

Laurence Romani list of publications (last updated March 2021)

Peer-reviewed journal articles

1. Risberg, A and Romani, L (2021) Underemploying highly skilled migrants: An organizational logic protecting corporate 'normality', *Human Relations*, online
2. Patel, T; Romani, L; Oberoi, P and Ramasamy, C (2021), Gender role encapsulation as resistance to patriarchy: Women politicians' work and gender equality in India, *Organization*, doi.org/10.1177/1350508421995764
3. Romani, L and Frame, A. (2020) Les études critiques en gestion interculturelle. *Communication et Organisation*, 58:25-40.
4. Romani, L.; Zanoni, P. and Holck, L (2020) Radicalizing diversity (research): Time to resume talking about class, *Gender Work and Organization*, online first DOI: 10.1111/gwao.12593.
5. Holgersson, C. and Romani, L. (2020) Tokenism revisited: when organizational culture challenges masculine norms, the experience of token is transformed, *European Management Review*, 17:649-661
6. Romani, L.; Holck, L. and Risberg, A. (2019) Benevolent Discrimination: How HR managers can be blind to the harm of diversity initiatives. *Organization*, 26(3): 371-390
7. Romani, L. and Primecz, H. (2019) Promoting and demystifying paradigm interplay with reflexive practices in a study of Turkish mobile professionals, *Studi di Sociologia*, 2019(1): 31-44.
8. Romani, L., Mahadevan, J., Primecz, H., (2018) Critical Cross-Cultural Management: outline and emerging contributions, *International Studies of Management and Organization*, 48 (4): 403-418.
9. Romani, L.; Barmeyer, C.; Primecz, H. and Pilhofer, K. (2018) Cross-Cultural Management Studies: State of the Field in the Four Research Paradigms. *International Studies of Management & Organization*, 48(3): 247-263.
10. Sørderberg, A-M. & Romani, L. (2017) Boundary Spanners in global Partnerships: A Case Study of an Indian Vendor's Collaboration with Western Clients, *Group & Organization Management*, 42(2), 237-278.
11. Primecz, H., Mahadevan, J., Romani, L. (2016), Why is Cross-Cultural Management blind to power relations? Investigating ethnicity, language, gender and religion, *International Journal of Cross-Cultural Management*, 16(2), 127-136.
12. Szkudlarek, B. and Romani, L. (2016), Professionalization through dispersed institutional entrepreneurship, *Journal of Organizational Change Management*, 29(1), 93-107.

13. Romani, L. and Szkudlarek, B. (2014), The Struggles of the Interculturalists: Professional Ethical Identity and Early Stages of Codes of Ethics Development, *Journal of Business Ethics*, 119(2), 173-191.
14. Szkudlarek, B., McNett, J., Romani, L. and Lane, H. (2013) The past, present and future of cross-cultural management education: the educators' perspectives, *Academy of Management Learning and Education*, special issue on Cross-Cultural Management, 12(3), 477-493.
15. Romani, L., Primecz, H. and Topçu, K. (2011), Paradigm interplay for theory development: a methodological example with the *Kulturstandard* method, *Organizational Research Methods*, 14(3), 432-455.
16. Primecz, H., Romani, L. and Sackmann, S. (2009), Multiple perspectives in Cross-Cultural Management, *International Journal of Cross-Cultural Management*, 9(3), 267-274.
17. Topçu, K., Romani, L. and Primecz, H. (2007), Kulturstandard research in two paradigms: The possible applications of the method in the functionalist and interpretive paradigms, *Journal of Cross-Cultural Competence and Management*, 5, 161-202.
18. Harzing, A.W. and 32 country collaborators (including Laurence Romani), (2005), Does the Use of English-language Questionnaires in Cross-national Research Obscure National Differences?, *International Journal of Cross-Cultural Management*, 5, 213-224. My contribution to this paper was limited to data collection and one round of feedback on the first draft before submission.
19. Zander, L. and Romani, L. (2004), When nationality matters: a study of departmental, hierarchical, professional, gender and age-based employee groupings' leadership preferences across 15 countries, *International Journal of Cross-Cultural Management*, 4(3), 291-315.
20. Romani, L. (2003), Cultural dimensions: What are we talking about? A critical examination of cross-national comparative management theory, *Studien des Instituts für den Donauraum und Mitteleuropa*, 4, 21-41.
21. Harzing, A.W., Maznevski, M. and 10 collaborators (including Laurence Romani), (2002), The interaction between language and culture: a test of the cultural accommodation hypothesis in seven countries, *Language and Intercultural Communication*, 2(2), 120-139. My contribution to this paper was data collection, review and multiple feedback on the drafts until publication.

Review articles

22. Romani, L. (forthcoming) Book review: Cross-Cultural Management Revisited: a qualitative perspective, *International Journal of Cross-Cultural Management*, 21()
23. Romani, L. (2014) Book review: Global Collaboration: Intercultural experiences and learning, *International Journal of Cross-Cultural Management*, 14(2), 261-264.

24. Romani L. and Claes, M.T. (2014). Why critical intercultural communication studies are to be taken seriously in cross-cultural management research? *International Journal of Cross-Cultural Management*, 14(1), 127-132.
25. Romani, L. (2013) Diversity Icebreaker for Cross-Cultural Management teaching: Much more than breaking the ice! *Academy of Management Learning and Education*, special issue on Cross-Cultural Management, 12(3), 534-536.

Edited volumes

26. Szkudlarek, B.; Romani, L.; Caprar, D and Osland, J. (2020) *The Sage Handbook of Contemporary Cross-Cultural Management*. London: Sage.
27. Mahadevan, J. Primecz, H. and Romani, L. (2020), *Cases in Critical Cross-Cultural Management: An Intersectional Approach to Culture*, New York: Routledge.
28. Primecz, H., Romani, L. and Sackmann, S. (Eds.) (2011) *Cross-cultural Management in practice: culture and negotiated meanings*, Cheltenham, UK: Edward Elgar.

Monographs

29. Romani, L. (2010), *Relating to the Other: paradigm interplay for cross-cultural management research*, Second Edition, Saarbrücken, Germany: LAP publishing.
30. Romani, L. (2008), *Relating to the Other: paradigm interplay for cross-cultural management research*, Stockholm, Sweden: Elander.

Peer-reviewed Chapters in International Handbooks

31. Romani, L. Mahadevan, J. and Primecz, H (2020) Methods for Critical Management Research, in B. Szkudlarek, L. Romani, D. Caprar and J. Osland, *The Sage Handbook of Contemporary Cross-Cultural Management*, London: Sage, 141-155.
32. Romani, L. and Holgersson, C. (2020) Global Diversity Management: when diversity and cross-cultural management meet, B. Szkudlarek, L. Romani, D. Caprar and J. Osland, *The Sage Handbook of Contemporary Cross-Cultural Management*, London: Sage, pp. 255-269.
33. Romani, L. and Holgersson, C., (2020) Inclusive leadership for sustainable work practices, in L. Zander (Ed.) *Research Handbook of Global Leadership: Making a difference*, Edward Elgar, UK pp. 235-250.
34. Romani, L. Boussebaa, M. and Jackson, T. (2020) Critical perspectives on Cross-Cultural Management, in B. Szkudlarek, L. Romani, D. Caprar and J. Osland, *The Sage Handbook of Contemporary Cross-Cultural Management*, London: Sage, pp. 51-65.
35. Barmeyer, C. Romani, L and Pilhofer, K. (2016), Welche Impulse liefert interkulturelles Management für Diversity Management? , in Petia Genkova and Tobias Ringeisen (Eds), *Handbuch Diversity Kompetenz: Gegenstandsbereiche*, Wiesbaden: Springer, 63-84.

36. Primecz, H., Romani, L. and Topçu, K. (2015) A Multi-paradigm Analysis of Cross-cultural Encounters, in Holden, N., Michailova, S. and Tietze, S., *The Routledge Companion to Cross-Cultural Management*, London: Routledge, pp. 431-439.
37. Brannen, M.Y., Gómez, C., Peterson, M. F., Romani, L., Sagiv, L. and Wu, P.C. (2004), People in Global Organizations: Culture, Personality and Social Dynamics, Harry W. Lane, Martha L. Maznevski, Mark Mendenhall and Jeanne McNett (Eds.), *The Handbook of Global Management: a guide to managing complexity*, London, Blackwell publishing, 26-54.

Chapters in edited volumes

38. Holgersson C. and Romani, L (forthcoming 2021) Mångfaldsarbete på arbetsplatsen – Lärdomar från sex engagerade företag, i Boréus, K; Sohl, L. & A. Neergaard (Red.) Ojämlika arbetsplatser: Hierarkier, diskriminering och strategier för jämlikhet, Kriterium, Lund: Nordic Academic Press.
39. Mahadevan, J. ; Romani, L and Primecz, H. (2020) Why study CCM in intersection ? in J. Mahadevan, H. Primecz & L. Romani, *Cases in Critical Cross-Cultural Management: An Intersectional Approach to Culture*, New York: Routledge, pp. 1-11.
40. Hunger, E; Morillas, Romani, L. & Mohsen, M. (2020) Unequal Integration: Internships and Struggles in Social Hierarchies, in J. Mahadevan, H. Primecz & L. Romani, *Cases in Critical Cross-Cultural Management: An Intersectional Approach to Culture*, New York: Routledge, pp. 150-162.
41. Frostenson, M., Romani, L. and Windell, K. (2018) Scrutinizers: NGOs, in L. Engwall (Ed), *Corporate Governance in Action: Regulators, Market Actors and Scrutinizers*. 'Routledge Studies in Corporate Governance', New York: Routledge, pp. 106-137.
42. Romani, L. Holck, L. Holgersson, C and Muhr, S.L (2018) Gestion de la diversité et modèle scandinave: les exemples du Danemark et de la Suède, in J.F Chanlat and M. Özbilgin (Eds.) *Management et diversité: comparaisons internationales*, Laval: Presses de l'Université de Laval, pp. 267-285.
43. Romani, L. Holck, L. Holgersson, C and Muhr, S.L (2017), Diversity Management and the Scandinavian Model: Illustrations from Denmark and Sweden, in M. Özbilgin and J.F Chanlat (Eds.) *Management and Diversity: Perspectives from National Context, Volume 3*, London: Emerald. Pp. 261-280.
44. Romani, L., Sackmann, S. and Primecz, H. (2011) Culture and negotiated meanings: the value of meaning systems, re-interpretation and power for cross-cultural management, in H. Primecz, L. Romani and S. Sackmann (Eds.) *Cross-Cultural Management in practice: culture and negotiated meanings*, Cheltenham, UK: Edward Elgar, 1-17.
45. Sackmann, S., Romani, L. and Primecz, H. (2011) Culture and Negotiated Meanings – Implications for Practitioners, in H. Primecz, L. Romani and S. Sackmann (Eds.) *Cross-Cultural Management in practice: culture and negotiated meanings*, Cheltenham, UK: Edward Elgar, 139-154.

46. Romani, L. and Lerpold, L. (2010), Microfinance and Poverty Alleviation: Underlying Values and Assumptions, J. M. Munoz (Ed.), *Contemporary Microenterprises : Concepts and Cases*, Northampton, MA: Edward Elgar, 276-287.
47. Lerpold, L. and Romani, L. (2010), Social Capital and Cross Cultural Model Replication: The Case of Hand in Hand in India and South Africa, Munoz (Ed.), *Contemporary Microenterprises : Concepts and Cases*, Northampton, MA: Edward Elgar, 221-233.
48. Primecz, H., Topcu, K. and Romani, L. (2005), The Kulturstandard method: investigating culture through bicultural interactions, Ferenc Farkas, (Ed.), *Current Issues in Change Management: Challenges and Organisational Responses*, Pécs: Hungary, University of Pécs, 209-14.
49. Romani, L. (2002), The management of entangled diversity, Gill Widell, Svante Leijon and Ruth Lillhannus, (Eds.), *Reflecting diversity: viewpoints from Scandinavia*, Göteborg, BAS, 221-235.

Chapters in textbooks

50. Romani, L. and Binswanger, C. (2019) Critical Reflections on Diversity Management, H. Mensi-Klarbach and A. Risberg (Eds) *Diversity in Organizations: concepts and practices*. 2nd Edition Houndmills, Palgrave pp. 305-332.
51. Primecz, H and Romani, L. (2019) Diversity across countries, in H. Mensi-Klarbach and A. Risberg (Eds) *Diversity in Organizations: concepts and practices*. 2nd Edition Houndmills, Palgrave, pp. 95-123.
52. Romani, L. (2018) Culture and cross-cultural management, in S. Reiche; A. W. Harzing and H. Tenzer (Eds.) *International Human Resource Management*, (5th Ed.), London: Sage. Pages 11-45.
53. Romani, L. (2016) Managing Glocally: Resolving intercultural challenges in the management of local multicultural teams in a multinational venture, in Barmeyer, C. and P. Franklin, (Eds.), *Intercultural Management. A case-based approach to achieving complementarity and synergy*, Palgrave MacMillan, pp. 300-316.
54. Romani, L. (2014) Culture and cross-cultural management, in A. W. Harzing and A. Pinnington (Eds.) *International Human Resource Management*, (4th Ed.), London: Sage. Pp 11-44.
55. Romani, L., Primecz, H. and Bell, R. (2014) There is nothing so practical as four good theories, in B. Gehrke and M.T. Claes (Eds) *Global Leadership practices: a cross-cultural management perspective*, Basingstoke, Palgrave MacMillan, 13-47.
56. Romani, L. (2011) Culture in International Human Resource Management, in A. W. Harzing and A. Pinnington (Eds.) *International Human Resource Management*, (3rd Ed.), London: Sage, 79-118.

57. Romani, L. (2004), Culture in management: the measurement of differences, in A. W. Harzing and J. van Ruisseveldt (Eds.), *International Human Resource Management*, (2nd Ed.), London: Sage, 141-166.