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Nationalities: Swiss / French
Born: 30.06.1979

AWARDS AND GRANT

EARLY-POSTDOC RESEARCH GRANT October 2013 to March 2015

Project: "Human Resources in International Organizations: Motivation, Values and Performance"
70'000 CHF/USD attributed by the Swiss National Science Foundation

AWARD OF THE BEST ARTICLE OF THE YEAR 2011

International Review of Administrative Sciences

Giauque, David and Adrian Ritz, Frédéric Varone, Simon Anderfuhren-Biget, Christian Waldner:
"Putting Public Service Motivation into Context. A Balance Between Universalism and Particularism"

ACADEMIC POSITIONS

Research

October 2013
March 2015

Visiting Scholar

School of International and Public Affairs, Columbia University (USA).
Academic sponsor: Prof. Dirk Salomons.

Wagner School of Public Service, New York University (USA).
Academic sponsors: Profs. Dennis Smith, and Paul Smoke.

November 2010
September 2012

Scientific Collaborator

"Motivating Employees and Volunteers of International Organizations: Do Values Matter?"

Research founded by SNSI. Department of political science and international relations. University of Geneva.

June 2007
July 2010

Research Assistant

"Motivating Civil Servants with Public Service".

Research project founded by SNSF. Department of political science and international relations. University of Geneva. Institute of political and international studies. University of Lausanne.

September 2006
July 2008

Scientific Collaborator

"Family reunification of elder migrants and social work".

Research project founded by SNSF-DoRe. Geneva University of Applied Sciences in Social Work.

Teaching

Graduate level

August 2012
July 2014

Lecturer

"International Organizations Management 1"; "International Organizations Management 2". Master in Administration and Public Management (MAP): Faculty of economics and social sciences. University of Geneva.

August 2012
January 2013

Lecturer

"Public Sector Reforms". Master in Administration and Public Management (MAP): Faculty of economics and social sciences. University of Geneva.
"Comparative Public Administration". Master in Politics and Public Management (PMP): Swiss Graduate School in Public Administration (IDHEAP). University of Lausanne.

Undergraduate level

January 2013
August 2013

Lecturer

"International Relations 2: Actors of Global Governance". Bachelor in International Relations. Global Studies Institute. University of Geneva.

January 2011
August 2012

Teaching assistant

"International relations 1: International organizations and supranational governance". Department of political science and international relations. University of Geneva.
"International relations 2: International organizations and interdisciplinary perspectives." Department of political science and international relations. University of Geneva.

PUBLICATIONS

Peer-reviewed

2014

Ritz, Adrian and David Giaque, Frédéric Varone, Simon Anderfuhren-Biget
"From Leadership to Citizenship Behavior in Public Organizations: When Values Matter"
Review of Public Personnel Administration. Forthcoming.

2013

Giaque, David and Simon Anderfuhren-Biget
"La "guerre des talents" est-elle perdue d'avance? Attirer et fidéliser les salariés par les valeurs du service public. (Is the « War for Talent » already lost? Attract and Retain Employees with Public Service Values)"
Pyramides, n° 23, issue 1, pages 21-48.

Anderfuhren-Biget, Simon and Frédéric Varone, David Giaque
"Policy Environment and Public Service Motivation"
Public Administration, Online Advanced Access.

Giaque, David and Simon Anderfuhren-Biget, Frédéric Varone
"HRM Practices, Intrinsic Motivators and Organizational Performance in the Public Sector"
Public Personnel Management, n°42, issue 2, pages 123-150.

Giaque, David and Simon Anderfuhren-Biget, Frédéric Varone
"Stress perception in public organizations: expanding job demands-job resources model by including Public Service Motivation"
Review of Public Personnel Administration, n°33, issue 1, pages 53-83.

2012

Anderfuhren-Biget, Simon

"Profiles of Public Service Motivated Civil Servants: Evidences from a Multicultural Setting"

***International Journal of Public Administration*, n°35, issue 1, pages 5-18.**

Giauque, David and Adrian Ritz, Frédéric Varone, Simon Anderfuhren-Biget

"Resigned but Satisfied. Negative Impacts of Public Service Motivation on Work Satisfaction?"

***Public Administration*, n°90, issue 1, pages 175-193.**

2011

Giauque, David and Adrian Ritz, Frédéric Varone, Simon Anderfuhren-Biget, Christian Waldner

"Putting Public Service Motivation into Context. A Balance Between Universalism and Particularism"

***International Review of Administrative Sciences*, n°77, issue 2, pages 227-253.**

2010

Anderfuhren-Biget, Simon and Frédéric Varone, David Giauque, Adrian Ritz

"Motivating Employees of the Public Sector: Does Public Service Motivation Matter?"

***International Public Management Journal*, n°13, issue 3, pages 213-246.**

2008

Bolzman, Claudio and Elisabeth Hirsch Durett, Simon Anderfuhren-Biget, Marilène Vuille, Monique Jäggi

"Le Regroupement Familial des Ascendants. Le Traitement National d'une Problématique Transnationale: l'Exemple de la Suisse"

***Retraite et Société*, n°55, issue 3, pages 39-69.**

Chapters in books

Anderfuhren-Biget, Simon and Ursula Häfliger, Simon Hug (2013). *"The Values of Staff in International Organizations"* In: ***Routledge Handbook of International Organization***. Edited by B. Reinalda. Routledge.

Giauque, David and Adrian Ritz, Frédéric Varone, Simon Anderfuhren-Biget (2010): *"Public Service Motivation: First Empirical Evidence in Swiss Municipalities"*. In: ***SGVW Yearbook, 2010***. Zürich, KDMZ.

Giauque, David and Simon Anderfuhren-Biget, Frédéric Varone (Forthcoming). *"Motivation à L'Egard du Service au Public: Revue des Développements Théoriques et Premiers Constats Empiriques en Suisse"*. In: ***Les Innovations Managériales dans le Secteur Public: Entre Transformation et Réformation***. Edited by C. Fallon and G. Joris. Laval, Presses de l'Université de Laval.

Work in progress

Anderfuhren-Biget, Simon and David Giauque, Frédéric Varone *"Work Opportunities in International Organizations: A P-O fit Perspective"* **Under review**

David Giauque, Simon Anderfuhren-Biget, and Frédéric Varone *"HRM Practices sustaining Public Service Motivation: when Value Congruency Matter"* **Under review**

Simon Anderfuhren-Biget, Valentina Mele, and Frédéric Varone. *"Dual identities of International Civil Servants: Empirical evidence from two humanitarian UN organizations"*

Simon Anderfuhren-Biget, Frédéric Varone, David Giauque: *"What Fits the Most? A Comparative Inquiry of Value-Based Constructs in the International Civil Service"*

David Giauque, Simon Anderfuhren-Biget, Frédéric Varone: *"Stress in International Organizations: Specific Organizational Antecedents?"*

Simon Anderfuhren-Biget, Frédéric Varone, David Giauque: *"Accounting for work location diversity: a comparative assessment of headquarters and field workers work outcomes"*

Anderfuhren-Biget, Simon *"Motivation de Service Public: Une Analyse Qualitative"*

CONFERENCES COMMUNICATIONS

Giauque, David and Simon Anderfuhren-Biget (2012): *"La "guerre des talents" est-elle perdue d'avance? Attirer et fidéliser les salariés par les valeurs du service public. (Is the « War for Talent » already lost ? Attract and Retain employees with Public Service Values)"* Colloque International AIRMAP (Association Internationale de Recherche en Management Public). 5-6 December 2012. Panthéon-Assas/Sorbonne, Paris (France).

Anderfuhren-Biget, Simon (2012): *"Public Service Motivation in Switzerland: Results Synthesis"*. Swiss Public Administration Network (SPAN) Doctoral and Research Symposium. 22 November 2012, Bern (Switzerland).

Anderfuhren-Biget, Simon and Frédéric Varone, David Giauque (2012): *"Do the PSM antecedents differ between employees of an international organization? A first validity-test in a multi-cultural context"* 16th IRSPM Conference. 11-13 April 2012. Tor Vergata, Roma (Italy).

Anderfuhren-Biget, Simon and Frédéric Varone, David Giauque (2011): *"Bringing Policy-Analysis Back In the PSM Equation: Empirical Evidence from Switzerland"* 15th IRSPM Conference. 11-13 April 2011. Trinity College, Dublin (Ireland).

Giauque, David and Simon Anderfuhren-Biget, Frédéric Varone (2011): *"Stress perception in public organizations: expanding job demands-job resources model by including Public Service Motivation"* 15th IRSPM Conference. 11-13 April 2011. Trinity College, Dublin (Ireland).

Giauque, David and Simon Anderfuhren-Biget, Frédéric Varone (2010): *"Public Service Motivation. Une revue des développements théoriques et empiriques récents"*. Colloque: "Vers une nouvelle gestion des ressources humaines publiques?" 25-26 mars 2010. Université de Savoie, Annecy (France).

Anderfuhren-Biget, Simon and Frédéric Varone, David Giauque, Adrian Ritz (2010): *"Motivating Public Employees: Does PSM Matter?"* 14th IRSPM Conference. 7-9 April 2010. University of Bern (Switzerland).

Anderfuhren-Biget, Simon (2010): *"Social Antecedents of Public Service Motivation in a Multicultural Setting"* 14th IRSPM Conference. 7-9 April 2010. University of Bern (Switzerland).

Giauque, David and Adrian Ritz, Frédéric Varone, Simon Anderfuhren-Biget (2010): *"Resigned but Satisfied. Negative Impacts of Public Service Motivation on Work Satisfaction?"* 14th IRSPM Conference. 7-9 April 2010. University of Bern (Switzerland).

Giauque, David, and Simon Anderfuhren-Biget (2010): *"Organisational PSM Antecedents. Do HRM Practices Matter? Testing the Mediating Role of Job Satisfaction and Organisational Commitment"*. EGPA annual conference. 8-10 September. Toulouse (France).

Giauque, David and Adrian Ritz, Frédéric Varone, Simon Anderfuhren-Biget, Christian Waldner (2009): *"Motivation of public employees at the municipal level in Switzerland."* International Public Service Motivation Research Conference. 7-9 June 2009. Bloomington, Indiana (USA).

Ritz, Adrian and David Giauque, Frédéric Varone, Simon Anderfuhren-Biget (2009): *"Leadership and Extra-Role Behavior in Public Sector: the Effect of Public Service Motivation."* Public Management Research Conference (PMRC). 1-3 October 2009. Columbus, Ohio (USA).

Anderfuhren-Biget, Simon and Frédéric Varone (2008): *"La Motivation au Travail des Agents du Secteur Public: Quels Facteurs Explicatifs?"* Journée de travail de l'AURAP: Le fonctionnaire comme acteur social des réformes managériales: la gestion des ressources humaines et les politiques publiques face à l'évolution de l'éthos de service public. 25 April 2008. Université catholique de Louvain (Belgium).

Bolzman, Claudio and Elisabeth Hirsch Durett, Simon Anderfuhren-Biget, Marilène Vuille, Monique Jäggi (2008): *"Trajectoires transnationales et vieillissement. Parcours migratoires, contraintes institutionnelles et (re)configurations familiales en cas de regroupement familial d'ascendant."* Colloque de l'Association internationale des sociologues de langue française (AISLF). 7-11 July 2008. Istanbul (Turkey).

EDUCATION

December 2011	PhD in Political Science: "Pursuing the Common Good in Daily Work: Essays on Public Service Motivation in Switzerland" . Department of political science and international relations. Faculty of economics and social sciences. University of Geneva. Co-direction, Profs. F. Varone, and D. Giauque.
October 2007	Master of Arts in Public Management (120 ECTS): "Identity, Social Representations and Professional Practices: What Effects on Public Service Motivation" . Department of political science and international relations. Faculty of economics and social sciences. University of Geneva. Direction, Prof. F. Varone.
July 2005	License Degree in Sociology (240 ECTS): "Family Reunification of Elders: Constraints and Issues" Department of Sociology. Faculty of economics and social sciences. University of Geneva. Direction Prof. C. Bolzman.
July 1999	High School Diploma (French Baccalaureate).
1984 -1998	R. Steiner School. Geneva, Lausanne (Switzerland).

ADDITIONAL EDUCATION – ACADEMIC SKILLS

August 2011	"Analysis Methods for Cross-National Comparisons" . Profs. J. Hox, and B. Meuleman. Quantitative Method for Social Scientists (European Science Foundation). University of Leuven, Belgium.
April 2010	"Conference and Seminar Skill in English" . Prof. A. Humphry. CUSO (University Conference Oriental Switzerland). University of Geneva.
August 2009	"Statistics & SPSS for Social Scientists" . Prof. E. Horber. Swiss Summer School on Methods in the Social Sciences. University of Lugano, Switzerland. "Structural Equation Modeling (SEM I)" . Profs. P. Schmidt, E. Davidof. Swiss Summer School on Methods in the Social Sciences.

ACADEMICAL ACTIVITIES AND SERVICES

University of Geneva

2013	Elected at the Participation Council of the Global Studies Institute to represent the non-professorial academic staff.
2012	Coordination of the conference cycle: "Equal Salaries and Corporate Social Responsibility" . Organization of 7 conferences with academicians, professionals and practitioners. University of Geneva.
2007 2010	Co-Direction of the program: "Les Midis de SciencePo (Political Science Lunch)" . Coordination, organization and chairing of public debates between political, administrative and media personalities. Department of political science and international relations. University of Geneva.

2009 2010	Elected at the University Assembly and Staff Commission to represent the non-professorial academic staff.
2008	Participation to the program: " Voter en EMS! Réseau de politologues pour l'animation politique auprès des personnes âgées. (Voting in Retirement Houses! Network of political scientists for political animation for the elderly). Under the supervision of L. Sgier and B. Lucas.

Affiliations

International Research Society for Public Management (IRSPM)
 Swiss Political Science Association (SPSA)
 Association Internationale de Recherche en Management Public (AIRMAP)

Scientific committee

Association Internationale de Recherche en Management Public (AIRMAP)

Manuscript referee

International Review of Administrative Science (IRAS)
 Organization Studies (OS)
 Public Administration (PADM)
 Public Administration Review (PAR)
 Public Management Review (PMR)
 Review of Public Personnel and Administration (ROPPA)

LANGUAGES

French	Mother tongue
English	Cambridge Certificate in Advanced English.
German	High school level

COMPUTER SKILLS AND SOFTWARES

Statistical software	PASW Statistics, M-PLUS, AMOS.
Usual software	Office, Open Office, Thunderbird.

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