/2021 → 31/12/2023

### **K.I.T.F.E.M.: Knowledge and Innovation in, to and from Emerging Markets**

Since the rise of emerging economies in the global scenario, it has been critical to better understand the role of knowledge and innovation played in this process. We focus on researching not only how knowledge and innovation is managed and generated in emerging markets, but also how traditionally they learned from advanced economies to enhance their innovation capability, and recently the reverse innovation process about how this innovation capability in emerging markets affects and is transferred to advanced economies.

With this purpose, the proposed KITFEM research project aims to study the management of knowledge and innovation in, to and from emerging markets, with special emphasis on its impacts on the EU. With the proposed secondments among fifteen partners in nine countries around the world in four continents, between partners from academic sector and non-academic sector, KITFEM combines research on the issue of knowledge and innovation between emerging markets and European enterprises, and knowledge sharing and dissemination around the world to enhance the impact of European innovation.

Involving 54 researchers, managers, tech, and administrative staff, KITFEM consists of seven work packages to foster the interaction between scientific community and other stakeholders such as institutions, industries, business, and general civil society, to ensure the popular interests and engagement of the researched topic. In such a way, one work package is dedicated to project management and internal communication and another to external communication, dissemination and outreach activities. Five work packages focus on research, training and dissemination, at multiple levels: Institutional-industrial-organizational-individual. With the designed project structure and competitive capability of the fifteen partners involved, KITFEM is expected to generate high impact in the globe, both in term of research excellence and societal engagement.

Jebsen, S. (PI), Department of Business and Sustainability

H2020 Contract ID 734447

Project number 45414

01/01/2017 → 31/12/2019

Supplemental project type Horizon 2020 project

Collaborators (organisations) Colegio Universitario de Estudios Financieros, University of Salento, Georg-August-University Göttingen, EKA S.r.l., Naica Società Cooperativa, IHK Hannover, Fundación para el Conocimiento madri+d, University of Southern Denmark, Renmin University of China, Al Akhawayn University, WU Vienna University of Economics and Business, Jinan University, Monterrey Institute of Technology and Higher Education, Ministerio de Ciencia, Tecnología e Innovación Productiva, Peking University

### **København Here We Come - Motives to Leave Sønderborg for Studies at a University in Aarhus, Odense & Copenhagen**

Denmark experienced since the 1990ies an increased depopulation in the rural and remote areas leading to a regional polarisation. The Danish National Centre for Social Research addresses this issue in a recently published research report on 'Moves from Cities to Rural and Remote Areas' (Aner & Hansen, 2014). Their findings show, that the tendencies to move from cities to rural and remote areas is influenced by the economic cycle. During a boom period the moves from highly educated people to rural and remote areas is increasing. Their move pattern is related to their age, family situation and experience on the job market. Especially those, who finished their higher education recently, move to rural and remote areas to kickstart their career and to achieve experiences on the job market (Aner & Hansen, 2014). However, the problem remains: Rural and remote areas have difficulties to attract and to retain highly educated people to ensure a sustainable economic growth.

Florida (2003) proposes with his 3T approach that cities have to embrace talent, technology and tolerance to attract and retain the so-called 'creative class' (talented and highly educated people). This is the driving force behind successful cities and regions. First, economic growth is fostered by innovations and the concentration of high-technology and knowledge-intensive companies (technology) in a region. The second factor is the amount of creative jobs, which is the potential of talents in a region. Tolerance, the third factor, represents the openness of a society or region through which a wide variety of different personalities are attracted, which leads to an exchange of new ideas. Universities play a central role in Floridas approach: They are capable of attracting students, who are being educated to talented people. Furthermore, universities generate new knowledge and ideas, that foster the technological development of a region. Finally, university cities have a special, international flair, which is attractive for members of the creative class (Florida, Knudsen, & Stolarick, 2010).

In the Sønderborg region most of the above mentioned factors are available to attract talented people. There are high-technology companies in the region offering creative jobs (e.g. Danfoss A/S as a prominent example). A recent study on the location behaviour of students at the University of Southern Denmark highlights that Sønderborg is perceived as a tolerant and open city (Fietze, 2013, 2014). Furthermore, Sønderborg is a university city, where the University of Southern Denmark (SDU) offers a variety of study programmes in the focus areas of engineering, business studies and border region studies. Nevertheless, young people from Sønderborg rather want to relocate to Aarhus, Odense and Copenhagen to begin their studies at a university in programmes they can start at the SDU in Sønderborg as well. The questions, why young people choose to study in other cities rather than their home town, was addressed by Thomsen (2014) in her bachelor thesis. This project is based upon the findings of this theses and expands the research design to cover a broader scope of cities and larger amount of data to acquire a deeper insight into the motives behind the intention to relocate.

On this background the projects aim is, to identify the motives, which are taken into account when students choose to relocate to a different city to obtain their education (in particular Aarhus, Odense and Copenhagen), even though it is possible to undertake a university education in Sønderborg.

Jebsen, S. (PI), Department of Business and Sustainability

Project number 15931

01/12/2014 → 31/07/2015

Supplemental project type Research, Danish Private Sources

Collaborators (organisations) Institut for Klinisk Veterinær- og Husdyrvidenskab, Aarhus University, University of Southern Denmark

### **Organizing Social Sustainability**

dedicated to researching phenomena relating to how social well-being can be fostered in and by organizations. The notion organizations comprises private companies, public organizations, but also larger organized constructs such as the EU or "Europe" as a territorial organization. Social sustainability means offering processes for creating successful places that promote wellbeing, by understanding what people need from the places they live and work. Social sustainability combines design of the physical realm with design of the social world – infrastructure to support social and cultural life, social amenities, opportunities for citizen and employee engagement, and space for people and places to evolve as to their belonging and identity. Social sustainability can be reached by aligning formal and informal processes; systems; structures; and relationships have to allow both current and future generations to create a healthy and durable living. Socially sustainable communities are equitable, diverse, connected and democratic and provide a good quality of life. We are interested in how organizations of all types can contribute with a culture of social sustainability.

Lueg, K. (Project participant)

Jebsen, S. (Co-PI), Department of Business and Sustainability

01/01/2021 → ...

Keywords Organization Studies, Organizational Culture, Social Sustainability

### **Summer School International Research Workshop (IRWS) in 2014**

Abstract kommer senere

Jebsen, S. (PI), Department of Business and Sustainability

Project number 45715

28/09/2014 → 03/10/2014

Supplemental project type Research, EU