

# Lena Katharina Göbel

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## Work Experience

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Oct 17 – Ongoing	<b>LMU Munich, Munich School of Management, Institute for Human Capital Management</b> <i>Research and Teaching Assistant</i> <ul style="list-style-type: none"><li>• Management and execution of a longitudinal-project funded by the German Research Foundation (€250,000) on the effects of pay transparency on organizational (e.g., gender equality, diversity practices) and individual (e.g., fairness, turnover) target variables.</li><li>• Teaching and mentoring experience in the field of HR and CSR.</li></ul>
Dec 16 – Sep 17	<b>Munich University of Applied Sciences, Department of Tourism, HR Research</b> <i>Research and Project Assistant</i> <ul style="list-style-type: none"><li>• EU Interreg Project Austria-Bavaria „Trail for Health Nord“. Development of a regional and transnational human resource management concept in health tourism.</li></ul>
April 15 – Nov 16	<b>Dräxlmaier Group, Automotive Supplier (75,000 employees worldwide), Vilsbiburg</b> <i>International HR Projects</i> <ul style="list-style-type: none"><li>• Project-related activities in the area of people development, compensation and benefits and strategic recruiting, in an international context.</li><li>• Stays abroad: 3-month stay in England, various project assignments in Tunisia, Macedonia, Romania, Poland.</li></ul>
Sep 14 – March 15	<b>Reviderm AG, Medical Care and Cosmetics, Munich</b> <i>Junior HR Manager (temporary contract)</i> <ul style="list-style-type: none"><li>• Personnel selection, training management, participation in cross-departmental process optimizations, operational HR management, labor law issues.</li></ul>
Feb 13 – April 13	<b>Dräxlmaier Group, Macedonia, Kavadarci</b> <i>HRM Intern</i> <ul style="list-style-type: none"><li>• Human resource management in the context of the ramp-up of a new production plant.</li></ul>

## Teaching and Mentoring Experience

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### Teaching in the Master's Program

- CSR and HRM (seminar, LMU Munich, winter term 2019, 2020, 2021)
- Strategic Talent Management (seminar, LMU Munich, winter term 2017, 2018)
- Project Course HRM (summer term 2018)
- Supervision of 8 master theses

### Teaching in the Bachelor's Program

- Staffing: Recruitment and Selection (seminar, LMU Munich, summer term 2018, 2019, 2020, 2021)
- Human Resource Management (seminar, LMU Munich, winter term 2017, summer term 2018)
- Supervision of 18 bachelor theses

## Education

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Oct 17 – Ongoing	<b>PhD Candidate in Management</b> <i>LMU Munich, Munich School of Management</i>
April 18 – Sep 20	<b>Master of Business Research (MBR)</b> <i>LMU Munich, Munich School of Management</i>
Oct 11 – Jan 15	<b>Master of Arts in Sociology with a focus on people- and organizational development</b> <i>Ruprecht-Karls-University Heidelberg, Faculty of Economics and Social Sciences</i>
Oct 08 – Sep 11	<b>Bachelor of Arts in Sociology (main) and Psychology (minor)</b> <i>LMU Munich, Faculty of Social Sciences</i>
Sep 04 – June 07	<b>High School Diploma (German "Allgemein-Abitur")</b> <i>Jacob-Grimm-Schule, High School in Kassel (German "Oberstufengymnasium")</i>

## Honors

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Scholarship | *Deutschlandstipendium*

## Publications

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### Published

- Göbel, L., Weller, I., and Nyberg, A. (2020). How employers and employees react to rising pay transparency expectations: An exploratory study. *Academy of Management Proceedings* (No. 17109).
- Weller, I., and Göbel, L. (2019). Ein Jahr Entgelttransparenzgesetz: Das Gegenteil von gut ist gut gemeint. *ifo Schnelldienst*, 72(4/2019), 21–26.
- Göbel, L., and Weller, I. (2018). Kein Durchblick beim Entgelt. *Personalwirtschaft* (5/2018), 67–69.

### In Progress/Under Review

- Gendered reactions to pay (non) transparency (Joint project with I. Weller)
- Female supervisors and their influence on organizational practices and employer attachment (Joint project with S. Burkert)
- Walk the talk: multidimensional CSR and employers' reputation (Joint project with N. Tichy and S. Burkert)

## Presentations

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2021

- Burkert, S., and Göbel, L. (2021). Female supervisors and their influence on organizational practices and employer attachment. Paper presented at the 81th (Virtual) Academy of Management Annual Meeting, July 29 - August 4 2021.

2020

- Burkert, S., Göbel, L., and Tichy, N. (2020). Walk the talk: the effects of firms' multidimensional CSR on workers effort. Paper presented at the 80th (Virtual) Academy of Management Annual Meeting, August 7-11 2020.
- Göbel, L., Weller, I., and Nyberg, A. (2020). How employers and employees react to rising pay transparency expectations: An exploratory study. Paper presented at the 80th (Virtual) Academy of Management Annual Meeting, August 7-11 2020.

2019

- Göbel, L. (2019). Internal and/ or institutional fit in HR systems? When and how firms react to competing pressures. Paper presented at the 79th Academy of Management Annual Meeting, August 9-13 2019, Boston, Massachusetts, USA.

2018

- Essman, S., Nyberg, A., Weller, I., Ebert, J., and Göbel, L. (2018). Individual and firm response to the Remuneration Transparency Act in Germany, included in the “Compensation Plan Implementation and Change: Consequences for Individuals, Teams, and Firms” symposium presented at the 78th Academy of Management Annual Meeting, August 10-14 2018, Chicago, IL, USA.

## Other Activities

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Reviewing for Academic Journals/int. Conferences

- Reviewer for the Academy of Management Annual Meeting 2018, 2019, 2020, 2021
- Ad hoc Reviewer for the Academy of Management Journal

## Further Trainings

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ISB | *Training: Systemic Consulting for Junior Professionals (consulting, coaching, organizational and people development)*  
Wiesloch

## Language and IT Skills

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English | *C1*

French | *B1*

Spanish | *A1*

MS Office | *Professional Level*

LaTeX | *Intermediate Level*

SAP HR | *Intermediate Level*

STATA/SPSS | *Professional Level*

MAXQDA | *Advanced Level*

## Social Engagement

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Sep 12 – March 14 | **Haus International Landshut e.V., Non-Profit Association for Intercultural Work**  
*Volunteer in Event Management*

Nov 07 – Sep 08 | **Kulturwerkstatt Pasinger Fabrik, Munich**  
*Voluntary Cultural Year in Children and Youth Work*