


IRINA S. LEONOVA

University	National Research Lobachevsky State University of Nizhny Novgorod
Level of English proficiency	English – fluent, Italian – fluent, Spanish – fluent, French – fluent
Educational program and field of the educational program for which the applicant will be accepted	5.4. Sociology 5.4.7. Sociology of Management
List of research projects of the potential supervisor (participation/leadership)	<p>LEADER</p> <ul style="list-style-type: none"> • Conflict behavior of staff in enterprises under conditions of Industry 4.0 • Managing the socio-psychological ageing of staff in modern enterprises under the labor market demands of Industry 4.0 <p>PARTICIPANT</p> <ul style="list-style-type: none"> • Research and analysis of hidden social phenomena in organizational life • Socio-psychological age of personnel in Russian enterprises under conditions of variability of organizational cultures in a transitional economy
List of the topics offered for the prospective scientific research	<ul style="list-style-type: none"> • Organizational culture and organizational behavior in contemporary BRICS organizations. • Well-being culture as a human resource management trend. • Values-based readiness of college/university students to work in the new socio-economic realities - a comparative cross-cultural study. • Attitudes towards work in national and organizational cultures (cross-cultural comparative study). • Socio-psychological resilience and subjective well-being of staff in enterprises with different involvement in innovation processes.
 <p>Research supervisor: IRINA S. LEONOVA Doctor of Social Sciences (Russia) / PhD in Social Sciences (University of Granada, Spain) /</p>	Education and psychology
	<p>Supervisor's research interests</p> <p>The main research interest lies in the sphere of Human Resources Management, cross-cultural research in the field of organizational/corporate/national culture, analysis of the main trends in effective management, organizational behaviors, management of creative employees, empowerment, organizational behavior assessment.</p>
	<p>Research highlights</p> <p>The Sociology of Management Ph.D program has an international dimension, both in terms of its research agenda and its structure.</p>
	<p>Supervisor's specific requirements:</p> <p>Knowledge of social sciences methods. Experience with statistical packages.</p>
	<p>Supervisor's main publications</p> <ul style="list-style-type: none"> • 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

<p>MS in Economics and Management (Bocconi University, Italy).</p> <p>Head of the Ph.D in Sociology of Management.</p>	<p>development perspective // Academy of Strategic Management Journal. № 5. V. 20. 2021. P. 1-11.</p> <ul style="list-style-type: none"> • Lobanova, T.N., Zakharova, L.N., Leonova I.S. (2022). Psikhologiya v upravlenii [Psychology in management: new balance]. Organizatsionnaya psikhologiya, 1 (12), 248-268. • Zakharova, L.N., Saralieva Z.Kh., Leonova, I.S. (2020) Sub'ektivnoe blagopoluchie raznovozrastnogo zhenskogo personala innovatsionnykh kompaniy [Subjective well-being of female personnel of different ages of innovative companies]. Woman in Russian Society, 2, 76-88. • Saralieva Z.Kh., Zakharova, L.N., Leonova, I.S. (2018) Social'no-psikhologicheskiy vozrast zhenskogo personala kak latentniy fenomen organizatsionnoi zhizni [Socio-psychological age of female personnel as latent phenomena of organizational life. Woman in Russian Society, 4, 100-110. • Leonova, I.S., Zakharova, L.N., Bretones F.J. (2019) Subjective Well-Being Of Russian Female Personnel As An Indicator Of Socio-Psychological Age. Opcion, 21 (35), 2899-2921.
	<p>Results of intellectual activity</p> <p>-</p>