

CV: Karen Modesta Olsen

Personal details

Date of birth: April 7, 1968
Citizenship: Norwegian
Family situation: Married, 2 children
Address: Måseskjæret 28
5035 Bergen
Norway
Telephones: Office: +47 55 95 97 55
Mobile phone: +47 474 09 754
E-mail: Karen.olsen@nhh.no
Employer: Norges Handelshøyskole (Norwegian School of Economics)
Helleveien 30
5045 Bergen
Norway
Languages: Norwegian, English

Education

Dr. Polit. 2006. University of Oslo, Department of Sociology and Human Geography
Cand. Polit. 1994. University of Oslo, Department of Sociology and Human Geography

Full-time positions

Norwegian School of Economics (NHH)	Professor	2011-
Norwegian School of Economics (NHH)	Post.doc	2007-11
Center for Applied Research at NHH (SNF)	PhD student/ <i>Forsker II</i>	1999-07
Institute for Social Research (ISF)	Research assistant /PhD	1995-99

Publications in international peer-reviewed journals

- Gooderham, P. N., Olsen, K. M., Sandvik, A. M., Smale, A., Bévort, F., Einarsdottir, A., & Tengblad, S. (2025). The Nordic model of HRM from 1995–2021—a case of ‘bounded change’?. *The International Journal of Human Resource Management*, 36(12), 2018–2050.
- Olsen, K. M., Hildrum, J., Kummen, K., & Leirdal, C. (2023). How do young employees perceive stress and job engagement while working from home? Evidence from a telecom operator during COVID-19. *Employee Relations: The International Journal*, 45(3), 762–775.
- Steen, C. R., Nesheim, T. & Olsen, K.M. (2023). The Governance of Knowledge Sharing and Application in MNCs: The Role of Management and Autonomous Motivation. *Beta – Scandinavian Journal of Business Research* 37 (1): 1–29.
- Olsen, K. M. (2021). Employment Trade-Offs under Different Family Policy Constellations. *Work, Employment and Society*, 35(1), 37–56.
- Olsen, K. M., Sverdrup, T. E. & Kalleberg, Arne L. (2019). Turnover and transferable skills in a professional service firm. *Journal of Professions and Organization* 6(1), 2–16.
- Nesheim, T., Olsen, K. M., & Sandvik, A. M. (2017). Never walk alone: achieving work performance through networking ability and autonomy. *Employee Relations*, 39(2), 240–253.
- Olsen, K. M., Sverdrup, T., Nesheim, T., & Kalleberg, A. L. (2016). Multiple foci of Commitment in a Professional Service Firm: Balancing Complex Employment Relations. *Human Resource Management Journal*, 26(4), 390–407.
- Olsen, K. M. (2016). The power of workers. Knowledge work and the power balance in Scandinavian countries. *Employee Relations*, 38(3), 390–405.
- Kalleberg, A. L., Nesheim, T., & Olsen, K. M. (2015). Job quality in triadic employment relations: Work attitudes of Norwegian temporary help agency employees. *Scandinavian Journal of Management*, 31(3), 362–374.
- Gooderham, P. N., Navrbjerg, S. E., Olsen, K. M., & Steen, C. R. (2015). The labor market regimes of Denmark and Norway - One Nordic model? *Journal of Industrial Relations*, 57(2): 166–186.
- Gunnigle, P., Pulignano, V., Edwards, T., Belizon, M. J., Navrbjerg, S., Olsen, K. M., & Susaeta, L. (2015). Advancing understanding on industrial relations in multinational companies: Key research challenges and the INTREPID contribution. *Journal of Industrial Relations*, 57(2): 146–165.
- Esser, I. & Olsen, K.M. (2012). Perceived Job Quality in 19 European Countries: A Multilevel Approach, *European Sociological Review*, 28(4): 443–454.
- Nesheim, T., Olsen, K. M. & Tobiassen, A.E. (2011). Knowledge communities in matrix-like organizations: managing knowledge towards application. *Journal of Knowledge Management*, 15:836–850.
- Gooderham, P., Navrbjerg, S.E., Olsen, K.M. & Steen, C.R. (2011). Arbejdslivsregimer i Danmark og Norge - går de hver sin vei? *Tidsskrift for Arbejdsliv* 13:30–44.
- Olsen, K.M., Kalleberg, A. L., & Nesheim, T. (2010). Perceived Job Quality in the United States, Great Britain, Norway and West Germany: 1989–2005. *European Journal of Industrial Relations*, 16(3): 221–240.

- Olsen, K. M., & Dahl, S. A. (2010). Working time: implications for sickness absence and the work-family balance. *International Journal of Social Welfare*, 19(1): 45-53.
- Dahl, S.-Å., Hansen, H.-T., & Olsen, K.M. (2010). Sickness Absence among Immigrants in Norway, 1992-2003, *Acta Sociologica*. 53(1): 35-52.
- Kalleberg, A. L., Nesheim, T., & Olsen, K. M. (2009). Is Participation Good or Bad for Workers? Effects of Autonomy, Consultation and Teamwork on Stress Among Workers in Norway. *Acta Sociologica*, 52(2): 99-116.
- Olsen, K. M. & Dahl, S. A. (2007). Health differences between European countries. *Social Science & Medicine*, 64(8): 1665-1678.
- Nesheim, T., Olsen, K. M., & Kalleberg, A. L. (2007). Externalizing the core: Firms' use of employment intermediaries in the information and communication technology industries. *Human Resource Management*, 46(2): 247-264.
- Olsen, K. M. (2006). The role of nonstandard workers in client-organizations. *Relations Industrielles-Industrial Relations*, 61(1): 93-117.
- Olsen, K. M. (2005). Unions' dilemma when firms use employment intermediaries. *European Sociological Review*, 21(3): 289-300.
- Olsen, K.M. & Kalleberg, A.L. (2004). Non-standard Work in Two Different Employment Regimes: Norway and the United States. *Work, Employment, and Society*, 18(2): 321-348.
- Mastekaasa, A. & Olsen, K. M. (1998). Gender, absenteeism, and job characteristics - A fixed effects approach. *Work and Occupations*, 25(2): 195-228.
- Petersen, T., Snartland, V., Becken, L-E. & Olsen, K.M. (1997). Within-job wage discrimination and the gender wage gap: the case of Norway, *European Sociological Review*, 13(2).

Books and book chapters

- Olsen, K.M. (2024). *HR i den norske arbeidslivsmodellen*, kommer 2024. Oslo: Cappelen Damm Akademisk.
- Esser, I., & Olsen, K. M. (2018). Matched on Job Qualities? Single and Coupled Parents in European Comparison. In R. Nieuwenhuis & L. C. Maldonado (Eds.). *The triple bind of single-parent families. Resources, employment and policies to improve wellbeing*. UK: Policy Press.
- Olsen, K.M., Gooderham, P. & Døving, E. (2017). Ledelse av menneskelige ressurser utvikling 1995 – 2015. In Nesheim. T. & Stensaker, I.G. (Eds.). *Fokus på fremtidens foretaksløsninger*. Fagbokforlaget. Bergen.
- Olsen, K. M. (2014). Deltakelse og medvirkning i HRM. In A. Mikkelsen & T. Laudal (Eds.), *Strategisk Human Resource Management*. Oslo: Cappelen Damm Akademisk.
- Nesheim, T. & Olsen, K.M. (2011). Discipline networks: A tool for knowledge-sharing and application. In Colman, H., Stensaker, I. Tharaldsen, J.E. *Merger of Equals? Managing the Integration Process*. Bergen: Fagbokforlaget.
- Dahl, S.-Å., Nesheim, T., & Olsen, K. M. (2009). Quality of work - concept and measurement. In A. M. Guillén & S. A. Dahl (Eds.), *Quality of Work in the European*

Union. Concept, Data and Debates from a Transnational Perspective: P.I.E. Peter Lang International Academic Publishers.

Nesheim, T. & Olsen, K. M. (2006). Nye grenser i arbeidslivet? In P. Heum, T. Nesheim, O. Nordhaug & K. G. Salvanes (Eds.), *Arbeidsliv i omstilling* (pp. 35-52). Bergen: Fagbokforlaget.

Olsen, K.M. (2006). Jobbsikkerhet og nasjonale forskjeller? I P. Heum, T. Nesheim, O. Nordhaug og K.G. Salvanes (Eds.), *Arbeidsliv i omstilling*. Bergen: Fagbokforlaget.

Publications in Norwegian journals

Fiksdal, F. M., Halmrast, C. O., & Olsen, K. M. (2026). Kunstig intelligens i rekruttering: Hva skjer? *Praktisk økonomi og ledelse*, 42(1), 1–15.
<https://doi.org/10.18261/pol.42.1.3>

Olsen, K.M, Vaidya, R.S. og Knudsen, E. (2022). Hvordan påvirket pandemien bemanning og organisering av arbeid? *Magma* (2).

Olsen, K. M. (2019). HR og bemanning når profesjonelle tjenestebedrifter blir globale. *Magma*, 22(7): 40-47.

Olsen, K. M. (2019). Fagleder Global verdiskaping. *Magma*, 22(7):14-15.

Olsen, K. M. (2016). Utfordringer ved midlertidighet i organisasjoner. *Magma* (3):40-47.

Olsen, K.M. (2012) Opplevelse av ansettbarhet - en sammenlikning av Skandinavia, Storbritannia og Tyskland, *Søkelys på arbeidslivet*, 29(3), 198-212.

Nesheim, T. & Olsen, K.M. (2011). Kunnskapsdeling i en kompleks organisasjon *Magma - Tidsskrift for økonomi og ledelse*, 14(3): 64-70.

Nesheim, T., Olsen, K.M., Stensaker, I.G., et al. (2011). Ny organisering av Statoils virksomhet på norsk sokkel: standardisering og fleksibilitet. *Magma - Tidsskrift for økonomi og ledelse*, 14(5): 53-62.

Olsen, K. M. (2007). Sykefravær – hvor mye skyldes jobben? *Søkelys på arbeidslivet*, 24(1):53-62

Nesheim, T., Olsen, K.M. & Kalleberg, A.L. (2007). Nedbemanning: Hvem er mest utsatt og hvordan påvirkes arbeidsvilkårene? *Søkelys på arbeidslivet*, 24(3): 261-274.

Olsen, K. M. (2006). Atypiske ansettelser – dårlige jobber? *Tidsskrift for Samfunnsforskning*, 47(3), 387-412.

Olsen, K.M. (2004). Hvor dårlige er midlertidige jobber? *Søkelys på arbeidsmarkedet*, 21(1): 114-221.

Kalleberg, A.L. & Olsen, K.M. (2003). Comparing flexibility: Flexible Firms in a cross-national perspective. *Beta*, 17(1): 19-35.

Mastekaasa, A. & Olsen, K.M. (1996). Ukedagseffekter og tre-dagersfravær: Litt om effektene av den norske sykefraværsordningen, *Søkelys på arbeidsmarkedet* 13: 75-82.

Olsen, K.M. (1995) Sykefravær blant kvinner og menn, *Søkelys på arbeidsmarkedet*, 12(2): 149-154.

Olsen, K.M. & Petersen, T. (1993). Avgang blant ansatte i seks statlige bedrifter. *Søkelys på arbeidsmarkedet*, 10(2):107-115.