

Authors' Biographies

Katalin Bácsi is an assistant professor at Corvinus University of Budapest (Institute of Management). Her research interest and teaching cover Industrial Relations, Organizational Behaviour, Organization Theory and Human Relations. Katalin was a researcher in the “Employee Friendly Organizations: Myth or Reality” four-year research project in Hungary (OTKA, project number is 68988). She focuses on social dialogue and its role in the society and at company level as well. Katalin published several articles both in English and in Hungarian.

Dóra Bari has graduated in sociology (BA) and social policy (MA) at University of Debrecen. She studies in the doctoral program of the Institute of Sociology and Social Policy, Corvinus University of Budapest. Her main area of research is sociology of work.

Sára Csillag, Ph.D., has completed her Ph.D. dissertation in 2012, at Corvinus University of Budapest, Hungary. Currently she works as Head of the Management Department of Budapest Business School and as lecturer at Corvinus University. Sara was a researcher in the “Employee Friendly Organizations: Myth or Reality” four-year research project in Hungary (OTKA, project number is 68988). Her main research interest is ethical HRM, business ethics, responsible business education, and she works as a consultant for various multinational companies, NGO-s.

Zsuzsanna Géring is a research fellow at Budapest Business School (BBS). Her main research fields are corporate social responsibility (CSR) and higher education research. For 7 years she has worked as a consultant specialising in corporate social responsibility. She received her Master's in Sociology and Economic Policy in 2002. She defended her PhD thesis in 2015 which is about the discursive strategies that Hungarian companies use to define and justify their social role and responsibility. She is currently the research leader of the Higher Education Research Group at BBS and she is contributing to the Dilemmas and strategies in reconciling family and work project (2013-2017) as a researcher.

Nikolett Geszler is a PhD candidate at the Institute of Sociology and Social Policy of Corvinus University of Budapest. Her main research interests are gender and masculinity studies with a special focus on work-life balance of manager men and involved fathering. Previously she participated in research on corporate social responsibility and analysed the income and social influence of business leaders. She is a member of the OTKA research project ‘Dilemmas and Strategies in Reconciling Family and Work’ lead by Dr. Beáta Nagy. Currently she is working at Ipsos Media, Advertisement, Market and Opinion Research Institute as a research executive.

Gábor Király was graduated as a sociologist at Eötvös Loránd University of Sciences and at University of Maastricht. His PhD thesis was about public participation and he obtained his PhD in 2009 also at Eötvös Loránd University of Sciences. In recent years he was involved in several participatory project either as organiser or as facilitator. At the moment he is a senior research fellow at Budapest Business School, and a senior lecturer at Corvinus University of Budapest. He is a senior researcher in the Dilemmas and strategies in reconciling family and work project (2013-2017).

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Csaba Kiss, Ph.D, is a senior assistant professor at Corvinus University of Budapest (Institute of Management), he is a member of OD, HR and Culture Research Centre. His research interest and teaching cover Organizational Behaviour, Human Resource Management and Organizational Development. His recent research activities focus on leadership issues in professional sports. Csaba was a researcher in the “Employee Friendly Organizations: Myth or Reality” four-year research project in Hungary (OTKA, project number is 68988). He has published several papers in Hungarian and English, among others in *Budapest Management Review* and in *International Journal of Work Innovation (IJWI)*.

Anda Nóra Milassin is an assistant research fellow at Corvinus University of Budapest, Institute of Management. She is member of OD, HR and Culture Research Centre. Her research area is organizational behaviour in corporate environment. Her PhD studies are ongoing and her thesis about the cross-cultural interactions between South Korean and Hungarian employees. Anda was a member the “Employee Friendly Organizations: Myth or Reality” four-year research project in Hungary (OTKA, project number is 68988). She has published some papers in Hungarian and English.

Beáta Nagy, PhD is a professor at the Corvinus University of Budapest (Institute of Sociology and Social Policy), where she is the co-director of the Gender and Cultural Centre as well. Her main research interest is in gender and work, and she carried out investigations on companies' equal opportunity policies, the gender awareness of local governments and multinational companies, and an analysis on gender budgeting. She has recently published a book, called *Háttérben (In the Background)* on the lack of female students in IT and technology. Her last research dealt with issue of work-life balance (*Dilemmas and strategies in reconciling family and work*), where she has been the principal researcher.

Mária Neményi is a Professor Emerita at the Institute of Sociology, Centre for Social Sciences, Hungarian Academy of Sciences. Her main research areas include social psychology of minority-majority relationships, gender and ethnic identity formation, inequalities and discrimination in education, health care, and child protection system.

Henriett Primecz, Ph.D, is an associate professor at Corvinus University of Budapest (Institute of Management), she is head of OD, HR and Culture Research Centre. Her research interest and teaching cover Cross-Cultural Management, Organization Theory, Gender and Diversity. She focuses on paradigms in Organization Theory and Cross-Cultural Management and Genders across Cultures. Henriett was leading the “Employee Friendly Organizations: Myth or Reality” four-year research project in Hungary (OTKA, project number is 68988). She has published several articles in Hungarian and English, among others in *Organization Research Method*, *International Journal of Cross-Cultural Management*, *Journal of Asia Business Studies*, and several book chapters in English and in Hungarian. Henriett is Europe associate editor of *International Journal of Cross-Cultural Management*. She edited *Cross-cultural Management in Practice: Culture and Negotiated Meanings* (Edward Elgar) with Laurence Romani and Sonja Sackmann.

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Péter Róbert has graduated in sociology at Eötvös Lóránd University (ELTE), received his PhD from the Hungarian Academy of Sciences (HAS), and has made his habilitation at ELTE University. Currently he is Professor of Sociology at Széchenyi University. He holds a senior researcher position at the Institute of Political Science of HAS and works occasionally as project based senior researcher at TÁRKI Social Research Institute. His research interests involve social stratification, educational inequalities, public opinion research and analysis on political attitudes.

Iva Šmídová, Doc. PhDr. is a sociologist at the Department of Sociology, Faculty of Social Studies, Masaryk University, Brno, Czech Republic. She has worked in the field of gender studies since the early 1990s and was head of the university's Gender Studies Unit from 2005 to 2009. Her research interests range from families where fathers nurture to equal opportunities in Czech companies, anticipation of opportunities on the labour market when making educational choices and the recent analysis of practices in Czech reproductive medicine (obstetrics). Her long-term specialisation within gender studies is Critical Studies on Men and Masculinities.

Roland Ferenc Szilas, Ph.D, is a senior assistant professor at Corvinus University Budapest, (Institute of Management). His research interests include works stress, organisational justice, business ethics, virtue ethics and catholic social teaching. Roland has participated in several research projects in the fields of work stress, organisational commitment and integration of disadvantaged workers. Roland was a researcher in the "Employee Friendly Organizations: Myth or Reality" four-year research project in Hungary (OTKA, project number is 68988). He has published several articles and book chapters on work stress and organisational justice, sustainable leadership and ethical HRM practices.

Judit Takács is a Research Chair at the Institute of Sociology, Centre for Social Sciences, Hungarian Academy of Sciences, responsible for leading research teams and conducting independent research on family practices, work-life balance issues and childlessness as well as social exclusion/inclusion of LGBTQ+ people, social history of homosexuality, and HIV/AIDS prevention. A list of her publications can be found at <http://policy.hu/takacs/publications.php>.

Andrea Toarniczky, Ph.D., is a senior assistant professor at Corvinus University of Budapest (Institute of Management), where she teaches Organizational Behaviour, Organizational Culture and gives diversity management and self-leadership trainings. Andrea studied physics and business, and she wrote her Ph.D. thesis on professional identity development in BIG4 organizations. Her research focuses on professional identity development and leadership development. She is member of the European Association of Transactional analysis and the European Group of Organizational Studies. Andrea was a researcher in the "Employee Friendly Organizations: Myth or Reality" four-year research project in Hungary (OTKA, project number is 68988). Andrea published several articles in Hungarian, and conference papers at different international conferences (e.g. EGOS, CMS).