

DANIELA LUP

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ESCP Business School, London Campus

- Professor, Human Relations and Organisational Behaviour
- Previously: Associate Professor, Human Relations and Organisational Behaviour (May 2019 – September 2022)
- Academic Director, MSc Marketing and Creativity (May 2020 - March 2023).
- Head of Faculty, London (November 2021–2024).

Middlesex University, London

- Senior Lecturer, Quantitative Sociology, Department of Sociology (Oct 2016–April 2019).
- Director of Programmes, Sociology (Sep 2018–May 2019).

London School of Economics and Political Science, London

- Lecturer, Organisational Behaviour and Employment Relations, Department of Management (September 2009 - 2012).
- Assistant Professor, Organisational Behaviour and Employment Relations, Department of Management (October 2012 - 2016).

OTHER ACADEMIC AFFILIATIONS

- Senior Visiting Fellow, Department of Management, London School of Economics and Political Science (Sep 2020 - present).
- ESCP Leadership and Inclusive Management Institute
- ESCP Well-Being Research Center

EDUCATION

- Ph.D., University of Chicago, Booth School of Business (2009).
- M.B.A., University of Chicago, Booth School of Business (2008).

RESEARCH

Peer-reviewed journal articles

- Booth, J. E., & Lup, D. (2025). Enabling inclusion: An analysis of positive and negative outcomes of discretionary work arrangements for employees with disabilities. *British Journal of Industrial Relations*, 63(3), 394-412.
- Blondel, T., Alfes, K., & Lup, D. (2025). Thriving for Nothing? The Hidden Costs of Thriving for Employees With Attention Deficit Hyperactivity Disorder and Their Employers. *Human Resource Management*, 64(2), 395-421.
- Lup, D., & Canonico, E. (2024). Bridges and gatekeepers: Employees' willingness to refer qualified candidates on the autism spectrum. *Human Resource Management*, 63(6), 1025-1043.
- Lup, D. (2022). What makes an active citizen? A test of multiple links between workplace experiences and civic participation. *British Journal of Industrial Relations*, 60(3), 563-584.
- Burri, S., Lup, D., & Pepper, A. (2021). What do business executives think about distributive justice? *Journal of Business Ethics*, 174(1), 15–33.
- Yakubovich, V., & Lup, D. (2021). What's in a name? The impact of labels on the perceived relevance of organizational practices. *Management and Organization Review*, 16(5).
- Beauregard, T. A., & Lup, D. (2020). New insights into the nexus of work and family care. *Work, Employment and Society*, 34(2).
- Lup, D., & Booth, J. E. (2019). Work and volunteering: Longitudinal relationships between work-related experiences and volunteering. *British Journal of Industrial Relations*, 57(3).
- Lup, D., Beauregard, T. A., & Adamson, M. (2018). The many faces of gender inequality at work. *Work, Employment and Society*, 32(4).
- Lup, D. (2018). Something to celebrate (or not): The differing impact of promotion to manager on the job satisfaction of women and men. *Work, Employment and Society*, 32(2).
- Booth, J. E., Lup, D., & Williams, M. T. (2017). Labor unions and the community: Union membership and charitable giving in the United States. *Industrial & Labor Relations Review*, 70(4).

- Lane, C., & Lup, D. (2015). Cooking under fire: Managing multilevel tensions between creativity and innovation in haute cuisine. *Industry and Innovation*, 22(8).
- Collet, F., Duncan, R., & Lup, D. (2014). When does brokerage matter? Citation impact of research teams in an emerging academic field. *Strategic Organization*, 12(3).
- Yakubovich, V., & Lup, D. (2006). Stages of the recruitment process and the referrer's performance effect. *Organization Science*, 17(6).
- Brown, J. D., Earle, J. S., & Lup, D. (2005). What makes small firms grow? *Economic Development and Cultural Change*, 54(1).

ESCP Impact Papers for practitioner

- Abdel Hafez, E., Alfes, K., & Lup, D. (2024). Employee engagement across career stages. ESCP Impact Paper (2024-43-EN).
- Hoang, C., Lee, H.-H. M., & Lup, D. (2023). Friend and Foe: Cognitive, emotional and moral consequences of working with AI. ESCP Impact Paper (2023-09-EN).
- Hoang, C., Lee, H. M., & Lup, D. (2021). Good deeds across the board: How organisations can foster prosocial behaviour across domains. ESCP Impact Paper (IP 2021-26-EN).
- Lup, D. (2017). Becoming a manager increases men's job satisfaction, but not women's. *Harvard Business Review*.

Selected media related to research

- Lup, D., & Canónico, E. (Apr 2025). Employee referrals hinder neurodiverse hiring. *LSE Business Review*.
- Lup, D. (Aug 2025). The future of wellbeing starts with the work choices we make today. *The Choice* (ESCP).
Blondel T., Alfes K., Lup D. Comment l'injonction à l'épanouissement professionnel peut piéger les profils atypiques, *Les Echos*, 2025
<https://www.lesechos.fr/idees-debats/leadership-management/comment-linjonction-a-lepanouissement-professionnel-peut-pieger-les-profils-atypiques-2180148>
- Blondel T., Alfes K., Lup D. Talents avec un TDAH : repenser les environnements de travail, *La Revue RH&M*, July 2025
- How workplace experiences shape civic participation, *La Revue RH&M*, Oct. 2024
- Lup, D. (8 Dec 2022). Artificial intelligence shows why it is imperative to have more women in international negotiations. *LSE Business Review*.

- Lup, D., & Illerhues, M. (2022). Volunteering & giving: how to help your employees be leaders in their communities. *The Choice* (ESCP).
- Canonico, E., & Lup, D. (2020). Are recruiting practices throwing away neuro-diverse talent? *LSE Business Review*.
- Lup D. & Beauregard T.A. (2020). Insights into the Nexus of Work and Family Care during Crisis Everyday Society, British Sociological Association, April 2020
- Canonico, E., & Lup, D. (2020). Could teleworking benefit organisational neurodiversity? *LSE Business Review*.
- Lup D. & Booth J. E. (2019) When employees retreat from corporate volunteering, *LSE Business Review*, May 2019
- Lup D. & Booth J. E. (2018) Happy workers are more likely to be volunteers in their free time, *Understanding Society*, July 2018

TEACHING AND ADVISING

Teaching (selected)

At ESCP Business School

- Organisations and Management, Change Management and Leadership, Organisation and Leadership for Social Impact, Theory Building in Management Sciences, Design of Field Research Methods, Inclusion & Diversity workshops / seminars

Other teaching (selected)

- LSE Executive Education: Negotiation and Decision Making (2016–present).