

# Curriculum Vitae

Prof. Dr. Caroline Ruiner



## PERSONAL DETAILS

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Name	Prof. Dr. Caroline Ruiner
Business address	University of Hohenheim Chair for Sociology (560F) D-70599 Stuttgart T: +49 711 459 23437 caroline.ruiner@uni-hohenheim.de

## RESEARCH INTERESTS

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Sociology of work and organization,

- Changes in the work environment and their effects at the individual, organizational, and inter-company level
  - Labor relations of highly skilled workers, particularly solo self-employed in knowledge-intensive fields, and the role of intermediary actors
  - Cooperatives as new labor market organizations
  - Working conditions, digitalization, and representation of interests in logistics
  - New work in different organizational contexts, especially for system-relevant areas
- Twin transformation, which is the interplay between sustainability and digital transformation, and its impact on the world of work
- Ethical design of AI and its effects on employees

**EDUCATION AND ACADEMIC DEGREES**

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11.2018                    **Habilitation (Venia Legendi for Sociology)**

Ruhr University Bochum

07.2009                    **Promotion (Dr. phil.)**

University of Augsburg

Final grade: magna cum laude

10.1999 – 09.2005       **Diploma in Economics**

Goethe University Frankfurt

Final grade: good

04.2002 – 05.2005       **Diploma in Sociology**

Goethe University Frankfurt

Final grade: good

06.1999                    **Abitur**

Rudolf-Koch Gymnasium in Offenbach

**PROFESSIONAL EXPERIENCE**

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since 10.2019            **Full Professor**

Chair for Sociology at University of Hohenheim

04.2018 – 09.2019       **Assistant Professor**

Chair for Sociology of Work and Organization at the Faculty of Economics and Social Sciences, Mathematics and Computer Science at Trier University

04.2017 – 09.2018       **Stand-in Professor**

Chair of Work Organization and Work Structuring, Institute of Work Science, Ruhr-University Bochum

04.2016 – 03.2017       **Stand-in Professor**

Chair of Economic Sociology, University Trier

06.2016 – 08.2016       Parental leave

09.2014 – 03.2018       **Research Assistant**

at TU Dortmund University, Faculty of Business, Economics and Social Sciences

10.2014 – 03.2015       **Research Assistant**

at Ruhr University Bochum, Institute of Work Science, Chair of Human Resources and Work Process Management

04.2014 – 09.2014       Parental leave

10.2010 – 03.2014       **Research Assistant**

at Ruhr University Bochum, Institute of Work Science, Chair of Human Resources and Work Process Management

10.2005 – 10.2010       **Research Assistant**

at the Department of Philosophy and Social Sciences, University of Augsburg

**PUBLICATIONS** (selected)

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**Journal Publications**

- 2023 Jungtäubl, Marc, Zirinig, Christopher & Ruiner, Caroline: HCI driving alienation – autonomy and involvement as blind spots in digital ethics. *AI and Ethics*. <https://doi.org/10.1007/s43681-023-00298-1>
- 2023 Bardmann, Mona-Maria, Ruiner, Caroline, Künzel, Laura & Klumpp, Matthias: In control or out of control? The perception of autonomy and control in self-reliant digital systems at airports. *Work Organisation, Labor and Globalisation* 17(1), 136-152. <https://doi.org/10.13169/workorglaboglob.17.1.0136>
- 2023 Ruiner, Caroline, Debbing, Christina E., Hagemann, Vera, Schaper, Martina, Klumpp, Matthias & Hesenius, Marc: Job demands and resources when using technologies at work – development of a digital work typology *Employee Relations* 45(1), 90-208. <https://doi.org/10.1108/ER-11-2021-0468>
- 2022 Apitzsch, Birgit, Wilkesmann, Maximiliane, Ruiner, Caroline, Bassyouny, Mona, Ehlen, Ronny & Schulz, Lena: Labour market collectivism: new solidarities of highly skilled freelance workers in medicine, IT, and the film industry. *Economic and Industrial Democracy*. <https://doi.org/10.1177/0143831X221120534>
- 2022 Ruiner, Caroline & Klumpp, Matthias: You make me feel... autonomous or controlled: a multi-method study on autonomy and control perception in platform organizations. *Information, Communication and Society*. <https://doi.org/10.1080/1369118X.2022.2097016>
- 2022 Klumpp, Matthias & Ruiner, Caroline: Artificial intelligence, robotics and logistics employment: the human factor in digital logistics. *Journal of Business Logistics* 43(3), 297-301. <https://doi.org/10.1111/jbl.12314>
- 2022 Apitzsch, Birgit & Ruiner, Caroline: Genossenschaften von Solo-Selbstständigen als neue Arbeitsmarktorganisationen. *Zeitschrift für Soziologie* 50(6), 1-17. <https://doi.org/10.1515/zfsoz-2022-0002>
- 2022 Ruiner, Caroline & Klumpp, Matthias: Autonomy and new modes of control in digital work contexts – a mixed-methods study of driving professions in food logistics. *Employee Relations* 44 (4), 890-912. <https://doi.org/10.1108/ER-04-2021-0139>
- 2021 Ehlen, Ronny, Ruiner, Caroline, Wilkesmann, Maximiliane, Schulz, Lena & Apitzsch, Birgit: When multiple logics initiates a butterfly effect: the case of locum tenens physicians in Germany. *Journal of Professions and Organization*, 00, 1-24. <https://doi.org/10.1093/jpo/joab021>
- 2021 Hagemann, Vera, Meinecke, Jonathan, Ruiner, Caroline, Debbing, Christina E., Schaper, Martina, Klumpp, Matthias & Hesenius, Marc: Mental stress and strain assessment in digital work contexts – the measurement instrument MESTAT for employees and leaders. *German Journal of Work and Organizational Psychology* 67(1), 16-30. <https://doi.org/10.1026/0932-4089/a000387>

- 2020 Ruiner, Caroline, Klumpp, Matthias: Arbeitskräfte zwischen Autonomie und Kontrolle – Auswirkungen der Digitalisierung auf Arbeitsbeziehungen in der Logistik. *Industrielle Beziehungen* 27(1), 141-158. <https://doi.org/10.3224/indbez.v27i2.03>
- 2020 Wilkesmann, Maximiliane, Ruiner, Caroline, Apitzsch, Birgit & Salloch, Sabine: "I want to break free" – locum physicians understanding of professionalism. *Professions and Professionalism* 10(1).
- 2020 Ruiner, Caroline, Wilkesmann, Maximiliane & Apitzsch, Birgit: Voice through exit – changing working conditions by independent contractors' participation. *Economic and Industrial Democracy* 41(4), 839-859. <https://doi.org/10.1177/0143831X17738041>
- 2019 Ruiner, Caroline, Wilkesmann, Maximiliane & Apitzsch, Birgit: Staffing agencies in work relationships with independent contractors. *Employee Relations* 42(2), 525-541. <https://doi.org/10.1108/ER-03-2019-0159>
- 2019 Klumpp, Matthias, Hesenius, Marc, Meyer, Ole, Ruiner, Caroline & Gruhn, Volker: Production logistics and human-computer interaction – State-of-the-art, challenges and requirements for the future. *International Journal of Advanced Manufacturing Technology* 105(9), 3691-3709. <https://doi.org/10.1007/s00170-019-03785-0>
- 2018 Ruiner, Caroline & Liebhart, Ursula: How multi-mobile experts maintain and enhance their employability. *German Journal of Human Resource Management* 32(1), 52-74. <https://doi.org/10.1177/2397002217749774>
- 2017 Ruiner, Caroline, Apitzsch, Birgit, Hagemann, Vera, Salloch, Sabine, Schons, Laura Marie & Wilkesmann, Maximiliane: Locum doctors – Curse or blessing for hospital's performance? *International Journal of Employment Studies* 25(2), 61-82.
- 2016 Apitzsch, Birgit, Ruiner, Caroline & Wilkesmann, Maximiliane: Zur Rolle von neuen und klassischen intermediären Akteuren in den Arbeitswelten hochqualifizierter Solo-Selbstständiger. *Industrielle Beziehungen* 23(4), 477-497.
- 2016 Salloch, Sabine, Otte, Ina, Ruiner, Caroline & Vollmann, Jochen: Medizin trifft Ökonomie. Werkstattbericht zu einem interprofessionellen Lehrprojekt. *Ethik in der Medizin* 28(1), 67-70.
- 2015 Wilkesmann, Maximiliane, Apitzsch, Birgit & Ruiner, Caroline: Von der Deprofessionalisierung zur Reprofessionalisierung im Krankenhaus? Honorarärzte zwischen Markt, Organisation und Profession. *Soziale Welt* 66(3), 327-345.
- Books** (selected)
- 2021 Klumpp, Matthias & Ruiner, Caroline (Eds.): *Digital Supply Chains and the Human Factor*. Lecture Notes in Logistics. Berlin: Springer.
- 2016 Ruiner, Caroline & Wilkesmann, Maximiliane: *Arbeits- und Industriesoziologie*. Soziologie im 21. Jahrhundert. Paderborn: UTB.

**Book Chapters** (selected)

- 2023 Ruiner, Caroline & Ehlen, Ronny: Nachhaltige Arbeitsbeziehungen und das Zusammenspiel von Individuen und Organisationen. In: Barth, Thomas, Jaeger-Erben, Melanie, Jochum, Georg & Lorenz, Stephan (Eds.): *Nachhaltig(e) Werte schaffen!? Arbeit und Technik in der sozial-ökologischen Transformation*. Weinheim: Juventa-Beltz, 50-65.
- 2022 Ruiner, Caroline & Klumpp, Matthias: Plattformbasierte Dienstleistungen und Arbeitsbeziehungen in der Logistik. In: Bruhn, M. & Hadwich, K. (eds.): *Forum Dienstleistungsmanagement 2022 – Smart Services*. Berlin: Springer, 294-319.
- 2022 Müller, Moritz & Ruiner, Caroline: Der Kampf um „Arbeit 4.0“. Ein hegemonietheoretischer Blick auf Debatten und Auseinandersetzungen um den Wandel von Arbeit im digitalen Kapitalismus. In: Ewen, Janis, Nies, Sarah & Seeliger, Martin (Eds.): *Sozialpartnerschaft im digitalen Kapitalismus*. Weinheim: Juventa-Beltz, 45-62.
- 2022 Helfen, Markus, Ruiner, Caroline & Wirth, Carsten: Digitalisierung der Arbeitsorganisation. In: Roth, Stefan & Corsten, Hans (Eds.): *Handbuch Digitalisierung*. München: Vahlen, 291-312.
- 2021 Apitzsch, Birgit, Schulz, Lena, Ehlen, Ronny, Wilkesmann, Maximiliane & Ruiner, Caroline: Recht und rechtliche Unsicherheit in den Arbeitsbeziehungen externer IT-Expert\*innen. In: Buss, K.-P., Kuhlmann, M., Rüb, S., Weißmann, M., Wolf, H. & Apitzsch, B. (Eds.): *Digitalisierung und Arbeit: Triebkräfte – Arbeitsfolgen – Regulierung. Befunde aus dem Soziologischen Forschungsinstitut Göttingen. Überbordende Erwartungen – gezähmte Praktiken? Arbeit in und an der Digitalisierung*. Frankfurt am Main: Campus, 341-369.
- 2021 Zirnig, Christopher, Jungtäubl, Marc & Ruiner, Caroline: Menschengerechte Gestaltung von KI bei Dienstleistungsarbeit. In: Bruhn, M. & Hadwich, K. (Eds.): *Forum Dienstleistungsmanagement 2021 – Künstliche Intelligenz im Dienstleistungsmanagement*. Berlin: Springer, 241-265.
- 2020 Ruiner, Caroline, Hagemann, Vera, Hesenius, Marc & Klumpp, Matthias: Digitales Ideenmanagement als Mitbestimmung 4.0? Chancen und Herausforderungen der Partizipation von Beschäftigten in betrieblichen Veränderungsprozessen. In: Bader, Verena & Kaiser, Stephan (Eds.): *Arbeit in der Data Society – Herausforderungen, Chancen und Zukunftsvisionen für Mitbestimmung und Personalmanagement*. Berlin: Springer, 243-261.
- 2020 Klumpp, Matthias, Hesenius, Marc, Hagemann, Vera & Ruiner, Caroline: Künstliche Intelligenz zur Unterstützung neuer Arbeitswelten in Produktion und Logistik. Chancen und Herausforderungen einer digitalen Arbeitsgestaltung für Industrie 4.0-Konzepte. In: Heupel, Thomas, Buchkremer, Rüdiger & Koch, Oliver (Eds.): *Künstliche Intelligenz in Wirtschaft & Gesellschaft. Auswirkungen, Herausforderungen & Handlungsempfehlungen*. Wiesbaden: Springer Gabler, 155-167.

- 2020 Ruiner, Caroline: Bedeutende empirische Studien der Organisationsforschung und deren Beitrag zur Theorieentwicklung. In: Apelt, Maja, Bode, Ingo, von Groddeck, Victoria, Hasse, Raimund, Meyer, Uli, Wilkesmann, Maximiliane & Windeler, Arnold (Eds.): *Handbuch Organisationssoziologie*. Wiesbaden: Springer VS, 1-16.  
[https://doi.org/10.1007/978-3-658-15953-5\\_24-1](https://doi.org/10.1007/978-3-658-15953-5_24-1)
- 2019 Klumpp, Matthias & Ruiner, Caroline: Human Role in Digital Logistics: Relevance of Intuition in Interacting with AI. In: Bierwirth, Christian, Kirschstein, Thomas & Sackmann, Dirk (Eds): *Logistics Management. Lecture Notes in Logistics*. Cham: Springer, S. 32-44.
- 2019 Klumpp, Matthias, Hagemann, Vera, Ruiner, Caroline, Neukirchen, Thomas & Hesenius, Marc: Arbeitswelten der Logistik im Wandel – Gestaltung digitalisierter Arbeit im Kontext des Internet der Dinge und von Industrie 4.0. In: Hermeier, Burghard, Heupel, Thomas & Fichtner-Rosada, Sabine (Eds.): *Arbeitswelten der Zukunft*. Wiesbaden: Springer Gabler, S. 67-85.
- 2018 Ruiner, Caroline, Apitzsch, Birgit & Wilkesmann, Maximiliane: Hochqualifizierte Solo-Selbstständige in IT und Medizin. In: Bührmann, Andrea D., Fachinger, Uwe & Welskop-Defaa, Eva M. (Eds.): *Hybride Erwerbsformen. Digitalisierung, Diversität und sozialpolitische Gestaltungsoptionen*, 189-211.
- 2018 Liebhart, Ursula & Ruiner, Caroline: Maßnahmen zur Gleichstellung von Frauen und Männern in Unternehmen – Erfahrungen und Herausforderungen der Umsetzung betriebswirtschaftlicher Integrationskonzepte. In: Behrens, Doris A., Kreimer, Margarete, Mucke, Maria & Franz, Nele E. (Eds): *Familie – Beruf – Karriere: Daten, Analysen und Instrumente zur Vereinbarkeit*. Wiesbaden: Springer, 205-227.
- 2016 Ruiner, Caroline, Apitzsch, Birgit, Hagemann, Vera, Salloch, Sabine, Schons, Laura Marie & Wilkesmann, Maximiliane: Ärztliches Handeln zwischen professionellem Ethos und finanziellen Anreizen: Eine Verknüpfung qualitativer, quantitativer und experimenteller Methoden zum Vergleich von angestellten Ärzten und Honorarärzten. In: Burzan, Nicole, Hitzler, Ronald & Kirschner, Heiko (Eds.): *Materiale Analysen. Methodenfragen in Projekten*. Wiesbaden: VS Verlag für Sozialwissenschaften, 167-185.
- 2016 Wilkesmann, Maximiliane, Ruiner, Caroline & Apitzsch, Birgit: Hochqualifizierte Solo-Selbstständige im operativen Kern – Auswirkungen des Einsatzes von Honorarärzten auf die Professionsorganisation Krankenhaus. In: Matiaske, Wenzel & Czaja, Axel (Eds.): *Periphere Arbeit im Zentrum*. Schriftenreihe Zentrum und Peripherie, Band 10. Baden-Baden: Nomos, 95-118.

**CONFERENCE PRESENTATIONS** (selected)

\* invited

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- 2023 "Embedded Embedders: Staffing and Temp Agencies and the Duality of Embeddedness"  
Presentation at the 118<sup>th</sup> Meeting der American Sociological Association am 17.-21. August 2023 in Philadelphia (mit Ronny Ehlen, Maximiliane Wilkesmann, Birgit Apitzsch, Mona Bassyiouni, Lena Schulz).
- 2023 "Navigating the Digital Transformation: How Internal CSR Drives the Digitalization-Performance-Link"  
Presentation at the Academy of Management 04-08 August 2023 in Boston (with Alicia Minnerup, Frederik Maibaum, Sascha Alavi, Laura Edinger-Schons, Johannes Kriebel, Nils Foege).
- 2023 "IT as Curse or Blessing – Perception of Digital Technologies in Logistics"  
Presentation at the Autumn Workshop 2023 of the Scientific Commission Personnel Management 20-21 September 2023 in Berlin (with Sarah M. Straub, Caroline Ruiner, Maria Keil, Matthias Klumpp, Vera Hagemann, Arnd Meiser, Benedikt Severin, Marc Hesenius).
- 2023 "How Corporate Social Responsibility Shapes the Link between Digitalization and Firm Performance"  
Presentation at the European Academy of Management 14-16 June 2023 in Dublin (with Frederik Maibaum, Alicia Minnerup, Sascha Alavi, Laura Edinger-Schons, Johannes Kriebel, Nils Foege).
- 2023 "Meaningful Work in Human-AI Collaboration Settings"  
Presentation at the 39<sup>th</sup> EGOS Colloquium 06-08 July 2023 in Cagliari (with Julia Backmann und Benedikt Berger)
- 2023 "Resilience of System-relevant Supply Chains – The Impact of the Digital Transformation in the Working Worlds in Pharmaceutical Retail, Food Retail and Logistics on Resilience"  
Presentation at the 39<sup>th</sup> EGOS Colloquium 06-08 July 2023 in Cagliari (with Maximiliane Wilkesmann, Natalia Straub, Judith Becker, Ronny Ehlen, Michael Henke, Caroline Wortmann, Lea Zindel)
- 2023 „From White Elephants to White Rabbits – Effectiveness of Digital Processes and Digital Assets in Airports and Hospitals from Workers’ Perspectives"  
Presentation at the 30<sup>th</sup> European Operations Management Association (EurOMA) 03-05 July 2023 in Leuven (with Matthias Klumpp, Mona Bardmann und Laura Künzel)
- 2022 "Navigating the Digital Transformation: How Internal CSR Drives the Digitalization-Performance-Link"  
Presentation at the Special Interest Group on Green Information Systems SIGGreen Pre-ICIS 2022 Workshop 11<sup>th</sup> December 2022 in Copenhagen (with Sascha Alavi, Laura-Marie Edinger-Schons, Johannes Kriebel, Alicia Minnerup und Nils Foege).

- 2022 "Human Trust and Digital Control in High-reliability Organizations"  
Presentation at the 38<sup>th</sup> EGOS Colloquium 07-09 July 2022 in Vienna  
(with Mona-Maria Bardmann, Matthias Klumpp und Josephine Thums).
- 2022 "Quo Vadis Flexibility? Digitalization and Formalization in HRO"  
Presentation at the workshop „Flexibility“ and “Agility”: Strategies,  
Practices, and Ambivalences of a Key Concept since the 1980s“, 17-19  
November 2022 in Darmstadt (with Mona-Maria Bardmann und Matthias  
Klumpp).
- 2022 "Between Service Providers and Exploiters? Staffing Agencies as Two-  
Faced Actors in Tight Labor Markets"  
Presentation at the 20<sup>th</sup> ILERA World Congress 08-10 September 2022 in  
Barcelona (with Ronny Ehlen, Maximiliane Wilkesmann, Birgit Apitzsch  
und Lena Schulz).
- 2022 ""Get Nothing Wrong": Perspectives on the Functions and Fallibilities of  
Professionals and Algorithmic Technologies in Law and Justice"  
Presentation at the 38<sup>th</sup> EGOS Colloquium 07-09 July 2022 in Vienna  
(with Martin Spring, Christophe Dubois, James Faulconbridge, Frida  
Pemer, Aline P. Seepma, Tale Skjølsvik)
- 2022 "When Multiple Logics Initiate a Butterfly Effect: The Case of Locum  
Tenens Physicians in Germany"  
Presentation at the 16<sup>th</sup> Annual Meeting der Society for the Advancement  
of Socio-Economics (SASE)-Conference 9-11 July 2021 in Amsterdam  
(with Ronny Ehlen, Maximiliane Wilkesmann, Birgit Apitzsch und Lena  
Schulz).
- 2021 "How AI Related Formal Rationalities Change Work and Professionalism"  
Presentation at the 15<sup>th</sup> Annual Meeting of the Society for the  
Advancement of Socio-Economics (SASE) Conference 2-5 July 2021  
(virtually)  
(with Marc Jungtäubl und Christopher Zirinig).
- 2021 "Autonomy and Control in Digital Work Contexts of High-reliability  
Organizations"  
Presentation at the 15<sup>th</sup> Annual Meeting of the Society for the  
Advancement of Socio-Economics (SASE) Conference 2-5 July 2021  
(virtually)  
(with Matthias Klumpp, Mona Bardmann und Josephine Thums).
- 2021 "Between Service Providers and Competitors: Temporary Employment and  
Staffing Agencies as Two-Faced Actors in Tight Labor Markets"  
Presentation at the 37<sup>th</sup> EGOS Colloquium 08-10 July 2021 (virtually)  
(with Ronny Ehlen, Maximiliane Wilkesmann, Birgit Apitzsch und Lena  
Schulz).
- 2021 "The Formal-Rational Paradigm of AI and its Consequences for  
Professionalism"  
Presentation at the 37<sup>th</sup> EGOS Colloquium 08-10 July 2021 (virtually)  
(with Marc Jungtäubl und Christopher Zirinig).



- 2021 "Shaping Fictional Expectations – Uncertainty and the Work of Staffing Agencies in Tight Labor Markets"  
Presentation at the 19<sup>th</sup> ILERA World Congress 21-24 June 2021 in Lund (virtually)  
(with Ronny Ehlen, Maximiliane Wilkesmann, Birgit Apitzsch und Lena Schulz).
- 2021 "The Roles of Experts and Non-Expert-Knowledge in Shaping AI at Work"  
Presentation at the 19<sup>th</sup> ILERA World Congress 21-24 June 2021 in Lund (virtually)  
(with Christopher Zirinig und Marc-Dominic Jungtäubl).
- 2021 „External Workers in High-Skilled Service Work – New Cleavages or Solidarity?“  
Vortrag auf der 39. International Labour Process Conference (ILPC) am 21.-23 April 2021 in London (England) (zusammen mit Caroline Ruiner, Maximiliane Wilkesmann, Birgit Apitzsch und Lena Schulz).
- 2020 \*"The Digital Economy – Author meets Critics"  
Presentation at the 14<sup>th</sup> Annual Meeting of the Society for the Advancement of Socio-Economics (SASE) Conference 21 Juli 2020 in Amsterdam (virtually).
- 2020 "Changing Power Relations between Markets, Professions and Organizations in German Hospital System"  
Presentation at the 14<sup>th</sup> Annual Meeting of the Society for the Advancement of Socio-Economics (SASE) Conference 20 July 2020 in Amsterdam (virtually)  
(with Ronny Ehlen, Maximiliane Wilkesmann, Lena Schulz und Birgit Apitzsch).
- 2020 "Autonomy and New Modes of Control in Digital Work Settings – A Mixed-methods Study of Food Supply Chains in Germany"  
Presentation at the 14<sup>th</sup> Annual Meeting of the Society for the Advancement of Socio-Economics (SASE) Conference 19 July 2020 in Amsterdam (virtually)  
(with Matthias Klumpp).
- 2020 "Contractual Fragmentation in Knowledge-intensive Interorganizational Projects: The Role of New Cleavages in Conflicts at Work"  
Presentation at the 36<sup>th</sup> EGOS Colloquium 02-04 July 2020 in Hamburg (virtually)  
(with Lena Schulz, Birgit Apitzsch, Ronny Ehlen und Maximiliane Wilkesmann).
- 2020 "Organizing Innovative For- and Non-profit Work in Sustainable Food Supply Chains"  
Presentation at the 36<sup>th</sup> EGOS Colloquium 02-04 July 2020 in Hamburg (with Matthias Klumpp).

- 2020 "Sustainable Relationships of Individuals and Organizations in For- and Non-profit Contexts – A Mixed-methods Study of Food Supply Chains"  
Presentation at the 15<sup>th</sup> Organization Studies Summer Workshop, 20-23 May 2020 in Crete (virtually) (with Matthias Klumpp).
- 2020 "External Workers in Highly Skilled Service Work – New Cleavages or Solidarity?"  
Presentation at the 38<sup>th</sup> International Labour Process Conference (ILPC) 15-17 April 2020 in Newcastle (virtually)  
(with Lena Schulz, Birgit Apitzsch, Ronny Ehlen und Maximiliane Wilkesmann).
- 2019 "Human Role in Digital Logistics: Relevance of Intuition in Interacting with AI"  
Presentation at the 11<sup>th</sup> Logistics Management Conference of the Commission on Logistics 18-20 September 2019 in Halle  
(with Matthias Klumpp).
- 2019 "Creating relations in digital work settings: A mixed-methods study of food supply chains in Germany"  
Presentation at the 35<sup>th</sup> EGOS Colloquium 06 July 2018 in Edinburgh  
(with Matthias Klumpp).
- 2019 "New modes of control in digital work settings: A mixed-methods study of food supply chains in Germany"  
Presentation at the 14<sup>th</sup> Organization Studies Summer Workshop 23 May 2019 in Mykonos (with Matthias Klumpp).
- 2018 \*„Digital Supply Chains and New Work – Friends or Foes?"  
Research Forum 2018 „Digital Supply Chains and the Human Factor“ 10-11 December 2018 in Göttingen.
- 2018 "Organizing Work in Digital Times – How Digitalization Enables Control or Allows for Autonomy"  
Presentation at the 34<sup>th</sup> EGOS Colloquium 05-07 July 2018 in Tallinn  
(with Matthias Klumpp).
- 2018 "Agencies as (New) Intermediaries in Employment Relationships with Solo Self-employed Workers"  
Presentation at the 34<sup>th</sup> EGOS Colloquium 05-07 July 2018 in Tallinn  
(with Maximiliane Wilkesmann and Birgit Apitzsch).
- 2018 "Work Engagement and Marketization in Digital Economy – Comparing For- and Non-profit Organizations in Urban Food Logistics"  
Presentation at the 11<sup>th</sup> Annual Meeting der Society for the Advancement of Socio-Economics (SASE) 23-25 June 2018 in Kyoto  
(with Matthias Klumpp).
- 2018 "Human Motivation and AI Collaboration"  
Presentation at the Workshop of the European University Institute 26 February 2018 in Florence.

- 2017 "I Want to Break Free – Locum Physicians' Understanding of Professionalism"  
Presentation at the 33<sup>th</sup> EGOS Colloquium 06-08 July 2017 in Copenhagen (with Birgit Apitzsch and Maximiliane Wilkesmann).
- 2017 "Food Sharing – Exploring Organization and Organizing in a Social Movement"  
Presentation at the 12<sup>th</sup> Organization Studies Summer Workshop 18-20 Mai 2017 in Crete.
- 2016 "Raise Your Voice! The Rising Representation of Independent Contractors' Interest"  
Presentation at the 11<sup>th</sup> ILERA European Regional Congress 8-10 September 2016 in Milan (with Maximiliane Wilkesmann and Birgit Apitzsch).
- 2016 "Between Individualism and Collectivism: Participatory Practices and Collective Action of Solo Self-employed"  
Presentation at the 11<sup>th</sup> ILERA European Regional Congress 8-10 September 2016 in Milan (with Maximiliane Wilkesmann and Birgit Apitzsch).
- 2016 "Voice through Exit – Revolutionising Participation by Solo-Self-Employed"  
Presentation at the 34<sup>th</sup> International Labour Process Conference (ILPC) 4-6 April 2016 in Berlin (with Maximiliane Wilkesmann and Birgit Apitzsch).
- 2015 "“I Want to Break Free” – Recontextualizing Professional Standards by Locum Doctors in German Hospitals"  
Presentation at the 9<sup>th</sup> Biennial International Conference of the Dutch HRM Network 12 November 2015 in Utrecht (with Maximiliane Wilkesmann and Birgit Apitzsch).
- 2015 "Independent Contractors as Neglected Workforce in Strategic Human Resource Management"  
Presentation at the 9<sup>th</sup> Biennial International Conference of the Dutch HRM Network 12 November 2015 in Utrecht (with Charissa Freese).
- 2015 "Same Same but Different? Working Conditions of Highly-skilled Solo Self-employed Workers – The Role of Staffing Agencies and Traditional Actors of Industrial Relations in Negotiation Processes"  
Presentation at the 12<sup>th</sup> Congress of the European Sociological Association, 26 August 2015 in Prague (with Maximiliane Wilkesmann and Birgit Apitzsch).
- 2015 "“How Highly-skilled flexible workers maintain and develop their employability”"  
Presentation at ReflecT Lunch Seminar 11 February 2015 in Tilburg.

**CONFERENCE ORGANIZATION**

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- 2024 Sub-theme „Organizations at Crossroads with Technologies – Good Work in Sustainable Supply Chains“, 40<sup>th</sup> EGOS Colloquium, 04-06 July 2024 in Milano  
(with Matthias Klumpp (I) und Guli-Sanam Karimova (A)).
- 2023 Sub-theme “Professions in an Age of Intelligent Technologies“, 39<sup>th</sup> EGOS Colloquium, 06-08 July 2023 in Cagliari  
(with James Faulconbridge (UK) and Kasper Trolle Elmholdt (DK)).
- 2022 Workshop “Checking the Orders: Seminar on International Research into Food Delivery Platform Work“, 25-26 July 2022 in Milton Keynes  
(with Jamie Woodcock (UK))
- 2022 Organisation of Hohenheim Summer School 2022 “Work, Digitalization and Sustainability“, 04-22 July 2022 in Stuttgart  
(with Lars Banzhaf und Ronny Ehlen)
- 2022 Special Track “Technology in Professional Services“ at the European Operations Management Association (EurOMA), 01-06 July 2022 in Berlin  
(with Martin Spring and Aline Seepma)
- 2021 Member of the Organizing Committee des 2<sup>nd</sup> UK-German Frontiers of Humanities Symposium (UKGFOH) of the Alexander von Humboldt Stiftung and the British Academy and organization of the session “New Work and the Quality of Working Lives“ (virtually)  
(with Ranji Devadason (UK))
- 2020 SASE Women and Gender Forum – Annual Meeting of the Society for the Advancement of Socio-Economics (SASE), 18-21 July 2020 (virtually)  
(with Ginny Doellgast, Jackie O’Reilly und Dorottya Sallai)
- 2018 Women and Gender Forum – Annual Meeting of the Society for the Advancement of Socio-Economics (SASE), 23-25 June 2018 in Kyoto  
(with Chiara Benassi, Ginny Doellgast, Jackie O’Reilly, Sarah Ashwin und Dorottya Sallai).
- 2018 First Workshop of the Club of Florence – Supply Chains and Societies on “Regulation of Artificial Intelligence in Transport, Supply Chain Management and Logistics“ at the European University Institute, 26 February 2018 in Florence (with Matthias Klumpp).