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International Business & Entrepreneurship (IBE)
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Previous positions

Qualifications

Social Science, PhD, Free University of Berlin
Award Date: 17. Jul 2014

Economy and Society, MA, Central European University / Lancaster University
Award Date: 22. Nov 2002

Research outputs

Journal articles

Gains from resistance: rejection of a new digital technology in a healthcare sector workplace

Shulzhenko, E. & Holmgren, J., Nov 2020, In: *New Technology, Work and Employment*. 35, 3, p. 276-296

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

Books and reports

Self-Determination Theory

Shulzhenko, E., 2024, *A Guide to Key Theories for Human Resource Management Research*. Hutchings, K., Michailova, S. & Wilkinson, A. (eds.). Edward Elgar Publishing, p. 238-246

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

Lean production in post-communist Europe: Formalization and employee involvement in Russia

Shulzhenko, E., Mar 2021, *The Cambridge international handbook of lean production: Diverging theories and new industries around the World*. Janoski, T. & Lepadatu, D. (eds.). Cambridge University Press, p. 615-638

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

Reforming the Russian Industrial Workplace: International Management Standards Meet the Soviet Legacy

Shulzhenko, E., 2017, Routledge. 198 p. (Routledge Contemporary Russia and Eastern Europe Series).

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

Human Resource Management and Industrial Relations in Post-Transitional Russia.

Shulzhenko, E., 2012, *Human Resource Management and Industrial Relations in the BRICs: A Review of the Research Literature*. Jürgens, U. (ed.). Berlin: Logos Verlag Berlin, p. 63-102

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

Modernisation of quality management in the Russian automotive industry: the role of automakers

Shulzhenko, E., 2008, *Modernisation of economy and globalisation*. Moscow: National Research University - Higher School of Economics

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

Other research outputs

Performing at home: technological control in home-working in Denmark after the Covid-19 pandemic

Shulzhenko, E., 22. Apr 2022.

Research output: [Contribution to conference without publisher/journal](#) › [Conference abstract for conference](#) › [Research](#) › [peer-review](#)

The Workplace Change Agenda at the Intersection of Decarbonisation, Covid Recovery and Digitalisation: Exploring Cross-national Responses

Brookes, M., Shulzhenko, E., Roper, I., Chatrakul Na Ayudhya, U. & Prouska, R., 21. Apr 2022.

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

Changes to Employment Practices in Response to the Covid-19 Pandemic: Evidence from Danish SMEs

Shulzhenko, E., Secchi, D., Senderovitz, M., Hansen, K. R. & van Bakel, M., 25. Aug 2021, p. 25.

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

Optimisation of care delivery in an emergency department: Effects of organisational and technological change on professionals

Shulzhenko, E., 12. Sept 2019.

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

Lean production in local companies and MNCs in Russia: How has it affected work?

Shulzhenko, E., 25. Oct 2018.

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

Longing for committed worker: Soviet performance measurement tools in a liberalised economy

Shulzhenko, E., 2017. 1 p.

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

Paying for performance in Russia: between the customary and international approaches.

Shulzhenko, E., 2017. 1 p.

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

Forced alliance? Working across the departmental boundaries in a Danish acute care hospital

Shulzhenko, E. & Obel, B., 2016.

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

Saying 'no' to distributed working: resistance to a new information technology in public home nursing in Denmark

Shulzhenko, E. & Holmgren, J., 2015.

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

From resistance to submission to the global rules: quality management standards in the Russian automobile industry

Shulzhenko, E., 2014.

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

Lean production and employee involvement in Russia

Shulzhenko, E., 2014.

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

Challenging the persistence of organisational paths: the case of quality management in the Russian automotive industry.

Shulzhenko, E., 2010.

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

Communication

Why do employees resist a new digital technology? Insights from a technological change that failed.

Shulzhenko, E., Oct 2017, In: HR-chefen. 2017, 5, p. 12-17

Research output: Contribution to journal › Contribution to newspaper - Newspaper article

Activities

Conferences

Workshop on interdisciplinary research: Challenges, Questions, Opportunities, Strategies and Lessons Learned

van Bakel, M. (Participant), Brookes, M. (Organizer), Shulzhenko, E. (Participant), Mellepe, R. (Participant), Voxted, S. (Participant), Hove, S. (Participant) & Simonsen, L. M. (Participant)

7. Jun 2022

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

The Future of Work: a Nordic Perspective

Shulzhenko, E. (Participant)

4. Mar 2021

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

Seminar: Dialog om digitale platforme

Shulzhenko, E. (Participant)

19. Feb 2019

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

Cultural and Legal Differences when Doing Business in Ukraine

Shulzhenko, E. (Participant)

15. May 2018

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

Where is HR analytics now – and where is it going?

Shulzhenko, E. (Participant)

19. Apr 2018

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

HR's grænseløse fremtid

Shulzhenko, E. (Participant)

18. Apr 2018

Activity: Attending an event › Conference organisation or participation

Er Performance Management på vej ud, eller er det vigtigere end nogensinde?

Shulzhenko, E. (Participant)

11. Apr 2018

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

Talks and presentations

Working under the Sword of Damocles: Variable Share of Pay in Russian Enterprises.

Shulzhenko, E. (Guest lecturer)

7. Nov 2017

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

Management of people under lean production: limits and challenges of standardisation

Shulzhenko, E. (Guest lecturer)

29. May 2017

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