

IRINA S. LEONOVA

University	National Research Nizhny Novgorod State University named after N.I. Lobachevsky (UNN)
English language proficiency level	English - fluent, Italian - fluent, Spanish - fluent, French - fluent.
Direction of training and profile of the educational program for which the postgraduate student will be accepted	5.4.7 Management sociology (English taught program)
List of research projects of potential supervisor (participation/leadership)	<ol style="list-style-type: none"> 1. Management of socio-psychological aging of the personnel of modern enterprises under the requirements of the labor market Industry 4.0 (guidance) 2. Conflict behavior of the personnel of enterprises under the conditions of the new technological order (management) 3. Research and analysis of hidden social phenomena of organizational life (participation) 4. Socio-psychological age of the personnel of Russian enterprises in the conditions of variability of organizational cultures of the transitive economy (participation).
List of topics for research work offered to applicants	<ol style="list-style-type: none"> 1. Management and HR management in modern organizations of BRICS countries. 2. Well-being culture as a trend of personnel management. 3. Value readiness of staff and college/university students to work in new socio-economic realities - a comparative cross-cultural study. 4. Attitudes to work in national and organizational cultures (cross-cultural comparative study). 5. Viability of the personnel of enterprises with different involvement in innovation processes. 6. Any research in the field of management and personnel management.
 <p>Research supervisor: Irina S. Leonova</p> <p>Doctor of Sociology, Associate Professor, Ph.D. (University of Granada, Spain), Professor of the Department of Field and Applied Sociology</p>	Организационное поведение и управление персоналом
	Research interests Main research interest lies in the field of management, human capital management, cross-cultural research in the field of organizational/corporate/national culture, analysis of the main trends of effective management, organizational behavior, management of creative employees, innovative pedagogy, assessment of organizational behavior.
	<i>Total number of publications in journals in 2021-2025 indexed by Web of Science, Scopus, RSCI: 8</i>
	Main publications <ol style="list-style-type: none"> 1. Zakharova L.N., Leonova I.S., Lobanova T.N. Psychology in management: a new balance // Organizational Psychology. № 1. T. 12. 2022. C. 248-268. 2. Leonova I.S., Pesennikova Elena V., Legky Nikolay M., Prasolov Valeriy I., Krutskikh Irina A., Zayed Nurul M. Strategic analysis of the motivation on employees' productivity: a compensation benefits, training and development perspective // Academy of Strategic Management Journal. № 5. V. 20. 2021. P. 1-11.

<p>Open Doors Classifier - Business and Management</p> <p>Scientific interests according to the international map of science (OECD classification codes)</p> <p>5.02 - Economics and Business - Management</p>	<ol style="list-style-type: none"> 3. Zakharova L.N., Saralieva Z.H., Leonova I.S. Subjective well-being of different-aged female personnel of innovative companies // Woman in Russian Society. № 2. 2020. C. 76-88. 4. Taddei F., Leonova I.S., Demareva V.A., Sanchez-Pato A., Gonzalez-Garcia H., Isidori E. Attentional Characteristics of Fencers: a Comparison with Swimmers and Non-Athletes and their Pedagogical Implications // Revista Romaneasca Pentru Educatie Multidimensionala. № 16. V. 4. P. 1-16. 2024. 5. Leonova I.S., Al-Baik O., Alomari S., Alsdayed O., Gochhait S., Dutta U., Malik U.P., Montazeri Z., Dehghani M. Pufferfish Optimization Algorithm: A New Bio-Inspired Metaheuristic Algorithm for Solving Optimization Problems // Biomimetics. № 9. V. 65. 2024. P. 1-54.
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