

Professor Paul N. Gooderham is a graduate of the University of Bergen and has a doctoral degree from the Norwegian University of Science and Technology (NTNU). He is a full-time tenured Professor of International Management at NHH, The Norwegian School of Economics (1994-) and an adjunct professor at Middlesex University Business School, London (2011-).

He has previously been an adjunct professor at Nottingham Trent University (2008-11) and a visiting professor at Cranfield School of Management (2005-8).

He was Head of the Department of Strategy & Management at NHH between June 2013 and June 2020.

Previously he was a Director of Research at NHH's Institute for Research in Economics and Business Administration (SNF) (2007-14) and NHH's coordinator of research on international strategy and management (2007-13)

Teaching:

His teaching languages are Norwegian and English.

He has considerable experience of teaching international groups of students in International Management. In addition, he teaches a doctoral course on Organizational Theory.

International Research Networks:

He is a longstanding member of the 40+ country CRANET-research network.

Recent Externally Funded Research Projects

2010-2019: Project-director of FOCUS funded by the Norwegian multinational companies, Telenor, Yara, Lærdal Medical and Deloitte (Norway).

2007-2010: Director of *Tools and Techniques for Knowledge Sharing in Multinational Companies* – the “GOLD” project - substantial funding from three Scandinavian multinationals and the Research Council of Norway (NFR).

2002-2005: Director of *Enhancing the Performance of SMEs Through Business Advisory Services*. Jointly funded by the Norwegian Association of Small Firm Accountants, (NARF), and the Research Council of Norway (NFR).

2002-2003: Country director: *Management Development in Europe*. Seven-country comparative research into management development in Europe. Funded by EU's Leonardo program.

External duties

Senior Advisory Board member of *Journal of Organizational Effectiveness: People and Performance*

Occasional reviewer for:

Academy of Management Journal,
Academy of Management Review
Journal of International Management
Journal of International Business Studies
Journal of Management Studies
Management International Review.
Human Relations

Selected Publications:

Books

Gooderham, P.N., Grøgaard, B. and Foss, K. (2019). *Global Strategy and Management*. Edward Elgar: Cheltenham.

Gooderham, P.N., Grøgaard, B. and Nordhaug, O. (2013): *International Management: Theory and Practice*. Edward Elgar: Cheltenham.

Kaarbøe, K., Gooderham, P.N., Nørreklit, H. (eds), (2013). *Managing in Dynamic Business Environments - Between Control and Autonomy*. Edward Elgar: Cheltenham.

Gooderham, P.N. and Nordhaug, O. (2003). *International Management: Cross-Boundary Challenges*. Blackwell, Oxford.

Selected journal articles (2008-2019)

Gooderham, P.N., Mayrhofer, W. & Brewster, C. (2019). Towards a comparative institutional research agenda for HRM. A review of progress 2007-2017. **International Journal of Human Resource Management**.

Gooderham, P.N., Fenton-O'Creevy, M., Croucher, R., and Brookes, M. (2018). A multi-level analysis of the use of individual pay-for-performance. **Journal of Management**.

Dasi, A., Pedersen, T., Gooderham, Elter, F. & Hildrum, J. (2017). The organizational separation effect on knowledge sharing within and between business units in MNCs. **Journal of World Business**.

Gooderham, P., Morley, M., Parry, E., Stavrou, E. (2015). National and firm level drivers of the devolution of HRM decision making to line managers. **Journal of International Business Studies**, 46(6), 715-72

Wang, J. and Gooderham, P.N. (2014). Institutional change and regional development in China: The case of commodity trading markets. **Environment & Planning C: Government & Policy**.

Gooderham, P.N., Navrbjerg, S, Olsen, K., Steen, C.R. (2014). Labor Market Regimes of Denmark and Norway - A Parting of the Ways? **Journal of Industrial Relations**.

Espedal, B., Gooderham, P.N. and Stensaker, I. (2013). Developing social capital or prima donnas? **Human Resource Management (US)**.

Gooderham, P.N. (2012). The transition from a multi-domestic enterprise in an industry where local taste matters. **European Journal of International Management**, 6(2), 175-198.

Gooderham, P.N. and Nordhaug, N. (2011). One European model of HRM? Cranet empirical contributions. **Human Resource Management Review** 21 (1) 27–36.

Brookes, M., Croucher, R., Fenton-O'Creevy, M. and Gooderham, P.N. (2011). Measuring competing explanations of human resource management practices through the Cranet survey: Cultural versus institutional explanations. **Human Resource Management Review** 21 (1) 68-79.

Gooderham, P.N., Minbaeva, D.B. and Pedersen, T. (2011). Governance Mechanisms for the Promotion of Social Capital for Knowledge Transfer in Multinational Corporations. **Journal of Management Studies**. 48(1) 123-150

Fenton-O'Creevy, M., Gooderham, P.N. and Nordhaug, O. (2008). Human Resource Management in US subsidiaries in Europe: Centralization or Autonomy? **Journal of International Business Studies** 39(1) 151-166.

Døving, E. and Gooderham, P.N. (2008). Small firm accountancy practices as business advisors: A dynamic capabilities view of their scope of services. **Strategic Management Journal**, 29, 841-857.

Gooderham, P.N., Parry, E. and Ringdal, K. (2008). The impact of bundles of strategic human resource management practices on the performance of European Firms. **International Journal of Human Resource Management**, 19(11), 2041-2056.