



## CURRICULUM VITAE

**Alena Fedorova**

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### Attuale posizione

- Ph.D. student in *Management, Banking and Commodity Sciences (curriculum: Business Management)*, 32 Ciclo, A.A. 2016/2017.

### Aree di ricerca prevalenti

*Social pollution phenomena: precarious work and toxic human resource management*

2014–present Leadership of the International Research Team Network members conducting the annual study "*Monitoring changes in labour relations between employees and employers*"

### Formazione

2005-2006 *The Ural State University, Institution of Advanced Training*  
51 Lenina street, Yekaterinburg, 620102, Russian Federation  
Main field of studies – Psychology (540 hours)

1998–2001 *The Ural State University of Economics graduate school*  
8 Marta street, Yekaterinburg, 620102, Russian Federation  
Main field of study – Labour economics, Human Resource Management

1993–1996 *The Ural State Technical University*  
19 Mira street, Yekaterinburg, 620102, Russian Federation  
Main field of studies – Management, Economics

1987–1992 *The Ural State Forestry University*  
8 Marta street, Yekaterinburg, 620102, Russian Federation  
Main field of study – Forestry, Urban Forestry

### Pubblicazioni

2017 Fedorova, A., Khan H., Menshikova, M., Polents, I. (2017). Toxicity within Labour Relations in Terms of Hired Workers. In the Abstracts & Proceedings of INTCESS 2017 – 4th International Conference on Education and Social Sciences, Istanbul-Turkey, 6-8 February, 2017, pp.128-136. [http://www.ocerint.org/intcess17\\_epublication/papers/172.pdf](http://www.ocerint.org/intcess17_epublication/papers/172.pdf)

Fedorova, A., Dvorakova, Z., Kacane, I., et al. (2017) Labour Relations Trends in Employee Evaluations: Country To Country Comparison. In the European Proceedings of Social & Behavioural Sciences EpSBS, Vol. XXI (28 February 2017), pp. 133-144, 4th icPSIRS International Conference on Political Science, International Relations and Sociology, 07-09 February 2017, Olomouc, Czech Republic.



- 2016 Fedorova, A., Polents, Z. (2016). Estimation of the social pollution level of the company labour sphere and corporate social policy effectiveness: methodological approaches. In the International Multidisciplinary Scientific Conferences on Social Sciences and Arts – SGEM2016 (pp. 453-461), Albena, Bulgaria.
- Gatti, M., Fedorova, A., Menshikova, M. (2016). The expectations of new generations from the changes in consumption, work, and business in digital age. In the International Multidisciplinary Scientific Conferences on Social Sciences and Arts – SGEM2016 (pp. 1003-1009), Albena, Bulgaria.
- Fedorova, A. (2016). Toxic human resource management practices and personnel crisis within company. In the 10th International Days of Statistics and Economics, (pp. 451-460), Prague, Czech Republic. [https://msed.vse.cz/msed\\_2016/article/125-Fedorova-Alena-paper.pdf](https://msed.vse.cz/msed_2016/article/125-Fedorova-Alena-paper.pdf)
- Fedorova, A., Polents, I. (2016). Corporate social policy as a factor of social pollution reduction: entity and regional levels. In the 10th International Days of Statistics and Economics, (pp. 1502-1511), Prague, Czech Republic. [https://msed.vse.cz/msed\\_2016/article/155-Polents-Ilona-paper.pdf](https://msed.vse.cz/msed_2016/article/155-Polents-Ilona-paper.pdf)
- Fedorova, A., Dvorakova, Z., Kacane, I., et al. (2015). Monitoring changes in labour relations between employees and employers. Research, 2015. DOI: 10.13140/RG.2.1.4430.2563 [http://inper.cz/wp-content/uploads/2015/08/ITR\\_report\\_2015.pdf](http://inper.cz/wp-content/uploads/2015/08/ITR_report_2015.pdf)
- Fedorova, A., Dvorakova, Z., Kacane, I., et al. (2016). Monitoring changes in labour relations between employees and employers. International Research, 2015-2016. ISBN 978-80-906064-2-5 (online : pdf) <http://inper.cz/wp-content/uploads/2016/09/Labor-relations-research-2016.pdf>
- Fyodorova, A., Katashinskikh, V., Dvorakova, Z. (2016). Precarious employment relations as a factor of social pollution. R-Economy, Vol. 2, Issue 3, pp. 335-343. doi 10.15826/recon.2016.2.3.030 (online : pdf) [http://r-economy.ru/?page\\_id=1188](http://r-economy.ru/?page_id=1188)[http://r-economy.ru/?page\\_id=1188](http://r-economy.ru/?page_id=1188)
- Fedorova, A., Polents, I. (2016). Toxic Working Conditions and Social Policy within Companies. Conference Proceedings of 4th International Conference on Advances in Social Science, Humanities, and Management (ASSHM 2016), Guangzhou, China, 24-25 December, 2016, pp. 453-456. ISBN: 978-1-60595-412-7
- Fedorova, A., Nesova, L. (2016). Monitoring of social well-being of employees of industrial enterprises. Upravlenets, 1(59), 26-31.
- Bougrov, D. V., Ponomareva, O. Y., Fedorova, A. E. (2016). Conceptual aspects of developing university personnel potential. University Management: Practice and Analysis, 101(1), 17-29.
- 2015 Fedorova, A., Menshikova, M., Vishnevskii, I. (2015). Toxic Organizational Environment on the Italian and Russian Enterprises: An Inter-Country Comparison. In the ADVED15 International Conference on Advances in Education and Social Science (pp. 262-269), Istanbul, Turkey, 2015. ISBN: 978-605-64453-4-7
- Monitoring changes in labour relations between employees and employers. Research, 2015. DOI: 10.13140/RG.2.1.4430.2563 [http://inper.cz/wp-content/uploads/2015/08/ITR\\_report\\_2015.pdf](http://inper.cz/wp-content/uploads/2015/08/ITR_report_2015.pdf)
- Fedorova, A., Dvorakova, Z. (2015). Social pollution of the intra-organizational environment in Czech and Russian enterprises: a comparative analysis. In 9th International Days of Statistics and Economics (pp. 403-412). Prague: Melandrium, Czech Republic.
- Fedorova, A., Katashinskikh, V. (2015). Toxic elements of labour relations under conditions of growing precarization of the employment. In 9th International Days of Statistics and Economics (pp. 751-760). Prague: Melandrium, Czech Republic.
- Fyodorova, A., Dvorakova, Z., Parsyukevich, A. (2015). Diagnostic of social pollution of territories due to economic activities of business organizations. Upravlenets, 1(53), 48-53.
- Legnerova, K., Fedorova, A.E. (2015). Diversity management: recommendations to administrating of the employees with different personality characteristics. Herald of Omsk University. Series "Economics", 2, 90-96.
- Fedorova, A.E., Dvorakova, Z. (2015). Social pollution of the labor sphere of Russian and Czech companies: comparative analysis. Herald of Omsk University. Series "Economics", 4, 177-184.



- 2014 Fedorova, A., Vishnevskii, I., Dvorakova, Z. (2014). Evaluation of the organizational influence on physical and psychosocial health at work. In 8th International Days of Statistics and Economics (pp. 395-404). Prague: Melandrium, Czech Republic.  
Fedorova, A., Dvorakova, Z. (2014). Toxic workplaces as a factor in the deterioration of employees' health, as well as the reduction in the quality of their work life. In the International Multidisciplinary Scientific Conferences on Social Sciences and Arts – SGEM2014, Vol. II, (pp. 1149-1156). Albena, Bulgaria, 2014. ISBN 978-619-7105-23-0. ISSN 2367-5659  
Fedorova, A., Menshikova, M. (2014). Social pollution factors and their influence on psychosocial wellbeing at work. In the International Multidisciplinary Scientific Conferences on Social Sciences and Arts – SGEM2014, Vol. II, (pp. 839-846). Albena, Bulgaria, 2014. ISBN 978-619-7105-23-0. ISSN 2367-5659  
Fedorova, A., Dvorakova, Z. (2014). Toxic workplaces as a factor in the reduction of the quality of work life. The 7th international scientific conference on Reproduction of Human Capital (mutual links and connections) – RELIK 2014, Prague, Czech Republic. Conference Proceedings, <http://kdem.vse.cz/resources/relik14/sbornik/en/introduction.html>. ISBN 978-80-87990-03-2  
Gatti, M., Fyodorova, A.E. (2014). Toxic elements of the corporate social and labor relations: workplace, management and staff. Herald of Omsk University. Series "Economics", 2, 46-51.  
Fedorova, A., Menshikova, M. (2014). The toxic elements inherent in the organizational environment of Italian and Russian Enterprises: A comparative analysis. Journal of the Ural State University of Economics, 5(55), 67-76.
- 2013 Fedorova, A., Menshikova, M., Dvorakova, Z. Parsyukevich, A. (2013). Toxic human factor of crisis situations within the Russian organizations. In 7th International Days of Statistics and Economics (pp. 388-397). Prague: Melandrium, Czech Republic.  
Fedorova, A., Menshikova, M. (2013). Influence of toxic management on development of crisis situations within the organization: review of Russian situation. Organizing in turbulent times: the challenges ahead. XIV Workshop, May 30-31, 2013 – Rome. ISBN 978-88-6787-055-4  
Fyodorova, A. E., Parsyukevich, A. M. (2013). Factors of social pollution of organizational environment. Herald of Omsk University. Series "Economics", 4, 78-82.  
Fyodorova, A. E., Parsyukevich, A. M. (2013). Precarization of employment and its impact on social-economic well-being of employees. Journal of the Ural State University of Economics, 5(49), 76-81.  
Fyodorova, A. E., Parsyukevich, A. M. (2013). Social pollution from economic activity of business entities: Developing category framework. Upravlenets, 4(44), 16-21.
- 2012 Gatti, M., Fyodorova, A. (2012). Sustainability and Ambivalence in HR Management Practice: How to Get Out? Upravlenets, 2(42), 56-63.  
Dvorakova, Z., Fyodorova, A. (2012) European concept of human resource management: Experience of the Czech Republic. Upravlenets, 5-6(33-34), 4-11.

## Partecipazione a convegni

- 2017 Oral presentation on *Toxicity within Labour Relations in Terms of Hired Workers*, INTCESS 2017 – 4th International Conference on Education and Social Sciences, 6-8 February, 2017, Istanbul-Turkey.  
Paper on *Labour Relations Trends in Employee Evaluations: Country To Country Comparison*, 4th icPSIRS International Conference on Political Science, International Relations and Sociology, February 07-09, 2017, Olomouc, Czech Republic.
- 2016 Paper on *Toxic Working Conditions and Social Policy within Companies*, 4th International Conference on Advances in Social Science, Humanities, and Management (ASSHM 2016), 24-25 December, 2016, Guangzhou, China.  
Oral presentation on *Toxic human resource management practices and personnel crisis within company*, 10th International Days of Statistics and Economics, September 8-10, Prague, Czech Republic.  
Paper on *Corporate social policy as a factor of social pollution reduction: entity and regional levels*, 10th International Days of Statistics and Economics, September 8-10, Prague, Czech Republic.  
Paper on *The expectations of new generations from the changes in consumption, work, and business in digital age*, International Multidisciplinary Scientific Conferences on Social Sciences and Arts – SGEM2016, August 22-31, Albena, Bulgaria.



Paper on *Estimation of the social pollution level of the company labour sphere and corporate social policy effectiveness: methodological approaches*, International Multidisciplinary Scientific Conferences on Social Sciences and Arts – SGEM2016, August 22-31, Albena, Bulgaria.

- 2015 Oral presentation on *Monitoring of Changes in Labour Sphere Within the Context of Social Pollution*, 3rd International Conference on Advances in Social Science, Humanities, and Management (ASSHM 2015), December 12-13, Guangzhou, China  
Paper on *Toxic Organizational Environment on the Italian and Russian Enterprises: An Inter-Country Comparison*, International Conference on Advances in Education and Social Science, October 2-14, Istanbul, Turkey  
Oral presentation on *Social Pollution of the Intra-organizational Environment in Czech and Russian Enterprises: A Comparative Analysis*, 9th International Days of Statistics and Economics, September 10-12, Prague, Czech Republic  
Oral presentation on *Evaluation of Current Changes in Labour Relations by Workers of the Certain Countries*, 2<sup>nd</sup> Anniversary Conference on CSR: University Builds Country, Prague, September 11 and 14, Czech Republic
- 2014 Oral presentation on *Evaluation of the Organizational Influence On Physical And Psychosocial Health At Work*, 8th International Days of Statistics and Economics, September 11-13, Prague, Czech Republic  
Oral presentation on *Strategy Of the Precarization As a Management Tool*, VI International Scientific Conference on Decent Work As a Basis of Sustainable Society, October 30-31, Yekaterinburg, Russia  
Oral presentation on *Toxic Workplaces As a Factor In the Deterioration Of Employees' Health, As Well As the Reduction In the Quality Of Their Work Life*, International Multidisciplinary Scientific Conferences on Social Sciences and Arts – SGEM2014, September 1-10, Albena, Bulgaria  
Oral presentation on *Social Pollution Factors And Their Influence On Psychosocial Wellbeing At Work*, International Multidisciplinary Scientific Conferences on Social Sciences and Arts – SGEM2014, September 1-10, Albena, Bulgaria  
Oral presentation on *Evaluation Of the Intra-organizational Environment Factors Affecting the Workers Health*, SIBR-UniKL 2014 Conference on Interdisciplinary Business & Economics Research "The Interdisciplinary Approach to Research, Practice and Learning", February 7-8, Kuala Lumpur, Malaysia  
Oral presentation on *The Influence of the Organizational Performance on Psychosocial Health at Work*, International Sociological Association's (ISA) XVIII World Congress of Sociology, July 13-19, Yokohama, Japan
- 2013 Oral presentation on *Toxic Human Factor Of Crisis Situations Within the Russian Organizations*, 7th International Days of Statistics and Economics, September 19-21, Prague, Czech Republic  
Oral presentation on *Toxic Management Practices and Toxic Employees*, Conference "Vulnerable Workers and Precarious Work", September 12-13, Toulouse, France  
Oral presentation on *Influence Of Toxic Management On Development Of Crisis Situations Within the Organization: Review of Russian Situation*, XIV Workshop on Organizing in turbulent times: the challenges ahead, May 30-31, Rome, Italy  
Oral presentation on *Remote Work: Questions Of the Organization Of Remote Employees Work*, V International Scientific Conference on Decent Work As a Basis Of Sustainable Society, November 11-16, Yekaterinburg, Russia
- 2012 Oral presentation on *Social Pollution Phenomenon: the Concept Of the Toxic Workplaces*, IV International Scientific Conference on Decent Work As a Basis Of Sustainable Society, November 15-17, Yekaterinburg, Russia
- 2011 Oral presentation on *Human Resource Management In the Conditions Of Outsourcing And Off-shoring*, IV International Scientific Conference on Decent Work As a Basis Of Sustainable Society, November 15-17, Yekaterinburg, Russia

## Competenze informatiche

Proficient in MS Word, MS Outlook, Basic Excel, MS Power Point



## Competenze linguistiche

Mother tongue(s) Russian

Other language(s)	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken interaction	Spoken production	
English	fluent	fluent	fluent	fluent	fluent
Czech	average	average	average	average	average

## Esperienze Professionali

**2015–present** *Head of the personnel Development Center, Ural Federal University named after the first President of Russia B.N. Yeltsin*

*Associate Professor, Psychology and Personnel Management Department, Ural Federal University named after the first President of Russia B.N. Yeltsin*

19 Mira street, Yekaterinburg, 620102, Russian Federation

**2013–2015** *Associate Professor, Sociology and Management Social Technologies Department, Ural Federal University named after the first President of Russia B.N. Yeltsin*

19 Mira street, Yekaterinburg, 620102, Russian Federation

**2001–2013** *Associate Professor, Labour Economics and Personnel Management Department, Ural State University of Economics*

8 Marta street, Yekaterinburg, 620102, Russian Federation

- 50% teaching and consulting students of Bachelor and Master study programmes
- 50% research work: management of and participation in local and international projects, participation in scientific seminars and conferences and scientific and editorial boards of scientific issues, science communication activities

**2013–2015** *Deputy Head for Science, Sociology and Management Social Technologies Department, Ural Federal University named after the first President of Russia B.N. Yeltsin*

19 Mira street, Yekaterinburg, 620102, Russian Federation

- management of the department research work, organization of Russian and international conferences, formation and management of the research activities of the international scientific group

**2009–2011** *Creator and Co-Editor of the scientific journal "Upravlenets"("Manager"), Ural State University of Economics*

8 Marta street, Yekaterinburg, 620102, Russian Federation

- creation and development of the publishing project – the University peer-reviewed journal, the publications main field of which are Management and Economics

**2002–2004** *Dean of the Management Faculty, Head of the Management Department, Ural Institute of Humanities*

74 Komsomolskaya street, Yekaterinburg, 620102, Russian Federation

- establishment of the Management Faculty, development of all forms of education of students in the specialty "Management", the management of the educational process