

Sara Vardi

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Affiliations	<p>PHD CANDIDATE Department of Strategy and Innovation Copenhagen Business School, Copenhagen, Denmark</p> <p>VISITING PHD RESEARCHER University of South Carolina, Darla Moore School of Business, Department of Management, South Carolina, United States</p>	<p>Current affiliation</p> <p>August 2019 - December 2019</p>
Education	<p>PHD IN ECONOMICS AND MANAGEMENT Copenhagen Business School Dissertation Title: Talent Management in Multinational Corporations Supervisors: Dana Minbaeva & Larissa Rabbiosi</p> <p>MSC IN ECONOMICS AND BUSINESS ADMINISTRATION Copenhagen Business School Thesis title: Does it pay? - An empirical study of motivation factors and their effect on intrinsic motivation (Grade: 10/12) GPA: 9.4/12</p> <p>BSC IN INTERNATIONAL BUSINESS AND POLITICS Copenhagen Business School GPA: 7.7/12</p> <p>ERASMUS EXCHANGE STUDENT University Carlos III of Madrid</p>	<p>September 2017 - January 2021</p> <p>2014-2016</p> <p>2011-2014</p> <p>Fall 2013</p>
Work experience	<p>RESEARCH ASSISTANT Human Capital Analytics Group Department of Strategic Management and Globalization, Copenhagen Business School</p>	<p>2016-2017</p>
Publications	<p>Minbaeva, D., & Vardi, S. (2019). Global Talent Analytics. In <i>Global Talent Management</i> (pp. 197-217). Routledge.</p>	
Papers under review	<p>Vardi, S. and Collings, D. G.: What's in a name? Talent: A review and research agenda. <i>Submitted to Human Resource Management Journal (May 10, 2020).</i></p>	
Working papers	<p>Vardi, S., Minbaeva, D. and Rabbiosi, L.: Talent management and individual outcomes: The Role of Behavioral Confirmation in Promotion Decisions.</p> <p>Vardi, S.: Is it what you know or who you know? The relative role of social capital and human capital in talent nominations.</p>	

Conference, workshop and seminar presentations	<p>Vardi, S. Is it what you know or who you know? The relative role of social capital and human capital in talent nominations. Department of Management, <i>DMSB, University of South Carolina</i>, USA (October 2019)</p> <p>Vardi, S., Minbaeva, D., & Rabbiosi, L.: The Effect of Talent Management on Individual Outcomes. <i>AOM Paper Development Workshop, Copenhagen Business School</i>, Denmark (June 2019)</p> <p>Vardi, S.: What's in a name? Talents: A review and conceptual framework. <i>HRIC 2019</i>, Dublin, Ireland (January 2019)</p> <p>Vardi, S., Minbaeva, D. and Rabbiosi, L.: The effect of talent management on individual performance. <i>EIASM 7th workshop on Talent Management</i>, Helsinki, Finland (October 2018)</p> <p>Vardi, S., Minbaeva, D, & Rabbiosi, L. Who are the talents? Identification and the effect of global talent management on individual performance. <i>EIASM 33rd workshop on Human Resource Management</i>, Catania, Italy (April 2018)</p>
Teaching experience	<p>Human Capital Analytics Cand.merc.HRM, Copenhagen Business School Spring 2020 Main teacher and course coordinator Spring 2019 Evaluation: 4.7 (2018), 4.6 (2019), 4.5 (2020) of 5.0 Spring 2018</p> <p>Master Thesis Supervision Cand.merc.HRM, Copenhagen Business School Spring 2018</p> <p>Quantitative Business Research (statistics) HA.Psyk & BSc. BLC Copenhagen Business School Spring 2017 Instructor Evaluation: 4.6 and 4.7/5.0</p>
Industry presentations	<p>Talent Management and Talent identification. Presentation for HR Analytics team at <i>Novo Nordisk</i> (August 2019).</p> <p>Talent Management and Talent Analytics. Presentation for HR Analytics practitioners at <i>HCA Network at CBS</i> (April 2019).</p> <p>Talent Management and Talent Identification. Presentation for HR managers at <i>Maersk Drilling</i> (March 2019).</p> <p>Talent Management and Talent Identification. Presentation for HR department at <i>Danfoss</i> (November 2018, Webinar).</p> <p>HR Analytics Hackathon. Facilitating hackathon at <i>HR Norway</i> (October 2017).</p> <p>HR Analytics. Presentation for HR team at <i>Professionshøjskolen Metropol</i> (June 2017).</p> <p>Using Hackathons to accelerate HR Analytics. Presentation at <i>HR Norway</i> (May 2017).</p>

Awards and grants	<p>Otto Mønstedts Fond Travel Grant (2019): 15000 DKK (\approx2000 EUR) for research stay at University of South Carolina, Darla Moore Business School, fall semester 2019.</p> <p>Knud Højgaardts Fond Research Grant (2019): 9500 DKK (\approx1275 EUR) for research stay at University of South Carolina, Darla Moore Business School, fall semester 2019.</p> <p>GTN-Fonden Research Grant (2018): 18400 DKK (\approx2500 EUR) for research stay at University of South Carolina, Darla Moore Business School, fall semester 2019.</p> <p>Otto Mønstedts Fond Travel Grant (2018): 3842 DKK (\approx520 EUR) for conference participation at HRIC (Dublin), January 2019.</p> <p>DSEB Research Dissemination Prize (2016): 2000 DKK (\approx270 EUR) for outstanding research dissemination together with Human Capital Analytics Group at CBS.</p>																																
Service	<p>Reviewer for SMS, London (2020)</p> <p>Reviewer for AOM, Vancouver (2020)</p> <p>Reviewer for IHRM, Paris (2020)</p> <p>Reviewer for AOM, Boston (2019)</p> <p>Reviewer for HRIC, Dublin (2019)</p> <p>Reviewer for AIB-UK, Birmingham (2018)</p> <p>Reviewer for IHRM, Madrid (2018)</p> <p>Reviewer for SMS special conference, Oslo (2018)</p> <p>PhD representative at Department Forum, Copenhagen Business School (2017-2018)</p>																																
Other	<p>Software: Stata, SPSS, SAS JMP, mPlus (SEM), nVivo, Microsoft Excel, Python (basic).</p> <p>Language: Danish (mother tongue), English (fluent), Hebrew (basic), German (basic), Spanish (basic).</p> <p>Personal interests: Running, hiking, skiing, kayaking and other outdoor sports. Computer and console gaming.</p>																																
References	<table border="0" style="width: 100%;"> <tr> <td style="width: 60%;">Professor Dana B. Minbaeva</td> <td style="text-align: right;">Tel.: +45 3815 2527</td> </tr> <tr> <td>Department of Strategy and Innovation</td> <td style="text-align: right;">Email: dm.si@cbs.dk</td> </tr> <tr> <td>Copenhagen Business School</td> <td></td> </tr> <tr> <td>Kilevej 14, 2000 Frederiksberg, Denmark</td> <td></td> </tr> <tr> <td colspan="2"> </td> </tr> <tr> <td>Professor David G. Collings</td> <td style="text-align: right;">Tel.: +35 317006937</td> </tr> <tr> <td>DCU Business School</td> <td style="text-align: right;">Email: david.collings@dcu.ie</td> </tr> <tr> <td>Dublin City University</td> <td></td> </tr> <tr> <td>Glasnevin, Dublin 9, Ireland</td> <td></td> </tr> <tr> <td colspan="2"> </td> </tr> <tr> <td>Professor Anthony J. Nyberg</td> <td style="text-align: right;">Tel.: +1 803 777 5974</td> </tr> <tr> <td>Department of Management, Darla Moore</td> <td style="text-align: right;">E-mail: anthony.nyberg@moore.sc.edu</td> </tr> <tr> <td>School of Business</td> <td></td> </tr> <tr> <td>University of South Carolina</td> <td></td> </tr> <tr> <td>1014 Greene St, Columbia, SC 29208,</td> <td></td> </tr> <tr> <td>United States</td> <td></td> </tr> </table>	Professor Dana B. Minbaeva	Tel.: +45 3815 2527	Department of Strategy and Innovation	Email: dm.si@cbs.dk	Copenhagen Business School		Kilevej 14, 2000 Frederiksberg, Denmark				Professor David G. Collings	Tel.: +35 317006937	DCU Business School	Email: david.collings@dcu.ie	Dublin City University		Glasnevin, Dublin 9, Ireland				Professor Anthony J. Nyberg	Tel.: +1 803 777 5974	Department of Management, Darla Moore	E-mail: anthony.nyberg@moore.sc.edu	School of Business		University of South Carolina		1014 Greene St, Columbia, SC 29208,		United States	
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