



UNIVERSITY OF GOTHENBURG
SCHOOL OF BUSINESS, ECONOMICS AND LAW

Curriculum Vitae Freddy Hällstén

Department of Business Administration
Management and Organisation
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Academic degrees

2003 Ph.D., Business Administration, University of Gothenburg
1991 Bachelor, Business Administration, Human Resource Management,
University of Gothenburg

Positions within academia:

2020 - Head of the Centre of Global HRM, Department of Business
Administration, University of Gothenburg
2013 - 2015 Chair of the Graduate School Board, Graduate School, University of
Gothenburg
2011 - 2015 Head of Department, Department of Business Administration,
University of Gothenburg
2007 - 2010 Head of the HRM group, HRM Unit, University of Gothenburg

Main research fields:

Human Resource Management

Main teaching fields:

Human Resource Management, Ethics, Leadership och Coworkership, Organization theory

Academic experience

Head of research project:

2008 - 2012 HR transformation – det förändrade personalarbetets konsekvenser för
chefer och medarbetare

International research projects:

2016 -

Supervision of PhD students:

2016 - 2017 Göran Karlsson, University of Gothenburg (Co-supervisor)
2008 - 2013 Per Thilander, University of Gothenburg (Co-supervisor)

Arranging conference, symposium, seminar or workshop:

- 2019 International and interdisciplinary conference in HRM, 2019-04-03--05
2017 International and interdisciplinary conference in HRM, 2017-03-23--25

Awards, distinctions or commissions of trust:

- 2013 Årets HR-forskning, IPF m fl.

Pedagogical training:

- 2016 HPE101, HPE102

Pedagogical projects and development:

- 2016 PIL, teaching University Pedagogics

Teaching in executive education or other professional settings:

- 2007 - 2009 Human Resource Management, Gothenburg University School of Executive Education (GUSEE)

Other experience

Experience outside of academia within field:

- 1991 - 2010 Head, Kompetens-Invest F. Hällsten
1980 - 1991 Clerk, Handelsbanken

Participation in media:

- 2016 Newspaper: Svenska Dagbladet, interview, HRM work
2016 HR & Leadership Briefing, No. 4. Interview, Strategic HR

Other experience:

- 2017 In collaboration with the Swedish HR Association arranged the HR Research Day. Presenting the HR survey.
2016 In collaboration with the Swedish HR Association arranged the HR Research Day

Publications

Journal article (peer-reviewed)

Boglund, Anders, Hällsten, Freddy, Thilander, Per (2011) HR transformation and shared services: Adoption and adaptation in Swedish organisations. *Personnel Review*, 40:5, p. 570-588.

Hällsten, Freddy (1997) The good of man: Ethical perspectives on Human resource costing and accounting. *Arena*, 1997:4:1, p. 1-11.

Book

Boglind, Anders, Hällsten, Freddy, Thilander, Per (2013) *HR-transformation på svenska: om organisering av HR-arbete*. Lund: Studentlitteratur.

Velten, Johan, Ackerman, Christer, Hällsten, Freddy, Tengblad, Stefan (2008) *Medarbetaerskap – fra ord till handling*. Oslo: Universitetsforlaget.

Tengblad, Stefan, Hällsten, Freddy, Ackerman, Christer, Velten, Johan (2007) *Medarbetarskap. Från ord till handling!*. Malmö: Liber.

Book chapter

Andersen, Torben, Hällsten, Freddy (2016) Nordic HRM: Distinctiveness and Resilience. In *International Human Resource Management: Contemporary HR Issues in Europe*. Eds.: Dickmann, M., Brewster, C. and Sparrow, P, p. 100-114. London : Routledge.

Hällsten, Freddy (2008) Förmåga till medarbetarskap. In *Arbets(o)förmåga - ur ett mångdisciplinärt perspektiv*. Vahlne Westerhäll, L. (red.), p. 89-112. Stockholm : Santérus förlag.

Lindell, Eva, Hällsten, Freddy (2006) Ledarskapets roll för medarbetarskap. In *Medarbetarskap i praktiken*, p. 179-200. Lund : Studentlitteratur.

Hällsten, Freddy, Tengblad, Stefan (2006) Medarbetarskap i praktiken. In *Medarbetarskap i praktiken*, p. 9-32.

Hällsten, Freddy (2006) Medarbetarskapets etik. In *Medarbetarskap i praktiken*, p. 223-241 . Studentlitteratur, Lund.

Hällsten, Freddy, Tengblad, Stefan (2002) Personalansvar och medarbetarskap - om relationen mellan organisation och medarbetare. In *Personalansvar och medarbetarskap/ Ed. by Tengblad, S. & Hällsten, F*, p. 9-27. Göteborg : Bokförlaget BAS.

Hällsten, Freddy (2002) Personalansvarets olikheter ur etiskt perspektiv. In *Personalansvar och medarbetarskap*, p. 127-151.

Hällsten, Freddy (2000) Decentraliserat personalansvar. In *Handla med människor : perspektiv på human resource management*. Redaktörer: Ola Bergström, Mette Sandoff, Lund : Academia Adacta.

Doctoral thesis

Hällsten, Freddy (2003) *Det dygdiga personalansvaret: om chefers ansvarstagande för personal utifrån etiska perspektiv*. Doct. thesis, Göteborg: Bokförlaget BAS.

Licentiate thesis

Hällsten, Freddy (1997) *Personalekonomi och "det goda" – om etik och effektivitet i arbetet* . Lic. thesis, Göteborg: Bokförlaget BAS.

Conference paper

Reichel, Astrid, Brandl, Julia, Hällsten, Freddy, Mayrhofer, Wolfgang (2012) Societal contingency of HR managerial power sources: The relevance of experience and academic degree of HR executives for HR managers' strategic positions. *IFSAM – International Federation of Scholarly Associations of Management, June 26th – 29th 2012, University of Limerick, Ireland.*

Hällsten, Freddy (2011) Career Perspectives for Personnel Managers in the HR Shared Service Organization. *Nordic Academy of Management conference 2011, Stockholm University, August 22–24.*

Boglund, Anders, Hällsten, Freddy, Thilander, Per (2009) HR Transformation in the Swedish context – global concepts, local adaptations. *the Dutch HRM Conference, VU University, Amsterdam, 13-14 November 2009.*

Hällsten, Freddy (2008) Effects of HR Evolution – Inside an HR transformation. *HRM workshop, Linköpings universitet, 26-27 augusti.*

Hällsten, Freddy, Boglund, Anders, Thilander, Per (2007) HR Transformation – empiri och teori som bas för fördjupad forskning om det förändrade personalarbetet. *HRM Workshop 2007 – om svensk Human Resource Management, Handelshögskolan vid Göteborgs universitet, 27-28 september.*

Hällsten, Freddy (2007) To promote coworkership – an HR role?. *5th International Conference of the Dutch HRM Network, In Search of Balance: Managing the Dualities of HRM, 9–10 Nov. i Tilburg, Holland.*

Hällsten, Freddy (2005) Good leadership is achieved by virtuous relationships. *NFF, Aarhus, Denmark. August 18–20th 2005.*

Report

Hällsten, Freddy, Peixoto, Anna, Wikhamn, Wajda (2017) *HR-undersökningen 2017. En enkätstudie om HR-medarbetare i Sverige.* Göteborg: Centrum för global human resource management.

Damm, Margareta, Hällsten, Freddy, Löfström, Mikael, Stjernberg, Torbjörn, Svahn, Peter, Trägårdh, Björn (2008) *Minskad sjukfrånvaro – en fråga om arbetsgivarincitament? Medfinansieringsreformen ur ett arbetsgivarperspektiv.* Göteborg: Göteborg University.

Hällsten, Freddy, Gran, Staffan (2005) *Mervärde av jämställda löner? Utvärdering av JämO-projektet "Project on Equal Pay".*

Rovio-Johansson, Airi, Tengblad, Stefan, Hällsten, Freddy (2005) *En extern utvärdering av magisterprogrammet Management i byggsektorn.*

Tengblad, Stefan, Hällsten, Freddy (2000) *Individer eller personal? En idéskrift om etik inom person(al)ledning.* Göteborg: Göteborg University.

Editorial collection

Hällsten, Freddy, Tengblad, Stefan (ed.) (2006) *Medarbetarskap i praktiken.* Lund: Studentlitteratur.

Hällsten, Freddy, Tengblad, Stefan (ed.) (2002) *Personalansvar och medarbetarskap.* Göteborg: Bokförlaget BAS.