

Laurence Romani's list of publications (December 2023)

Peer-reviewed journal articles

1. Patel, T; Romani, L; Oberoi, P and Ramasamy, C (2023), Gender role encapsulation as resistance to patriarchy: Women politicians' work and gender equality in India, *Organization*, 30(2): 307-325
2. Böhm, S., Carrington, M., Cornelius, N., de Bruin, B., Greenwood, M., Hassan, L., Jain, T., Karam, C., Kourula, A., Romani, L., Riaz, S., and Shaw, D. (2022) Ethics at the Centre of Global and Local Challenges: Thoughts on the Future of Business Ethics, *Journal of Business Ethics*, Online first: <https://doi.org/10.1007/s10551-022-05239-2>
3. Morillas, M and Romani, L (2022) Ideology, doxa and critical reflexive learning: The possibilities and limits of thinking that 'diversity is good', *Management Learning*, <https://journals.sagepub.com/doi/10.1177/13505076221074632>
4. Risberg, A and Romani, L (2022) Underemploying highly skilled migrants: An organizational logic protecting corporate 'normality', *Human Relations*, 75(4): 655–680. (AJG 4 and Financial Times FT50 list)
5. Romani, L.; Zanoni, P. and Holck, L (2021) Radicalizing diversity (research): Time to resume talking about class, *Gender Work and Organization*, 28(1): 8-23. (AJG 3)
6. Romani, L and Frame, A. (2020) Les études critiques en gestion interculturelle. *Communication et Organisation*, 58:25-40.
7. 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 (AJG 3).
8. 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 (AJG 3)
9. 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.
10. 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. (AJG 2)

11. 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. (AJG2)
12. Söderberg, 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. (AJG 3)
13. 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. (AJG 1)
14. Szkudlarek, B. and Romani, L. (2016), Professionalization through dispersed institutional entrepreneurship, *Journal of Organizational Change Management*, 29(1), 93-107. (AJG2)
15. 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. (AJG 3 and Financial Times FT45 list)
16. 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. (AJG4)
17. 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. (AJG 4)
18. Primecz, H., Romani, L. and Sackmann, S. (2009), Multiple perspectives in Cross-Cultural Management, *International Journal of Cross-Cultural Management*, 9(3), 267-274. (AJG 1)
19. 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.
20. 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. (AJG1)
21. 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. (AJG1)
22. 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.

23. 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.

Peer-reviewed review articles

24. Romani, L (2021) Book review: Cross-Cultural Management Revisited: a qualitative perspective, *International Journal of Cross-Cultural Management*, 21(2): 395-399 (AJG1)
25. Romani, L. (2014) Book review: Global Collaboration: Intercultural experiences and learning, *International Journal of Cross-Cultural Management*, 14(2), 261-264. (AJG1)
26. 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. (AJG1)
27. 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. (AJG4)

Edited volumes

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

Monographs

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

Peer-reviewed Chapters in International Handbooks

33. 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.
34. Romani, L. and Holgersson, C. (2020) Global Diversity Management: when diversity and cross-cultural management meet, in B. Szkudlarek, L. Romani, D. Caprar and J. Osland, *The Sage Handbook of Contemporary Cross-Cultural Management*, London: Sage, pp. 255-269.
35. 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, London, pp. 235-250.
36. 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.
37. 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.
38. 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.
39. 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

40. Holgersson C. and Romani, L (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.
41. 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.
42. Hunger, E; Morillas, Romani, L. & Mohsen, M. (2020) Unequal Integration: skilled migrants' conditional inclusion along the lines of Swedishness, class and ethnicity, in J. Mahadevan, H. Primecz & L. Romani, *Cases in Critical Cross-Cultural Management: An Intersectional Approach to Culture*, New York: Routledge, pp. 150-162.
43. 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.

44. 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.
45. 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.
46. 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.
47. 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.
48. 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.
49. 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.
50. 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.
51. 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

52. Romani, L. (forthcoming 2022) Culture and cross-cultural management, in S. Reiche; A. W. Harzing and H. Tenzer (Eds.) *International Human Resource Management*, (6th Ed.), London: Sage.
53. 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.

54. 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.
55. 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.
56. 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 McMillan, pp. 300-316.
57. 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.
58. 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 McMillan, 13-47.
59. 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.
60. Romani, L. (2004), Culture in management: the measurement of differences, in A. W. Harzing and J. van Ruijsseveldt (Eds.), *International Human Resource Management*, (2nd Ed.), London: Sage, 141-166.