

# ANN SOPHIE LAUTERBACH

*Ph.D. Candidate University of Konstanz*  
*Email: ann-sophie.lauterbach@uni-konstanz.de*

## RESEARCH FIELDS

Organizational Behavior, Organizational Space, Socio-Economic Background & Psychological and Social Well-Being at Work

## EDUCATION

- 10/20 – 09/24     **PH.D. ORGANIZATIONAL BEHAVIOR**  
Graduate School of Social and Behavioral Sciences | University of Konstanz | Konstanz, Germany
- 08/19 – 08/20     **M.SC. WORK AND ORGANIZATIONAL PSYCHOLOGY**  
University of Maastricht | Maastricht, Netherlands
- 10/15 – 03/19     **B.A. POLITICS AND MANAGEMENT**  
University of Konstanz | Konstanz, Germany
- 08/17 – 12/17     **SEMESTER ABROAD COMMUNICATION, POLITIQUE ET SOCIÉTÉ**  
Université du Québec à Montréal | Montréal, Canada

## ACADEMIC POSITIONS

- Since 01/21     **RESEARCH ASSOCIATE Future of Work Lab Konstanz**  
Chair of Organizational Behavior | University of Konstanz | Konstanz, Germany
- Since 10/20     **RESEARCH ASSOCIATE Project “Digitalization, Automation and the Future of Work”**  
Cluster of Excellence “The Politics of Inequality” | University of Konstanz | Konstanz, Germany
- 09/22 – 11/22     **VISITING SCHOLAR Occupational Health**  
Center for Work, Health, and Well-being | Harvard T.H. Chan School of Public Health | Boston, USA
- 05/21 – 06/21     **VISITING SCHOLAR Management / Organizational Behavior**  
Aix-Marseille School of Economics | Marseille, France

## PUBLICATIONS

Lauterbach, A. S., & Kunze, F. (2023). A Quasi-Experimental Exploration of Activity-Based Flexible Office Design and Demographic Differences in Employee Absenteeism. *Environment and Behavior*, 55(1-2), 1-27. <https://doi.org/10.1177/00139165231163549>

Lauterbach AS, Tober T, Kunze F, Busemeyer MR (2023). Can welfare states buffer technostress? Income and technostress in the context of various OECD countries. *PLoS ONE*, 18(12): e0295229. <https://doi.org/10.1371/journal.pone.0295229>

Lauterbach, A. S., & Kunze, F. (2023). Office work after the pandemic: conventional or activity-based workplaces? *PERSONALquarterly*, 75, 4, p. 34-39. [in German]

Kunze, F., Zimmermann, S., & Lauterbach, A. S. (2020). Introducing a Holocratic Organization Structure: A Case Study at Stadtwerke Konstanz. *German Journal of Leadership and Organization*, 5(2021), 301-305. [in German]

## PEER-REVIEWED CONFERENCE PRESENTATIONS

Lauterbach, A.S. (August 2023). *Rethinking The Modern Workspace – Healthy Workers and Expanded Realities*. Academy of Management Conference, Boston, USA.

Lauterbach, A.S. (May 2023). *Coming back to the office - What kind of workspace is needed for healthy interaction?* European Association of Work and Organizational Psychology (EAWOP) Conference, Katowice, Poland.

Lauterbach, A.S. (May 2023). *Assessing turnover reasons using text as data*. European Association of Work and Organizational Psychology (EAWOP) Conference, Katowice, Poland.

Lauterbach, A. S. & Opitz, C. (August & October 2022). *Between Household, Headaches, and Meetings: Gender Differences in Absenteeism and Presenteeism in Remote Work Settings*. Academy of Management Conference, Seattle; 3<sup>rd</sup> International Symposium on Total Worker Health, Bethesda, USA.

Lauterbach, A. S. & Kunze, F. (September 2021). *New office, worse health? A quasi-experimental exploration of office design and its effects on employee absenteeism*. German Scientific Commission for Human Resources Conference, Düsseldorf, Germany.

## INVITED TALKS

*Crowdsourced Employer Branding – How to Understand Online Platforms and Gain Insights from Platform Data* (30/12/2023). International School of Management, Hamburg, Germany.

*Workplace Transitions and Employee Well-being* (24/04/2023). Essex Business School, Colchester, UK.

*Designing Work Environments for Social and Psychological Well-being* (13/10/2022). Harvard T.H. Chan School of Public Health | Boston, USA.

## WORKING PAPERS

Lauterbach, A. S.; Radermacher, K. (2024). *Are the Differences not that Different? Exploring an Age Perspective on Employee Preferences*, *under review*.

Lauterbach, A. S. (2024). *Spotlight on the Consequences of Activity-based Offices: A Meta-analysis*, *working paper*.

Eberhardt, J. & Lauterbach, A.S. (2024). *Piloting the Transition From an Open-plan to Activity-based Office: Moderators and Learnings*, *working paper*.

Lauterbach, A. S. & Opitz, C. (2024). *Between Household, Headaches, and Meetings: Gender Differences in Absenteeism and Presenteeism in Remote Work Settings*, *working paper*.

## PROFESSIONAL EXPERIENCE

06/20 – 09/20     **PROJECT ASSISTANT Digital Communications**  
Business Ethics Network Germany | Konstanz, Germany

01/20 – 03/20     **INTERN Digitalization & HR Strategy**  
Baumgartner & Co. Business Consultants | Hamburg, Germany

- 03/19 - 06/19     **RESEARCH INTERN Leadership & New Work**  
 Institute for Leadership and HR Management | University of St. Gallen |  
 St. Gallen, Switzerland
- 02/18 - 08/18     **INTERN HR Management and Talent Development**  
 Business Unit Human Capital | PricewaterhouseCoopers GmbH |  
 Munich, Germany

## TEACHING

- Since 10/23     **B.A. Seminar "AI and Occupational Health in the Contemporary World of Work"**
- 12/22 - 03/23     **Co-taught M.A. Seminar - Joint European Reform University Alliance Teaching with Peter Busch-Jensen, Social Psychology, Roskilde University (Denmark) „Challenges of Knowledge Work"**  
 Student satisfaction: 1.31 (scale from 1-5 with 1 being the best rating)
- 10/21 - 03/22     **B.A. Seminar "New Work Environments - between Opportunities and Inequalities"**  
 No evaluation possible due to lack of anonymity (less than 6 students)
- 10/18 - 02/19     **B.A. Tutorial HR Management and Organization**  
 Student satisfaction: 1.09 (scale from 1-5 with 1 being the best rating)
- 04/17 - 07/17     **B.A. Tutorial Strategic Management and Leadership**  
 Student satisfaction: 1.14 (scale from 1-5 with 1 being the best rating)

## SUPERVISION

- Co-supervisions with Prof. Florian Kunze with considerable guidance from my side
- Winter 2023/24     **Manuel Klingbeil (BA):** Virtual reality in organizational learning - who's getting the hang of it?  
**Tolga Görgülü (BA):** Women in leadership and female labor market participation
- Summer 2023     **Jan Schindler (BA):** Working from home ill: The effects of presenteeism in telework on emotional exhaustion  
**Marco Keßler (MA):** Well-being and the flexibilization of work: Differences between blue- and white-collar employees
- Winter 2022/23     **Jana Eberhardt (BA):** From open-plan to activity-based - evaluation of a new office design  
**Tran Anna Huynh (BA):** Gender inequality during Covid-19? An empirical analysis on work family conflict and job satisfaction
- Summer 2022     **Rebecca Stotz (MA):** Leaders and employees working in an agile office environment: Success factors and challenges  
**Annika Enzenmüller (BA):** Losing the individual office - Expected changes in the status of managers
- Winter 2021/22     **Paul Hahn (BA):** The impact of spatial separation in remote work on work-family conflict

## GRANTS & SCHOLARSHIPS

- 08/22 - 11/22     **Outgoing Fellowship** from the Cluster "The Politics of Inequality", University of Konstanz (4,000€)

- 06/21 & 04/23    **Mobility Grant Université franco-allemande** (1,400€)  
04/16 - 08/20    **Scholarship Friedrich-Ebert-Foundation** (~25,000€)

## MEMBERSHIPS AND AFFILIATIONS

- Since 09/22    **Student Representative Organizational Behavior Division**, Academy of Management  
Since 05/21    **Member of the Academy of Management & European Association of Work and Organizational Psychology**  
Since 02/21    **Weekly Moderator Collaborative Writing Times for Doctoral Students**, University of Konstanz  
09/21 - 08/22    **Member of the Equal Opportunity Council**, University of Konstanz

## ADDITIONAL TRAINING

- Since 10/20    **Leadership, Management, and Knowledge Transfer Certificate**  
Workshops on Guiding Group Discussion, Rhetoric, Project Management | Academic Staff Development, University of Konstanz, Germany  
01/23    **Natural Language Processing with Python**  
Two-day workshop and continuing learning journey | University of Konstanz, Germany  
05/21    **Diversity, Equity and Inclusion in the Workplace Certificate**  
Seven-week program | University of South Florida Muma College of Business, online  
05/20    **Introduction to Coding HTML 5, CSS 3, VS Code**  
Four-week program | SheCodes, online

## VOLUNTARY ENGAGEMENT

- Since 05/20    **FOUNDER & LEADER Lean In Konstanz**  
Women Empowerment Circle with more than 90 members  
10/15 - 07/22    **MENTOR German Red Cross**  
Teaching and guiding children from challenging backgrounds  
10/16 - 06/19    **UNIVERSITY GROUP SPOKESWOMAN Friedrich-Ebert Foundation**  
Being a voice for scholarships for first-generation students

## LANGUAGES

**German** - Native speaker | **English** - Fluent | **French** - Fluent

## ACTIVITIES

Rugby, hiking, and discovering countries off the beaten path

January 2024