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## S. Kubra Canhilal

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

**ISG INTERNATIONAL BUSINESS SCHOOL**  
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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 performance within the field of international management and influence of technology on employee behavior. Her recent paper on expatriates focuses on online and offline participation to expatriate platforms and how different types of participation affect the reception of social support.

### Teaching Areas

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**Course 1:** Organizational Behavior

**Course 2:** Intercultural Management

**Course 3:** Management of Organizations

**Course 4:** International Human Resource Management

### Research Interests

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**Interest 1:** Expatriate Innovativeness and performance

**Interest 2:** Identity threat

**Interest 3:** Work Meaningfulness

**Interest 4:** Online and offline participation to platforms

**Interest 5:** Technostress

## Education

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### **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

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### **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

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### **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

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### *Articles in refereed journals*

**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-** Canhial, 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-** Canhial, 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., Canhial, 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-** Canhial, 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**

#### **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

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**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

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Editorial board of Journal of Global Mobility  
Member of Academy of Management  
Member of European Academy of Management

## Scientific Awards & Prizes

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**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