



S. Kubra Canhilal

Department of Management, Economics & Society
Faculty position: Associate Professor of Organizational Behavior

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S. Kubra Canhilal is associate professor of organizational behavior at **ISG International Business School**. Her research focuses on two main areas; expatriate adjustment and innovation within the field of international management and influence of technology on employee behavior. She publishes in journals in organizational behavior as well as information systems.

Teaching Areas

Course 1: Organizational Behavior
Course 2: Intercultural Management
Course 3: Change Management
Course 4: International Human Resource Management

Research Interests

Interest 1: Expatriate Innovativeness
Interest 2: Identity threat
Interest 3: Enterprise Social Media
Interest 4: Online and offline participation to platforms
Interest 5: Technostress

Education

2010-2014

PhD, Management Sciences, ESADE Business School, Barcelona/Spain

2013

PhD Candidate, Management Sciences, Visiting Period, SDA Bocconi, Milano/Italy

2009-2010

Master of Research, Management Sciences, ESADE Business School, Barcelona/ Spain

2007-2009

Master of Science, Corporate Communication, Università Della Svizzera Italiana, Lugano/ Switzerland

2002-2006

Bachelor of Arts, International Relations Bilkent University, Ankara/Turkey

Teaching Experiences

2018-2021 ICN Business School

Intercultural Management

Organizational Behavior

International Human Resource Management

Human Resource Management Audit

Managing People Globally

Project and Change Management

Other Professional Experiences

2018-2021

Assistant Professor ICN Business School Nancy/France

2014-2018

Post-doctoral researcher, Faculty of Economics, Institute of Management
Universita Della Svizzera Italiana- University of Lugano /Lugano, Switzerland

Publications

Articles in refereed journals

2023- Angelopoulos, S., Canhial, K. S., & Hawkins, M. A. (2023). From Groups to Communities: A Resource Mobilization Theory Perspective on the Emergence of Communities. *Information Systems Frontiers*, 1-18.

2022- Akkan, E., Canhilal, S. K., & Orhan, M. A. (2022). Fostering assigned expatriates' innovativeness via culturally intelligent supervisors: a resource gain perspective. *The International Journal of Human Resource Management*, 34(11), 2173-2201.

2020- Canhilal, S. K., Canboy, B., & Bakici, T. (2020). Social support for expatriates through virtual platforms: exploring the role of online and offline participation. *The International Journal of Human Resource Management*, 1-32.

2018- Reale, E., Avramov, D., Canhial, K., Donovan, C., Flecha, R., Holm, P., ... & Primeri, E. (2018). A review of literature on evaluating the scientific, social and political impact of social sciences and humanities research. *Research Evaluation*, 27(4), 298-308.

2016- Canhilal, S. K., Lepori, B., & Seeber, M. (2016). Decision-making power and institutional logic in higher education institutions: A comparative analysis of European universities. In *Towards A Comparative Institutionalism: Forms, Dynamics And Logics Across The Organizational Fields Of Health Care And Higher Education* (pp. 169-194). Emerald Group Publishing Limited.

2015- Canhilal, S. K., Gabel Shemueli, R., & Dolan, S. (2015). Antecedent factors for success in international assignments: the case of expatriates in Peru. *Journal of Global Mobility*, 3(4), 378-396.

2013- Capell, B., Canhilal, S.K., Alas, R., Sommer, L., & Ossenkop, C. (2013). Mapping values in old vs new members of the European Union: A comparative analysis of public sector cultures. *Cross Cultural Management*, 20(4), 503-527.

2013- Canhilal, S.K., Borgonovi, E., & Vera, E. (2013). Exploring the values in the Italian public sector using the tri-axial model. *Cross Cultural Management*, 20(4), 544-558.

Conference Presentations

2023 Academy of Management Seattle

How Various Modes of IT Use Lead to Job Insecurity During Rapid Digitalization: An Identity Approach

2020 SUNBELT Paris (Online)

International Master Programs: A network perspective to success

2019 EURAM Lisbon

Between me and I: a liminal approach to expatriates' identity construction

2019 SUNBELT Conference Montreal

Where do consumption communities come from: The story of shared resource bundles

2017 Academy of Management Conference Atlanta

Virtual sanity: alternative sources of social support for expatriates through online communities (Paper presentation)

2017 EGOS Conference Copenhagen

Investigating the structure of institutional complexity across institutional fields: a linguistic approach

2016 EGOS Conference Naples

Love in the times of institutional complexity: Alignment between the leader and the organization

2016 Academy of Management Conference Anaheim

Love in the times of institutional complexity: Alignment between the leader and the organization

2015 Academy of Management Conference Vancouver

Leadership styles in hybrid organizations: the case of Swiss higher education

2015 EGOS Conference Athens

Leadership styles in hybrid organizations: the case of Swiss higher education

2014 EGOS Conference Rotterdam

Variation in institutional pressures and organizational responses to pluralism

2014 EURAM Conference Valencia

Adjustment of Turkish Self-initiated Expatriates

2013 EGOS Conference Montreal

Antecedent factors contributing to success in international assignments: A qualitative-integrative based analysis

2011 Sevilla HRM Workshop

U-Curve Hypothesis and Expatriate Adjustment: Perceived Willingness of the Host Society's Intention to Communicate

Research Projects

2021 Iteachwell *Erasmus+*

2020 Keepup-co *ICN Business School*

2020 Stress, formes d'adaptation et transformations digitales dans un monde Post-COVID-19 *Le Centre Européen de Recherche en Economie Financière et en Gestion des Entreprises*

2014-2018 Impact-EV *European Commission*

2012-2014 Values across Cultures *ESADE Business School*

Reviewing Activity

Editorial board of Journal of Global Mobility

Member of Academy of Management

Member of European Academy of Management

Scientific Awards & Prizes

2014 Esade Business School- SDA Bocconi Mobility Grant

2010 Esade Business School PhD Scholarship

2009 Esade Business School Master of Research Talent Scholarship

2009 Esade Business School Master of Research Merit Scholarship

2007 Università Della Svizzera Italiana Merit Scholarship