



Arney Einarsdottir

d.b. 08.06.1962

EDUCATION:

University of Iceland, Reykjavik

Faculty of Business Administration.

PhD in Human Resource Management, February 2018.

University of Iceland, Reykjavik

Faculty of Economics and Business Administration.

M.A. in Business Administration - emphasis on Human Resource Management, fall 2004.

Graduated with **Recognition/acknowledgement for Thesis** from The Economic and Business Administration.

California State Polytechnic University, Pomona, California

B.S. in Hotel, Restaurant and Tourism Management, and a minor in Business Administration, August 1990. Graduated **Magna Cum Laude**.

POSITIONS:

2020+	Associate Professor, Bifröst University
2018-2020	Assistant Professor, University of Iceland
2009-2017	Director for the Research Center on HRM at Reykjavík University.
2005-2017	Assistant Professor at Reykjavík University - from 2007
2004+2010	Director and consultant, HRM-Research and consulting (founder and owner).
2001-2004	Independent Project Manager, researcher and Consultant (+teaching/lecturer)
1999-2001	Director (co-founder and owner) Umsjón-Verkefnastjórnun.
1995-1999	Director - Excellence Iceland (The Icelandic Association for Quality Mgmt.).

PEER REVIEWED PUBLICATIONS:

Olafsdottir, K., Stefansson, K. & **Einardottir, A.** (2021). *Non-standard work in Iceland*. In Ilsøe, A and Larse, T.P. (Ed.), *Non-Standard Work in the Nordics. Troubled Waters under the still surface. The future of work: Opportunities and challenges for the Nordic models*. TemaNord Series (Nordic council).

Bevort., F. & **Einarsdottir, A.**, (2021). *HRM in the Nordic Context*. In E. Parry, C. Brewster og M. Morley (Ed.), *Oxford handbook of contextual approaches to human resource management* (in press). Oxford: Oxford University Press. *Oxford Handbook of Contextual Approaches to Human Resource Management...*(Peer reviewed book chapter).

Einarsdottir, A. & Olafsdottir, K. (2020). *Faglegur styrkur mannauðsstjórnunar á Íslandi og Norðurlöndum*. Rannsóknir í Viðskiptafræði (in press). (Peer reviewed book chapter).

Einarsdottir, A., Gunnarsdottir, S., Eðvarðsson, I.R., Oladottir, A.D., Minelgaite, I. & Gudmundsdóttir, S. (2019). Hönnun starfa og starfsánægja í sérfræðistörfum hjúkrunar-

fræðinga, verkfræðinga og stjórnenda. Job Design and Job Satisfaction of Specialists - Nurses, Managers and Engineers. *Tímarit um viðskipti og efnahagsmál (Research in applied business and economics)* 16(1), 111-128.

Einarsdóttir, A. & Edvardsson, I.R. (2019). Útvistun verkefna á sviði mannauðsmála á Norður-löndum. HR outsourcing (HRO) in the Nordic Countries. *Tímarit um viðskipti og efnahagsmál (Research in applied business and economics)*, 16(1), 41-53.

Einarsdóttir, A., Olafsdóttir, K., Nesaule, L. (2018). Effect of Organizational Equality Activity on Employee Perceptions of Equality. *Tímarit um viðskipti og efnahagsmál (Journal of Business and Economics)*, 15 (1), 37-54. <http://www.efnahagsmal.is/article/view/a.2018.15.1.2>

Einarsdóttir, A., Olafsdóttir, K., & Arnardóttir, A.A. (2011). Frá mjúkum yfir í harðar samdráttaraðgerðir: Sveigjanleiki fyrirtækja og stofnana í kjölfar hruns. (From soft to hard downsizing methods: Organizational flexibility following the crisis. *Tímarit um stjórnsmál og stjórnsýslu*, 2, 327-346. (in Icelandic).

Einarsdóttir, A. & Bjarnadóttir, A. (2010). Tveir vinnumarkaðir og hrun: Áhrif á upplifun og hegðun starfsmanna. *Tímarit um viðskipti og efnahagsmál*, 7 (1), 1-21. (e. Two labour markets and crisis: Impact on employee attitude and behavior. *Journal of Business and Economics*). <http://www.efnahagsmal.is/2010/12/tveir-vinumarkada%3B0ir-og-hrun-ahrif-a-upplifun-og-heg%3B0un-starfsmanna/>

Einarsdóttir, A. (2010). *Mannaflatengdar samdráttaraðgerðir - sveigjanleiki fyrirtækja og stofnana í kreppu*. Rannsóknir í félagsvísindum XI, Reykjavík: Félagsvísindastofnun (Ritryndur hluti/Reviewed part). (Human resource related downsizing – flexibility in the labor market in a recession – Research in Social Sciences XI, Reykjavík: http://skemman.is/stream/get/1946/6707/18304/1/1-10_arneyeinarsd_VIDbok.pdf

Einarsdóttir, A. & Sigríður Thruður Stefánsdóttir (2008). Demographics as impact factors on job satisfaction in Iceland. In Ingjaldur Hannibalsson (Ed.), *Research in Social Sciences IX*, (p. 39-50). Reykjavík: Félagsvísindastofnun HÍ. (Peer reviewed article in Icelandic).

Kristbergisdóttir, H., Hafsteinsson, L.G. & **Einarsdóttir, A.** (2008). A Comparison of Organizational Influences and Work Outcomes in Icelandic Public and Private Sector Organizations. *Journal of Psychology*, 13, 126-145. (Peer reviewed article in Icelandic).

PUBLICATIONS & PRESENTATIONS AT CONFERENCES:

Einarsdóttir, A. (2020). HRM in Iceland in Nordic and International context. *Research in Social Sciences XXI (Þjóðarspejillinn XXI, 2020)*, Reykjavík: Félagsvísindastofnun Háskóla Íslands. (Abstract and presentation in Icelandic).

Einarsdóttir, A., Gunnarsdóttir, S., Eðvarðsson, I.R., Oladóttir, A.D., Minelgaite, I. and Guðmundsdóttir, S. (2019). Job design and Job Satisfaction of Specialists - Nurses, Managers and Engineer. The 79th Annual Meeting of the Academy of Management held August 9-13, 2019 in Boston, Massachusetts, United States. Theme: Understanding the Inclusive Organization.

Einarsdóttir, A., Gauksdóttir, S.E. (2019). The Effects of a shorter Workweek on Public Sector Employee's Well-being and Behavior. Research Workshop in Human Resource Management, University of Lucerne - 25th of June 2019.

- Edvardsson, I. R., **Einarsdottir, A.E.**, Oladottir, A.D., Minelgaite, I., Gunnarsdottir, S., and Gudmundsdottir, S. (26th of October, 2018). What are the characteristics of professional jobs - managers, engineers and nurses? Research in Social Sciences XIX (Þjóðarspejillinn XIX, 2018), Reykjavík: Félagsvísindastofnun Háskóla Íslands. (*Abstract and presentation in Icelandic*).
- Einarsdottir, A.E.** (6th of October, 2018). The Financial Crisis – Remember. Human resource related downsizing methods used by organizations following the crisis in 2008. (*Workshop organizer and mediator & presentation in Icelandic*).
- Einarsdottir, A.E.** (28th of September, 2018). Vulnerable, Protective and Value Adding factors of Strategic Human Resource Management (Viðkvæmir, verndandi og virðisaukandi þættir stefnumiðaðrar mannauðsstjórnunar). The annual Human Resource Management Conference of the Icelandic HRM Association (Mannauðsdagurinn 2018). (*Invited presentation for 460 HR practitioners*).
- Gauksdottir, E. & **Einarsdottir, A.** & Asgeirsdottir, A.G. (2018). Áhrif styttri vinnuviku á opinbera starfsmenn á Íslandi – Tilraunaverkefni. The impact of a shorter work week on public employees in Iceland – Experimental design. Íslenska þjóðfélagið (The Icelandic society) Conference, May 10th, 2018
- Olafsdottir, K & **Einarsdottir, A** (2017). Gender composition in the workplace. How does it affect employees? (EURAM) – Making knowledge work. Glasgow, Scotland, June 21-24, 2017.
- Einarsdottir, A** & Edvardsson, I.R. (2017). Strategic HRM maturity and its influence on employee related outcomes. (EAISM). 32nd Workshop on Strategic Human Resource Management. Lucerne, Switzerland, April 24-25, 2017.
- Olafsdottir, K. & **Einarsdottir, A** (2016). Men and women should work together – Not apart. 8th International Conference – An Enterprize Odyssey: Saving the Sinking Ship Through Human Capital. Zagreb, Croatia, June 8-11, 2016.
- Einarsdottir, A.**, Olafsdottir, K. & Lazarova, M. (2015). Three types of layoffs and their long term impact on employee perceptions, attitudes and behavior. (AOM), 75th Annual meeting, Vancouver, British Columbia, August 7-11, 2015.
- Olafsdottir, K. & **Einarsdottir, A.** (2014). From recession to growth: Recovery in the labor market, EAEPE, European Association for Evolutionary Political Economy, 25th Annual Conference, Beyond (De)Industrialisation: The future of industries?, Paris, France, November 7, 2013.
- Olafsdottir, K and **Einardottir, A.** (2013) From recession to growth: Recovery in the labor market, International Working Party on Labour Market Segmentation (IWPLMS), 34th Annual Conference, Trinity College Dublin, 12.-14. september 2013.
- Einarsdottir, A.** and Olafsdottir, K., (2013). From Recession to Recovery - Implementation of Alternative Downsizing Methods in Public and Private Organizations. The Global Conference on International Human Resource Management at the Pennsylvania State University in State College, Pennsylvania, USA on 9-10 May 2013.
- Einarsdottir, A.** and Bjarnadottir, A. (2012). Converging attitudes and behaviors in the public and private sectors after a severe economic downturn. The 2012 European Academy of Management Conference (EURAM), held in Rotterdam, 6-8 June.

- Einarsdottir, A.,** Olafsdottir, K. And Arnardottir, A.A. (2011). Downsizing methods in a recession: The public and private sector's flexibility. The International Workshop Crises, Institutions and Labour Market Performance: Comparing Evidence and Policies, University of Perugia, Italy.
- Einarsdottir, A** and Arnardottir, A.A. (2011). Economic recession and organizational downsizing methods: The short term impact on employee attitude and job-related behavior of the Icelandic work force. Poster at The European Association of Work and Organizational Psychology (EAWOP) conference, Maastricht, Netherlands May, 2011.
- Einarsdottir, A.,** Olafsdottir, K. and Arnardottir, A. A. (2011). HR related downsizing methods in a recession: The public and private sectors flexibility. EAISM, symposia proceedings, Reykjavík, May 2011.
- Einarsdottir, A.** and Bjarnadottir, B. (2010). Two labour markets and a crisis: The impact on employee attitudes and job-related behaviors. *The Irish Academy of Management Conference in Cork Institute of Technology*, Cork in September 2010.
- Bryndis Jona Jonsdottir, **Arney Einarsdottir**, Sif Einarsdottir (2009). Job satisfaction of job- and educational counselors in elementary and high schools In Gunnar Þór Jóhannesson (Ed.), *Research in Social Sciences X*,. Reykjavík: Félagsvísindastofnun HÍ.
- Arney Einarsdottir** (2007). The Impact factors of job satisfaction and motivation. Icelandic standardization and testing of the European employee index. In Ingjaldur Hannibalsson (Ed.), *Research in Social Sciences IX*,. Reykjavík: Félagsvísindastofnun Háskóla Íslands. (Reviewed article in Icelandic).
- Arney Einarsdottir** and Sigridur Thruður Stefansdottir (6-9. june 2006). Needs Analysis for Education and Training in Tourism in Iceland. Cutting Edge Research in Tourism: New Directions, Challenges and Applications (conference presentation and publication). Surrey: University of Surrey – School of Management
- REPORTS:**
- Einarsdottir, A.,** Olafsdottir, K., & Bjarnadottir, A. (2019). *Mannauðsstjórnun á Íslandi 2018 - Cranet rannsóknin í 15 ár. HRM management in Iceland – The Cranet research in 15 years* (Report in Icelandic). Reykjavik: University of Iceland.
- Olafsdottir, K., Stefansson, K. and **Einarsdottir, A.** (2019). *Atypical labour markets in Iceland. Nordic future of work - Brief 8*. March 2019. <https://www.faf.no/images/pub/2019/Nfow-brief8.pdf>
- Einarsdottir, A.** Aydinli, F. Slavic A., and Tüzüner, V.L. (2017). *Staffing: Practices for building and reducing the workforce across the globe*. (International Executive Report, 2017). Cranet Survey on Comparative Human Resource Management. Cranfield, UK: Cranfield University.
- Arney **Einarsdottir**, Katrin Olafsdottir & Asta Bjarnadottir (2015). *Staða og þróun mannauðsstjórnunar á Íslandi- CRANET rannsóknin 2015* (Report in Icelandic). HRM Status and development in Iceland: The CRANET research. Reykjavík: Reykjavík University.
- Arney Einarsdottir**, Asta Bjarnadottir, Katrin Olafsdottir, Anna K. Georgsdottir (2012). *Staða og þróun mannauðsstjórnunar á Íslandi – Cranet rannsóknin 2012*. The status and development of HRM in Iceland (Report in Icelandic). Reykjavík: Reykjavík University.

Arney Einarsdottir, Asta Bjarnadottir, Finnur Oddsson (2009). Staða mannauðsstjórnunar *The status of HRM in Iceland: The CRANET research 2009* (Report in Icelandic). Reykjavík: Reykjavík University.

Arney Einarsdottir, Sigríður Thruður Stefánsdóttir, Ingi Runar Edvarðsson and Helgi Gestsson (2007). *Management Practices in Icelandic Tourism Organisations* (report). Akureyri: The Icelandic Tourism research organisation. (Report in Icelandic).

Finnur Oddsson, Asta Bjarnadottir and **Arney Einarsdottir**. *Research: Human resource management in Iceland 2006* (Report in Icelandic). Reykjavík: Reykjavík University.

Arney Einarsdottir and Sigríður Thruður Stefánsdóttir, (2005). *Needs analysis for education and training in tourism* (Report in Icelandic). Reykjavík: The Icelandic Travel Industry Association.

Arney Einarsdottir (2003). *The Strategy of the City of Reykjavík in practice from 1994-2002* (Report in Icelandic). Reykjavík: City of Reykjavík

VARIOUS LECTURES FOR PRACTITIONERS – not an exhaustive list:

May, **2019** – Lecture at an open Conference for HRM practitioners about the results of the 2018 Cranet study, held at University of Iceland.

September, **2018** – Lecture at the annual conference of Mannauður – The HRM association in Iceland. About vulnerable, protective and value adding factors of strategic HRM. (Viðkvæmir, verndandi og virðisaukandi þættir stefnumiðaðrar mannauðsstjórnunar).

April, **2017** – Lecture for Stjórnvísi (a management practitioners association) about CSR and influence on employee trust.

Fall **2016** - Lecture about Cranet results in the public sector for HRM managers in the Association for public sector HRM directors.

Spring **2016** – Lecture Marathon at Reykjavík University. Impact of different types of layoffs on employees.

Fall **2015** – two lectures about specific Cranet results for the Association for SI – The Federation of Icelandic Industries.

Spring **2013** - Cranet survey results – open breakfast meeting for practitioners at Reykjavík University.

30. April, **2013** - Lecture for Association of HR managers. Job satisfaction.

November **2012** – *From HR downsizing to recovery*. Lecture at an open breakfast meeting for HR practitioners.

22. September **2011** – Aðgerðir á vinnumarkaði – frá samdrætti yfir í viðsnúning. Gull í mund, open lecture for the Open University, Reykjavík University.

31. May, **2011** - Economic recession and organizational downsizing methods: The short term impact on employee attitude. (An Erasmus exchange visit at Radboud University Nijmegen, The Nijmegen School of Management, lectures)

18. May, **2010**. The Human resource management and the crisis: Did HR not support the right strategy of surveillance authorities? (Presentation at lunch seminar organized by Reykjavík University).

19. March, **2010** – Are employees in public organizations now more optimistic than employees in private organizations? (Presentation at a presentation marathon organized by Reykjavík University).

15. March, **2011**. *Human resource related downsizing method implemented after the collapse of the financial system*. (Presentation marathon organized by Reykjavík University).

16. February, **2011** – Presentation at conference by The Icelandic Management Association (Stjórnvísí). *Training and Job Development. The Role of Management. (invited)*.

16. December, **2010**. Presentation for the publication release for The Journal of business and economics. Two labor markets and crisis: The impact on employee perception and behavior. **(Invited)**.

16. May, **2010** - Open lecture/lunch presentation for about 150 HRM managers at Reykjavík University - Presentin preliminary results about HRM practices and the Parliament Research Report about the Crisis – An HRM focus on surveillance authorities.

29. October, **2009** - Open lecture/morning presentation (29th of October, 2009) for about 150 HRM managers at Reykjavík University presenting the Cranet research results.

Bifrost Univeristy Teaching (M = master level course)

2020 – 129.6.0.STAF – Employee selection: strategy & downsizing.

2020 - 135.6.0.ÞJAL - Training and development (M – In Icelandic).

UNIVERSITY OF ICELAND TEACHING (M = master level course)

2019 – F_VIÐ193F – International Human Resource Management (M – In Icelandic).

2019 – F-OSS102F – HRM in the public sector (MPA – in Icelandic).

2019 – F-Við415G – Introduction to HRM (in English).

2019 – V-Við415G – Management and Organizational Theory (in Icelandic).

2018 – F-VIÐ193F – International Human Resource Management (M - In Icelandic).

2018 – F-OSS102F – HRM in the public sector (MPA – in Icelandic).

2018 – F-VIÐ509G – Introduction to HRM (in English).

2018 - V-VIÐ415G – Management and Organizational Theory (in Icelandic).

2017 – F-VIÐ510G – Labour market development (in Icelandic).

REYKJAVIK UNIVERSITY TEACHING (M=master level courses)

2017-1 V-745-STRA: Strategic HRM and Metrics (M - in English).

2016-3 V-511-STST: Human resource management.

2016-3 V-511-STST: Human resource management.

2016-3 V-898-REPR: Research Proposal (M).

2016-3 V-730-STRT: Staffing: from recruitment to termination (M - in English).

2016-1 V-745-STRA: Strategic HRM and Metrics (M – in english).

2015-3 V-730-STRT: Staffing: from recruitment to termination (M - in English).

2015-V-745-STRA: Strategic HRM and metric (in english M).

2015-V-730-STRT: Staffing: From Recruitment to termination (M- in English).

2014-1 V-825-HRML: HRM and Leadership in International Context (M – in English).
 2014-1 V-704-OMAR: Organizational HR Metrics and Applied Research (M – in English).
 2013-3 V-511-STST: Human resource management.
 2013-3 V-511-STST: Human resource management.
 2013-3 V-708-REST: Workforce Flow: Recruiting, Employee Selection and Termination (M - in English).
 2013-1 V-899-THES: MSc Thesis (M – in English).
 2013-1 V-704-OMAR: Organizational HR Metrics and Applied Research Methods (M – in English)
 2013-1 V-897-RERP: Research Proposal (M – in English).
 2013-1 V-768-STOH: Strategic OB/HRM (M).
 2012-3 V-511-STST: Human resource management.
 2012-3 V-511-STST: Human resource management.
 2012-1 V-708-REST: Workforce Flow: Recruiting, Employee Selection and Termination (M - in English).
 2011-3 V-511-STST: Human resource management.
 2011-3 V-704-OMAR: Organizational HR Metrics and Applied Research Methods (M).
 2011-1 V-511-STST: Human resource management.
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 2009-1 V-511-STST: Human resource management.
 2009-1 T-804-VINN: Human Resource Managem. and Organiz. Psychology. (U+M).
 2008-1 V-511-STST: Human resource management.
 2008-1 V-511-STST: Human resource management.
 2007-1 V-511-STST: Human resource management.
 2007-1 V-511-STST: Human resource management.
 2007-1 T-804-VINN: Human Resource Managem. and Organiz. Psychology. (U+M).
 2006-1 V-632-FERD: Tourism Studies.

OTHER TEACHING:

- Fall 2018 University of Cyprus, Nicosia. Master level course in staffing and workforce flow (M - in English).
- Fall **2015** Simon Fraser University, Vancouver (Canada)– Undergraduate course in International HRM management. (in English)
- August **2013** Aarhus University - Summer University (Denmark) – Master level course in staffing and Workforce flow. (M - in English).
- Agust **2012** Aarhus University Summer University (Denmark) – Master level course in staffing and Workforce flow. (M - in English).
- 2006+ **Executive Education (Open University at Reykjavík University)**. Several executive education courses mainly about Human resource management - open courses or tailor designed for individual firms or sectors (f. managers in the tourism industry and for school principals with the city of Reykjavík and firm specific courses).
- 2006 Methods in human resource management (Cranet results). Presentation at a lecture series for directors of public service organizations in Iceland.
- 2006 Needs analysis in education and training. Lecture at a conference for Stjórnvísí (Center for excellence).

- 99-05 The School of Tourism, Kopavogur Courses: Hotel and Restaurant Management, Conference and Meeting Planning, Marketing and Management.
- 96-98 Continuing Education - The University of Iceland. Course: Conference and Meeting Planning.
- 94-95 The Public Cultural and Educational Foundation Teaching (MFA) hotel and restaurant management.
- 92-94 Board of Education for the Hotel and Restaurant Industry – hotel management and service management.
- 92-93 Hotel Saga, Hotel Reykjavík and Grand Hotel Reykjavík, Management and staff training, computerised hotel reservation systems.

OTHER public writing, publications, handbooks, media interviews etc.:

2013 – Interview on National Public Radio (RUV) about layoffs and management practice and HR managers role in layoffs.

2013 - (28. May) Radio Interview “Í bitið” with Hrafnhildur Halldórsdóttir

2013 - (31. May) Radio Interview – “Spegillinn” with Gunnar Gunnarsson.

2013 – (13. June) Interview in the Business Newspaper “Viðskiptablaðið” Salary cuts still not revised after the crisis. “Launalækkanir enn ekki leiðréttar“.

2013 (19. October) TV Interview on VB sjónvarp.

2011 - Arney Einarsdóttir (29. April). A Wage Index on the wrong track or a wage drift for specific groups. A weekly newspaper. (*Article in Icelandic*).

2011 - Arney Einarsdóttir (2011). The value of Human Resources– not only Empty Words. The Annual Journal of Reykjavik University, 2011). (*Article in Icelandic*).

2010 - 10. November – TV2 - Interview – Outdated public employee laws in relation to survey results among managers in the public sector. (*TV Interview*).

2010 - Arney Einarsdóttir (23. September). Can quality be guaranteed in the hiring process? The Weekly Business Journal. (*Article in Icelandic*).

2010 - Arney Einarsdóttir (11. February). Acceptable remedies, The Daily Newspaper. (*Article in Icelandic*).

2010 - Arney Einarsdóttir (11. February). Just layoffs – Do they exist? The weekly business Journal. (*Article in Icelandic*).

2010 - Interview on a morning Radio (Morgunútlit RUV) about just layoffs and acceptable remedies when downsizing. 26th of february 2010. (*Radio interview*).

2010 - Interview on a morning Radio, channel2 (23. February). Bullying and job satisfaction. (*Radio Interview*).

2009 - Arney Einarsdóttir (5. November, 2009). *Downsizing actions – other than layoffs*. The weekly business review paper. (*Article in Icelandic*).

2009 - Arney Einarsdottir (30. April, 2009). What is the Human resource management status in Iceland? (International comparisons research using prime situational factors in Iceland for research in the field of HRM. The weekly business review paper. *(Article in Icelandic)*).

2009 - Electrical handbook for HR managers: Arney Einarsdottir og Sigríður Thrudur Stefánsdottir (2009). (electronical publication at www.saf.is) – With grant from the Vocational training fund of the Ministry of Social Affairs.) *(Handbook in Icelandic)*.

2008 - Teaching material: Sigríður Þrúður Stefánsdottir, Arney Einarsdottir og Margrét Reynisdottir (2008). Competencies in tourism –funded by the Vocational training fund of the Ministry of Social affairs and in collaboration with The Travel Industry Association, Mímir – Continuing education. *(Teaching material)*.

2007- Arney Einarsdottir (24. may 2007). The deep end or formal social adaption and training of new employees? Morgunblaðið, a daily newspaper *(Article in Icelandic)*.

2007- Arney Einarsdottir (12. apríl 2007). Leave of absence – healthy employees in an healthy organisation? Morgunblaðið (daily newspaper). *(Article in Icelandic)*.

2007- Arney Einarsdottir (18. janúar 2007). Education in organisations – investment or cost? Morgunblaðið (daily newspaper). *(Article in Icelandic)*.

2006 - Arney Einarsdottir, (7. desember 2006). Do managers rely too much on references in the hiring process in Iceland. Morgunblaðið, a daily newspaper. *(Article in Icelandic)*.

2006 - Arney Einarsdottir, (26. október 2006). Increased weight of managing employees in organisations. Morgunblaðið, a daily newspaper. *(Article in Icelandic)*.

2005- Arney Einarsdottir (23. febrúar 2005) Impact factors on job satisfaction. Reykjavík. Viðskiptablaðið, a weekly business newspaper. *(Article in Icelandic)*.

2004 - Arney Einarsdottir (nov. 2004) Impact factors on job satisfaction. Dropinn, 3. tbl. November 2004. *(Excellence Iceland)*. *(Article in Icelandic)*.

2003 - Arney Einarsdottir (2003). The Project Manager's VAAA – The work environment of Project Managers. Reykjavík: The Project Management Association of Iceland. *(Article in Icelandic)*.

HONOURS AND GRANTS (AE)

- 2019 The Ministry of Finance. For a longitudinal & comparative International research in the field of Human Resource management – Cranet 2018.
- 2015 The ministry of Finance. For a comparative International research in the field of Human resource management - CRANET 2015
- 2015 SI - The Federation of Industries – for Cranet 2015.
- 2015 The Confederation of Icelandic Employers (SA) – for Cranet 2015.
- 2012 The Ministry of Finance. For a comparative
- 2012 The Confederation of Icelandic Employers (SA). Grant for a comparative international research in the field of human resource management – Cranet 2012
- 2011 A grant from The memorial fund for Eðvarð Sigurðsson (ASÍ/Icelandic Confederation of Labor).
- 2009 The Ministry of Finance. For a comparative International research in the field of Human resource management - CRANET 2009.

- 2008 The Confederation of Icelandic Employers (SA). A comparative international research in the field of Human resource management - CRANET 2009.
- 2008 The Federation of Icelandic Industries (SI), for a comparative international research in the field of Human resource management – CRANET 2009.
- 2008 Reykjavík University Development Fund, for a A comparative international research in the field of Human resource management – CRANET 2009.
- 2004 Recognition (honour) for master thesis in Human resource management by the business department at University of Iceland.
- 2004 Leonardo da Vinci – program and grant for preparing an application for the Business Organisation of The University of Iceland, for development of tools to measure the impact and efficiency of education and training in organisations.
- 2003 The Students New Venture Fund, grant to analyse the strategic management of the City of Reykjavik, from 1994-2002.

MASTER THESIS ADVISING AS SUPERVISOR (only above Bsc level listed):

Alexandra Kyprianou (2019). Impact of Facial Attractiveness in the First Stage of the Recruitment and Selection Process in Cyprus. At University of Cyprus.

Steinunn Eyja Gauksdottir (2018). The Effects of Shorter Workweek on the Well-being of Employees working in the Icelandic Public Sector.

Laura Nesaule (2016). Workplace Equality and Diversity in Iceland: Organizational Efforts and Influence on Employees.

Arabella S. Martins (2016). What is the influence of Strategic Human Resource Maturity on downsizing harshness in public and private Icelandic organisations?

Brynjar Johannsson (2016). References and social media in the assessment stage of the recruitment process.

Hildur Baldvinsdottir (2016). The Influence of Trust and Knowledge Management on Workers Safety Climate at ISAVIA's Aerodromes.

Embla S. Gretarsdottir (2016). Retention Management Analysis: The turnover rate, the cost of employee turnover and employee main turnover reasons and HRM analysis.

Sigrun Fjeldsted (2015). Reynsla kvenna og karla af fyrstu ráðningarviðtölum og launasamningum. Háskóli Íslands. Male and female experience of first hiring interviews and salary negotiations (spring 2015 - Co-supervision).

Thorunn Hardardottir (2014). Job satisfaction: A comparison of employees of recreation tourism companies in Iceland and employees in general. Reykjavik University. (Spring 2014)

Sunna Arnardottir (2013). Absenteeism and Employee Turnover as Indicators of Job Satisfaction, Commitment and Organizational Citizenship Behavior. MS in Organizational Behavior and Talent Management at Reykjavík University.

Sigríður Drofn Amundadóttir (2013). Résumés as selection tool; Personality indicators in the content of resumés. Reykjavík University spring 2013.

Anna Klara Georgsdóttir (2013). Work motivation: A comparison of HR managers' and employees' perceptions as well as perceptions in the public and private sectors. Reykjavík University spring 2013.

Vigdís Sif Hrafnkelsdóttir (2010). Job Satisfaction and Non-Work-Related Experience among Employees at Alcoa Fjarðaál. MS in International Business at Reykjavík University.

Bryndis Jona Jonsdóttir (2009). Job satisfaction of job- and educational counselors in elementary and high schools- Master Thesis at University of Iceland).

Elsa Sif Guðmundsdóttir (2009). Developing a strategy in elementary schools. Analysing the methodology used - Master of project management (MPM), Engineering department - University of Iceland).

INTERNATIONAL RESEARCH COOPERATION:

Arney Einarssdóttir has since 2005, been the representative and responsible partner on behalf of Iceland in *The Cranfield Network on International Human Resource Management (Cranet)*. The Network is coordinated by Cranfield School of Management and is a collaboration between over 40 universities and business schools carrying out regular international comparative survey of HRM across the world: see www.cranet.org

Arney Einarssdóttir has since 2017 participated on behalf of Iceland in a Nordic cooperative study regarding *The Future of Work*. It is sponsored by the Nordic Ministerråd, funded by the Nordic Council of Ministers and managed by FAFO. The team studies how digitalization and the emergence of new forms of employment and digital platforms might influence the future of work in the Nordic countries. The project will lead up to the ILO's centenary anniversary on the Future of Work in 2019. See <https://www.fafo.no/index.php/forskningstema/prosjekter/aktive-prosjekter/item/the-future-of-work-2>

Arney Einarssdóttir has since August 2017 been involved in the research project *Work Design Across Cultures: Exploring the Meaning of Good Work Around the World*. The project is a collaboration between over 43 countries and is organised by the HR Division of the Academy of Management. See about the division <https://hrdiv.org/international-ambassadors-2/#Iceland>

OTHER EXTERNAL RESPONSIBILITIES / CONSULTING:

2013 - Appointed by the Minister of Industry and Innovation as Evaluation committee member for appointment of Departmental manager in The Ministry of Industry and Innovation – Summer 2013.

2012 - Appointed by The Minister of Interior as Committee member: qualification committee for appointment of departmental manager in the Ministry of Interior – spring 2012. Appointed by the Minister of Interior.

2010 - Appointed by The Minister of Health as a chairman for the qualification committee for the hiring of the CEO for the National University Hospital of Iceland.

2010 - Directed the hiring/appointment process and evaluation of qualification for appointment of Office Directors in the merger process of the Ministry of Health and The Ministry of Welfare, now The Ministry of Welfare.

2010 - Directed the hiring process and evaluation of qualification for appointment of Office Directors in the merger process of The Ministry of Transportation and The Ministry of Legal Affairs into one Ministry, now The Ministry of the Interior.

2009+ Directed and chaired several hiring processes and evaluations of qualifications for the Secretary General for the Ministry of Education, for the hiring of The Artistic Director for the National Theater (Þjóðleikhússtjóri) The National Theatre, Rectors for two Gymnasiums (Fjölbraut í Breiðholti and Fjölbrautarskólann á Grundarfirði) and for the position of Director for the Department of Science and Higher Education.

CONSULTING for various organizations: (Not an exhaustive list).

- Reykjavík Energy (Orkuveita Reykjavíkur)
- The Central Bank of Iceland (Seðlabanki Íslands).
- Fjarðabyggð (City government – East fjords).
- Housing Financing Fund (ÍLS).
- Iceland Academy of the Arts (LHÍ):
- The Ministry of Health (now The Ministry of Welfare).
- The Icelandic Student Loan Fund (LÍN).
- Mátis (Icelandic Food and Biotech R&D institute).
- Calidris (Now Sabre Solutions Iceland).
- The vocational study Gymnasium Hafnarfjordur (Iðnskólinn í Hafnarfirði).
- Norvik, Byko og Kaupás (grocery stores and home improvement retailing)
- Teris (IT firm and solutions and support for the financial services industry).
- Trygging og Ráðgjöf (Insurance and consulting firm).
- Actavis. A human resource management practice study (HRM maturity study).