

Dr Sabrina Weber

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Research

Research experience in the areas of European integration and governance, industrial relations, changing world of work, and equal opportunities in business and science.

Profound expertise in research on European Sectoral Social Dialogue investigating the problems and prospects of different outcomes for implementation. Partner in the research project SPEEED (*Social Partner Engagement and Effectiveness in European Dialogue*) funded by the European Commission (VP/2016/0092) 2016–2018.

Other current research activities in the field of sustainable HRM, agile organizations, and innovation in SMEs.

Teaching

Teaching at Pforzheim University Business School since 2015 includes qualitative research methods (BSc, MSc), quantitative research methods (MSc), and employment and industrial relations (MSc).

Baden-Württemberg certificate for university didactics since 2017.

Selected publications

Bechter, Barbara; Weber, Sabrina; Galetto, Manuela; Larsson, Bengt; Prosser, Thomas (2021): Opening the black box: Actors and interactions shaping European sectoral social dialogue. *European Journal of Industrial Relations* (OnlineFirst). DOI: 10.1177/09596801211000012

Larsson, Bengt; Galetto, Manuela; Weber, Sabrina; Bechter, Barbara; Prosser, Thomas (2020): What's the point of European Sectoral Social Dialogue? Effectiveness and polycontextuality in the hospital and metal sectors. *Industrial Relations Journal*, 51 (5), 410–426. DOI:10.1111/irj.12305

Fischer, Stephan; Eireiner, Cathrin; Weber, Sabrina (2019): *Nachhaltiges HR-Management. Konzepte – Rollen – Handlungsempfehlungen [Sustainable Human Resources Management. Concepts – Roles – Recommended actions]*. Stuttgart: Schäffer-Poeschel.

Schmitz, Anja; Weber, Sabrina; Zimmermann, Annegret; Fischer, Stephan (2018): Talentmanagement in agilen Organisationen – Konzeptionelle Überlegungen und erste empirische Ergebnisse [Talent management in agile organizations – conceptualization and initial empirical findings]. *Wirtschaftspsychologie* 3/18, 25–33.

Bechter, Barbara; Bozdemir, Gizem; Galetto, Manuela; Larsson, Bengt; Prosser, Thomas; Weber, Sabrina (2018): *Social Partner Engagement and Effectiveness in European Dialogue – SPEEED*. Final report (Improving expertise in the field of industrial relations, VP/2016/0092). Available at <http://www.speeded.uk/media/1066/speeded-final-project-report.pdf>.

Weber, Sabrina; Zimmermann, Annegret; Fischer, Stephan (2018): Agilität in Organisationen – welche Herausforderungen sehen Führungskräfte? [Agility in organizations – challenges perceived by managers] *PERSONALquarterly* 03/18, 24–29.

Fischer, Stephan; Weber, Sabrina; Zimmermann, Annegret (2017): Agilität heißt... [Agility means...]. *Personalmagazin*, 04/17, 40–43. (reprint: Fischer, Stephan; Weber, Sabrina; Zimmermann, Annegret (2017): Was steckt hinter Agilität [What is behind agility]. *Wirtschaft + Weiterbildung*, 05/17, 26–29).

Weber, Sabrina; Wiegel, Constantin; Busolt, Ulrike (2014): The German business enterprise sector: Career paths in research and development (R&D). In: Thege, Britta; Popescu-Willigmann, Silvester; Pioch, Roswitha; Badri-Höher, Sabah (eds.): *Paths to Career and Success for Women in Science. Findings from International Research*. Wiesbaden: Springer VS, 241–260.

Weber, Sabrina (2013) *Sektorale Sozialdialoge auf EU-Ebene. Supranationale und nationale Perspektiven [Sectoral social dialogue at EU level: Supranational and national perspectives]*. Baden-Baden: Nomos.

Busolt, Ulrike; Weber, Sabrina; Wiegel, Constantin; Kronsbein, Wiebke (eds.) (2013): *Karriereverläufe in Forschung und Entwicklung – Bedingungen und Perspektiven im Spannungsfeld von Organisation und Individuum [Career paths in research and development]*. Berlin: Logos.

Keller, Berndt; Weber, Sabrina (2011): Sectoral social dialogue at EU level: Problems and prospects of implementation, *European Journal of Industrial Relations*, 17 (3), 227–244.

Weber, Sabrina (2010): Sectoral social dialogue at EU level – recent results and implementation challenges, *Transfer. European Review of Labour and Research*, 16 (4), 479–507.

Weber, Sabrina (2010): Sektorale Sozialdialoge als europäisches Mehrebenensystem: Regulierung durch private Akteure [Sectoral social dialogue as European multilevel governance: Regulation by private actors]. In: Busch, Klaus (ed.): *Wirtschaftliche und soziale Integration in der Europäischen Union. Handlungsräume für korporative Akteure*. Baden-Baden: Nomos, 153–176.

Weber, Sabrina (2008): Autonome Sozialdialoge auf EU-Ebene. Zur Problematik der Implementation von Texten der neuen Generation [Autonomous social dialogue at EU level: Challenges in implementing new generation texts], *Industrielle Beziehungen*, 15 (1), 53–75.

Selected conference papers and presentations

Contextual ambidexterity: Tackling the exploitation and exploration dilemma in SMEs through two different innovation management approaches. Paper presented at The ISPIM Innovation Conference - Innovating in Times of Crisis, 7–10 June 2020 (with A. Reischl, C. Lang-Koetz, S. Fischer).

Agile organizations in an era of digitalization – impacts on leadership and HRM practices. Paper presented at the 12th International Labour and Employment Relations Association (ILERA) European Regional Congress “Perspectives of Employment Relations in Europe”, Düsseldorf/DE, September 2019.

Opening the black box: practices and processes in European sectoral social dialogue. Paper presented at the 12th International Labour and Employment Relations Association (ILERA) European Regional Congress “Perspectives of Employment Relations in Europe”, Düsseldorf/DE, September 2019 (with B. Bechter, M. Galetto, B. Larsson, T. Prosser).

European sectoral social dialogue after EU enlargement: New actors’ old problems? Paper presented at the Industrial Relations in Europe (IREC) Conference “Transnational Labour Markets and Industrial Relations”, Bielefeld/DE, September 2019 (with B. Bechter, T. Prosser, M. Galetto, B. Larsson).

Multi-national enterprises and European social dialogue after enlargement – opportunism in asymmetric relationships. Paper presented at the 14th ESA (European Sociological Association) “Europe and beyond: boundaries, barriers and belonging”, Manchester/UK, August 2019 (with B. Bechter, T. Prosser, B. Larsson, M. Galetto).

European Sectoral Social Dialogue. Insight into the experiences of Germany, Italy and Sweden: So far away, so close? Paper presented at the Industrial Relations in Europe (IREC) Conference “Employment relations in the 21st century: Challenges for interdisciplinary research in a changing world of work”, Leuven/BE, September 2018 (with M. Galetto, B. Larsson, B. Bechter, T. Prosser).

European sectoral social dialogue for better employment conditions – coordinating interests in the private and public sector. Paper presented at the 18th International Labour and Employment Relations Association (ILERA) World Congress “Employment for a Sustainable Society: What Is To Be Done?“, Seoul/Korea, July 2018 (with B. Bechter).

European social dialogue in the hospital sector. Presentation at HOSPEEM / EPSU Sectoral Social Dialogue Committee for the Hospital Sector. Brussels/BE, June 2018 (with B. Bechter and M. Galetto).

Agilität in Unternehmen: Wie Führung in agilen Unternehmen aussehen kann [Leadership in agile companies]. Poster presentation at Wirtschaftsforum „Digitale Zukunft – chancenreich und chancengleich“, Stuttgart/DE, October 2017 (with S. Fischer and A. Zimmermann).

Workshop *Capturing evidence of impact*. European Commission, DG Employment, Social Affairs and Inclusion. Brussels/BE, October 2017 (with B. Bechter and B. Larsson).

Effective dialogue? Notions of 'effectiveness' in the multilevel system of European (sectoral) social dialogue. Paper presented at the Industrial Relations in Europe (IREC) Conference "Industrial relations in Europe: between core and peripheries", Warsaw/PL, September 2017.

European sectoral social dialogue through the lens of agency theory. Paper presented at the 11th International Labour and Employment Relations Association (ILERA) European Regional Congress „The future of representation“, Milan/IT, September 2016.

A new role for HRM through sustainability? Findings from an explorative study. Paper presented at the 11th International Labour and Employment Relations Association (ILERA) European Regional Congress „The future of representation“, Milan/IT, September 2016 (with S. Fischer).

One voice? The interplay between social partners at the EU and the national level in European sectoral social dialogue. Paper presented at the Industrial Relations in Europe (IREC) Conference "Converging or diverging industrial relations in Europe?", Gothenburg/SE, September 2015.

Career paths in research and development (R&D) in the business enterprise sector. Paper presented at the conference „Women in Science – Promoting Excellence and Innovation for Future Development“, Kiel University of Applied Sciences, Kiel/DE, March 2013.

Transnational private actors and social regulation beyond the Open Method of Coordination. The case of European social dialogue. Paper presented at the Council for European Studies (CES) 18th International Conference of Europeanists, Barcelona/ES, June 2011 (with B. Keller).

Sectoral social dialogues: Current issues and prospects. Paper presented at the 9th International Industrial Relations Association (IIRA) European Regional Congress "European Employment Relations – Crises and Visions", Copenhagen/DK, July 2010 (with B. Keller).

Sektorale Sozialdialoge im europäischen Mehrebenensystem: Selbstregulierung privater Akteure [Sectoral social dialogue in European multilevel governance: Self-regulation by private actors]. Paper presented at the Conference "Wirtschaftliche und soziale Integration in der Europäischen Union – Handlungsräume für korporative Akteure" by Hans Böckler Foundation, Berlin Social Science Center/DE, December 2009.

A decade of sectoral social dialogue – review and prospects. Presentation at the Extraordinary Liaison Forum on the review of European sectoral social dialogue, European Commission, DG EMPL, Brussels/BE, April 2009 (with B. Keller).

Sectoral Social Dialogue at EU Level and National Social Partners – Evidence from Denmark and Germany. Paper presented at the Industrial Relations in Europe (IREC) Conference "Nation States, Europeanisation and Globalisation", Greenwich/UK, June 2008.

Autonomous Social Dialogue at EU Level. Problems and Effects of Voluntary Agreements. Paper presented at the 8th International Industrial Relations Association (IIRA) European Regional Congress "The Dynamics of European Employment Relations", Manchester/UK, September 2007.