

ALMUDENA CAÑIBANO

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RESEARCH INTERESTS

New ways of working, Future of Work, Flexible Working, Employee Wellbeing, Psychological Contracts, Employee Participation, Organizational Innovation, Social Inclusion

ACADEMIC POSITIONS

2023-	ESCP Business School Professor of Human Resource Management
2018-2023	ESCP Business School Associate Professor of Human Resource Management
2013–2018	ESCP Business School Assistant Professor of Human Resource Management
2010–2013	London School of Economics. Department of Management. UK Graduate Teaching Assistant
2007–2009	Universidad Complutense de Madrid. Department of Business Organisation Research Assistant
2006–2007	Universidad Autónoma de Madrid. Network of Excellence PRIME Research Assistant

EDUCATION

2016	London School of Economics, Department of Management PhD in Employment Relations and Organizational Behaviour <i>Thesis:</i> Understanding Flexible Work and Well-being: Analysis of a Critical Case <i>Supervisor:</i> Prof. David Marsden <i>Examiners:</i> Prof. Penny Dick and Dr. Emma Soane
2010	London School of Economics Postgraduate Certificate in Higher Education (Associate Level).
2008	Complutense University of Madrid Advanced Studies Diploma in Business Administration. <i>Dissertation:</i> “High Performance Work Systems and Occupational Health: Effects on Productivity”. (Equivalent to an MSc Research)
2005	University Paris Dauphine Maîtrise in Business Administration. Specialization in Human Resources <i>Dissertation:</i> “The Success of Coaching: Comparative Study France/Spain”
2004	Autonomous University of Madrid Bachelor in Business Administration

Peer-reviewed

- 2025 Gigant, T., Alfes, K., & Cañibano, A. Team-Based Perceived Insider Status: Exploring the Drivers and Outcomes of Freelancers' Sense of Belonging to their Project Teams, *Journal of Vocational Behavior*, in press.
- 2025 Cañibano, A., Dudau, A., & Muratbekova-Touron, M. Publishing qualitative research in EMJ: Editorial reflections *European Management Journal*, 43(3), 344-350
- 2025 Avgoustaki, A. & Cañibano, A. Flexible working and employee well-being: Why does the difference between formal FWAs and informal flexibility I-deals matter? *European Management Journal*, 43(3), 492-501
- 2024 Cañibano, A. & Avgoustaki, A. To telework or not to telework: Does the macro context matter? A signalling theory analysis of employee interpretations of telework in times of turbulence. *Human Resource Management Journal*, 34, 352–368.
- 2023 Curto-Millet, D. and Cañibano, A. The Design of Social Inclusion Interventions: A Paradox Approach, *Journal of the Association for Information Systems*, 24(5), 1271-1291.
- 2023 Afota, M.C., Cañibano, A., Ollier-Malaterre, A., Provost Savard, Y., Leon, E. Remote Workers' Privacy Concerns, Psychological Climate for Face Time, and Organizational Affective Commitment. *Proceedings of the 56th Hawaii International Conference on System Sciences*.
- 2022 Alfes, K. Avgoustaki, A, Beauregard, T.A., Cañibano, A., and Muratbekova-Touron, M. 'New ways of working and the implications for employees. A systematic framework and suggestions for future research' *The International Journal of Human Resource Management*, 33:22, 4361-4385.
- 2022 Cañibano, A., Curto-Millet, D. & Rojahn, L. Sustained participation in open source: A psychological contract approach. *Hawaii International Conference on System Sciences Proceedings*. T. De Vreede, D. Kong, G.J. De Vreede (Eds).
- 2021 Cañibano, A., Chamakiotis, P., Russell, E & Rojahn, L. Understanding Well-being in Virtual Teams: A Comparative Case Study. *Information Systems*. M. Themistocleous & M. Papadaki (Eds.). Springer
- 2020 Avgoustaki, A. & Cañibano, A. Motivational Drivers of Extensive Work Effort: Are Long Hours Always Detrimental to Well-being? *Industrial Relations: a Journal of Economy and Society*, vol. 53, nº 3, 355-398
- 2019 Cañibano, A. Workplace Flexibility as a Paradoxical Phenomenon: Exploring employee experiences. *Human Relations*, vol. 72, nº 2, 444-470
- 2013 Cañibano, A. Innovative Human Resource Management and Employee Well-being: a trade-off effect. *Management Decision*, vol. 51, nº 3, 643-660
- 2012 Cañibano, A., Basilio, O. and Sánchez, M.P. Side effects of organizational innovations: An exploratory study of negative effects. In Sveiby, K.E., Grinpenberg, P. and Segercrantz, B. (Eds.). *Challenging the Innovation Paradigm*. Routledge

- 2010 Marsden, D. and Cañibano, A. An Economic Perspective on Employee Participation. In Wilkinson, A., Gollan, J.P., Marchington, M. and Lewin, D. (Eds.) *Oxford Handbook of Participation in Organizations*. Oxford University Press

Non peer-reviewed

- May 2024 Gaston-Breton, C. and Cañibano, A. From Hedonic to Eudaimonic experiences of well-being: Towards a purposeful future for customers and employees. *ESCP Impact Paper No. 2024-42-EN*
- Apr 2022 Cañibano, A. and Avgoustaki, A. Employee experiences of telework in times of crisis. *ESCP Impact Paper No. 2022-03-EN*
- Mar 2022 Cañibano, A. and Avgoustaki, A. How people view telework depends on factors beyond the organisation. *LSE Business Review*
- Mar 2021 Cañibano, A. The paradox of flexible working. *LSE Business Review*
- Jan 2021 Cañibano, A. Flexible working & well-being: what remains unanswered? *The Choice*
- May 2020 Cañibano, A., Chamakiotis, P. and Russell, E. Virtual teamwork and employee well-being: The Covid-19 effects. *ESCP Impact Paper No. 2020-25-EN*
- Jun. 2018 Cañibano, A. La flexibilidad en el trabajo más allá de la práctica: Analizamos las experiencias de los empleados. *RRHH Digital*.
- Dic. 2016 Cañibano, A. 'Unintended consequences of flexible working and how to tackle them'. *HR Zone. Report: Flexible working for parents: personal stories and practical research for HR*.
- Mar. 2016 Cañibano, A. Prácticas para lograr trabajadores más felices y, en definitiva, más productivos. *Diario Abierto*.
- Oct. 2015 Cañibano, A and Ko Chen, T. El auge del intra-consultor. *Estrategia financiera*, nº 332, 22-23

AWARDS

- Sept. 2021 **British Academy of Management Conference. Human Resource Management Interest Group.** Full Paper Award - Highly Commended: "To telework or not telework: does the macro context matter? A signalling theory analysis of employee interpretations of telework in times of turbulence", with A. Avgoustaki.
- Apr. 2012 **The British Psychological Society. Division of Occupational Psychology.** Work Life Balance Working Group. Postgraduate Workshop 'Researching the Work/Non-Work Interface'. Best presentation award: "Individual effects of flexibility combinations: assessing the impact of offered and demanded flexibility on employee well-being".
- Mar. 2012 **INBAM Conference (International Network of Business and Management Journals)** Best paper award. Human Resource Management Track. "Flexible Work Arrangements: an exploratory analysis of their conceptual duality and unintended outcomes".

Nov. 2008 **“Premio Joven UCM Economía 2008”**. National research award for young researchers (12.000€). “HPWS and Occupational Health: Effects on Productivity”.

FUNDING

2023-2028 **ESCP Chair** “Women in Finance” – 1.5M€. Role: Scientific Co-director.

2023 **Göteborgs Kontoristförening**. Stipendium for the research project “Flexible work and employee well-being: a comparative study between Sweden and Spain”– 20.000€. Role: Principal investigator

2019-2025 **BNP Paribas**. ESCP Chair “Reinventing work” – 1.5M€ (Scientific Director: Prof. Emmanuelle Léon, ESCP Business School). Role: Project lead

2012–2013 **Fundación Ramón Areces**. PhD Scholarship

2010–2011 **Fundación Caja Madrid**. PhD Scholarship

Mar. 2009 **London School of Economics**. Financial Sup. Off. Postgraduate Travel Fund.

Jun09–Aug09 **Spanish Ministry of Science and Innovation**. Grant for a research stay at the University of Auckland, New Zealand

May09-Jun10 **Banco Herrero Foundation**. Research Project Award. "Nuevos Sistemas de Organizacion del Trabajo y Salud Ocupacional. Efectos sobre el Rendimiento" (5000€)

May07–Dec09 **Spanish Ministry of Education**. Postgraduate Research Scholarship

July 2008 **Rafael del Pino Foundation**. Grant to attend the “Summer Course on Management Research,” Real Colegio Complutense, Harvard University, USA

COLLABORATION IN RESEARCH PROJECTS AND GROUPS

2023- **ESCP Business School**. Chair “Women in Finance”.
Role: Scientific Co-Director

2019- **George Mason University**. Transitions Research Group
Role: Researcher

2019-2025 **ESCP Business School**. Chair BNP Paribas “Reinventing Work”.
Role: Researcher

2013 – **ESCP Business School**. Research center in “Happiness & Management”
Role: Researcher and Scientific Co-Director (since 2020)

2011 – **Autonomous University of Madrid**. UAM-Accenture Chair in Innovation
Role: Research collaborator

2009 **London School of Economics**. SELUSI (Social Entrepreneurs as Lead Users for Service Innovation). European Commission.
Role: Research assistant (Translation of surveys English-Spanish).

2007 – 2009 **Complutense University of Madrid**. Business Growth Strategies Group
Role: Research assistant (Collaboration in literature review and data collection).

2006 – 2007 **Autonomous University of Madrid.** Network of Excellence PRIME. Sixth European Union Framework Program.
Role: Research assistant (Collaboration in data collection), Administrative coordinator

CONFERENCE ORGANIZING

Jun. 2024 **Sustainable HRM and Working-Life Practices Conference.** University of Gothenburg. Track Co-Chair “Sustainable Flexible Work and Employment Forms”

May 2020 **IHRM 2020 (International Human Resource Management Conference).** Member of the Scientific Committee. ESCP Business School (Event cancelled last minute due to Covid)

SELECTED CONFERENCE PRESENTATIONS

May 2025 Russell, E., Cañibano, A., Chamakiotis, P. and McKloskey, J. (2025) The human touch: how daily sensory contact impacts the well-being and work performance of hybrid team members. **EAWOP Conference.** 21-24 May. Prague.

Jul. 2024 Gigant, T., Cañibano, A. and Alfes, K. (2024). The freelancer's paradox: mastering the tightrope walk between the insider and outsider's worlds. **European Group of Organization Studies (EGOS) Colloquium.** 3-6 July. Milan.

Oct. 2023 Cañibano, A. (2023). Flexible working and well-being over time in consulting. Symposium Politics of Time: Non-standard work schedules, experience and resistance. **Colloque International de Clôture du Projet ANR Worklife.** 12-13 October. Institut National d'Études Démographiques. Paris.

Sep. 2023 Cañibano, A., Avgoustaki, A. and Perez-Arechaederra, D. (2023). Development and validation of a scale on Flexible Working Experience. **British Academy of Management Conference.** 4-6 September. University of Sussex

Apr. 2023 Cañibano, A., Chamakiotis, P. and Russell, E. (2023) Legacy imprinting: a dynamic analysis of how interpretations of job demands and resources change in virtual contexts. **Human Relations 75th anniversary Conference.** 18-20 April. London.

Jan. 2022 Cañibano, A., Curto-Millet, D. & Rojahn, L. Sustained participation in open source: A psychological contract approach. **Hawaii International Conference on System Sciences, HICCS 2022,** Virtual. Nominated to the Best Paper Award, Collaboration Systems and Technologies Track.

Dec. 2021 Cañibano, A., Chamakiotis, P., Russell, E & Rojahn, L. Understanding Well-being in Virtual Teams: A Comparative Case Study. **18th European, Mediterranean, and Middle Eastern Conference, EMCIS 2021,** Virtual.

Aug.2021 Cañibano A and Avgoustaki A. To telework or not telework: does the macro context matter? A signaling theory analysis of employee interpretations of telework in times of turbulence. **Academy of Management Conference.** Virtual.

Aug.2020 Avgoustaki A. and Cañibano A. Formal FWAs vs. informal flexibility i-deals and well-being: examining two mechanisms. **Academy of Management Conference.** Vancouver / Virtual.

Jun. 2020 Cañibano A., Wittman S. and Guillén-Ramos, L. Once a leader, always a leader? Leader identity work before and after retirement. **Society for Industrial and Organizational Psychology (SIOP) Conference.** Virtual

- Oct. 2018 Cañibano A. and Curto-Millet, D. The downfall of the traditional employment relationship in the digital economy: changing psychological contracts in Open Source. **XIth International Workshop on Human Resource Management**. University Pablo Olavide.
- Sep. 2018 Cañibano A. “A paradox approach to evolving experiences of workplace flexibility and well-being”. **Academy of Management Journal Paper Idea and Development Workshop**. ESSEC.
- Jun. 2018 Avgoustaki, A. and Cañibano A. “Experiences of overtime and employee well-being” **International Human Resource Management Conference**. University Carlos III.
- Apr. 2018 Cañibano A. and Curto-Millet, D. “Psychological contracts in the Digitized Economy: Developing theory through the analysis of Open Source participants”. **AOM Specialized Conference Big Data and Managing and in a Digital Economy**. University of Surrey.
- Nov. 2017. Cañibano A. Workplace flexibility as a Process: The influence of Employee Well-being. **10th Biennial International Conference of the Dutch HRM Network**. Radboud University.
- Oct. 2016 Cañibano, A. The duality of perceived flexibility: applying the JDC model to understand its impact on employee well-being. **Xth International Workshop on Human Resource Management**. University of Cadiz
- Jun. 2016 Cañibano, A. Understanding flexibility as an exchange phenomenon: the importance of employee experience. **European Academy of Management Conference (EURAM)**. Paris.
- May 2016 Cañibano, A. Flexibility and the zone of acceptance: balancing inducements and contributions. **Workshop on Research Advances in Organizational Behavior and Human Resources Management**. University Paris Dauphine.
- Feb. 2016 Cañibano, A. Exploring employee perceptions of flexibility and well-being. **International Doctoral Workshop in Industrial Relations**. Copenhagen.
- Apr. 2013 Canibano, A. and Curto-Millet, D. Balancing unintended consequences of organisational innovations on the employment relationship. **EU-SPRI Forum Conference**. Madrid
- Aug. 2012 Canibano, A. Unexplored sides of flexibility: examining ambiguities and negative well-being outcomes. **Academy of Management Conference (AOM)**. Boston.
- May 2011 Canibano, A. Exploring the Negative Outcomes of Workplace Innovations. The case of a consultancy firm in Spain. **British Academy of Management. HRM conference**. Royal Holloway London.
- May 2011 Canibano, A. Innovative HRM and Work Intensity: a systematic review. **XXVI Workshop on Strategic Human Resource Management**. University of Reykjavik.

INTERNATIONAL RESEARCH VISITS

- 2021-2025 **University of Gothenburg.** Department of Business Administration. Gothenburg, Sweden
- 2009 **University of Auckland.** Department of Management and International Business, Auckland, New Zealand
- 2008 **Harvard University – Real Colegio Complutense,** Cambridge, USA.
Summer course in Management Research.
- 2008 **Malardalen University,** Management of Intangibles Group. Vasteras, Sweden.

TEACHING

ESCP Business School

- 2018- PhD Programme. “Qualitative research methods”
Main responsibilities: Session design, delivery of lectures, class discussion facilitation
- 2016 – **Online.** “Human Resource Management in International Organizations” at **Executive** Level (Executive Master in International Business).
Main responsibilities: Course design, online teaching, marking
- 2013 – “Human Resource Management” and “Organisational Behaviour” at **postgraduate** level (Master in Management, Master in European Business, MSc in International Strategy and Consulting, MSc in Business Project Management).
Main responsibilities: Course design, delivery of lectures and seminars, marking (group sizes: 35-70)

London School of Economics

- 2016 Department of Management. Summer School Teacher for “Human Resource Management and Employment Relations”.
2009 – 2012 Main responsibilities: Seminar design and delivery (group size: 15), marking.
- 2009 – 2012 Department of Management. Graduate Teaching Assistant for “Human Resource Management” at **undergraduate** and **postgraduate** levels. Nominated by students for the LSE Teaching Awards in 2010 and 2012.
Main responsibilities: Seminar design and delivery (group size: 15), marking, delivery of one lecture per term (group size: 60-70).

ICEX-CECO (España Importaciones e Inversiones)

- 2018 - Lecturer for “International Human Resource Management” at **postgraduate** level (MBA in International Management).
Main responsibilities: Course design, delivery of lectures and seminars, marking

Universidad Carlos III de Madrid

- 2016 – Lecturer for “Human Resource Management” at **postgraduate** level (Master in Entrepreneurship and Business Venturing).
Main responsibilities: Course design, delivery of lectures and seminars, marking

Centro de Estudios Garrigues

- 2007 – 2016 Lecturer for “Introduction to Business” and “Human Resource Management Metrics” at **postgraduate** level. MSc in Human Resource Management.
- 2010 – 2011 Lecturer for “Culture and Values” and “Human Resource Management Strategy”.
Executive Masters in Human Resource Management.

Main responsibilities: Course design, delivery of lectures and seminars, marking (group size: 30-35)

Universided Polit cnica de Valencia

2011 – 2015 **Online** Lecturer for “Organizational Innovation and Human Capital”. Masters in Innovation Management .

Main responsibilities: Course design, delivery of online lectures.

The Strategy Academy (Calcuta, India)

2010 – 2014 **Online** Lecturer for “Recruitment and Selection of Employees”, “Performance Appraisal and Rewards”, “Training” and “HRM Strategy”. Masters in Business Administration.

Main responsibilities: Session design, delivery of online lectures

Universidad Complutense de Madrid

2007 – 2009 Business Organization Department. Teaching assistant for “Strategic Management”.

Main responsibilities: Replacement of staff for lectures, marking.

ACADEMIC ACTIVITIES AND SERVICE

Senior Associate Editor for *European Management Journal* (2024-)

Guest Editor for the Special Issue “New ways of working Understanding the implications for employees across different cultural and organisational contexts”, to be published by *International Journal of Human Resource Management* (2022)

Editorial Advisory Board Member for *Management Decision* (2015-2021)

Reviewer for *Journal of Management Studies*, *Human Resource Management*, *Human Resource Management Journal*, *Human Relations*, *International Journal of Human Resource Management*, *Information Systems Journal*, *Journal of the Association for Information Systems*; *European Management Journal*, *Management Decision*, *International Journal of Manpower*, *Employee Relations* and several international conferences (e.g AOM, Euram, BAM, HICCS).

Member of the Academy of Management (AOM), the British Academy of Management (BAM) and the Spanish Academy of Management (ACEDE)

ADMINISTRATION

2023-	Scientific co-director Chair Women in Finance. ESCP Business School
2022-	Scientific co-director Research Centre in Well-being in Management. ESCP Business School
2022-	Federal course coordinator core course in Human Resource Management. ESCP Business School
2020-2023	Scientific Director Master in Management specializations in 1) International Business Consulting and 2) The Future of Work. ESCP Business School
2017–2020	Scientific Director MSc Digital Project Management and Consulting. ESCP Business School
2013–2015	Academic Director MSc International Strategy and Consulting. ESCP Business School

TEACHING ACCREDITATIONS

Profesor Contratado Doctor; Profesor de Universidad Privada (ANECA) (Spain)
Postgraduate Certificate in Higher Education (Associate Level) (UK)

LANGUAGES

Spanish: mother tongue; English and French: fluent; Swedish: beginner

CAREER BREAKS

Jan18–Sep18 Maternity leave

May14–Nov14 Maternity leave

Jan13–Ago13 Care for family member with severe illness