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Simon ANDERFUHREN-BIGET

Department of political science and international relations
Geneva University
40, bd. Pont-d'Arve – CH-1211 Geneva 4
Phone (office): +41 22 379 99 00
Mail: simon.anderfuhren-biget@unige.ch

Nationalities: Swiss / French
Age: 30.06.1979

SKILLS AND COMPETENCIES

Synthetic and analytic minded.

Work team integration facilities. Ease in professional contacts.

Work with the rigour and professionalism expected for academic research.

Successful results in academic fundraisings: Swiss National Science Foundation (SNSF); Swiss National Science Foundation–DoResearch (SNSF-DoRe); Swiss Network for International Studies (SNIS).

AWARDS

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"*. n°77, issue 2, pages 227-253.

ACADEMIC POSITIONS

January 2013 – August 2013

Lecturer: "Management des organisations internationales2 (International Organizations Management2)". Master in Administration and Public Management (MAP): Faculty of economical and social sciences. Geneva University.

Lecturer: "Relations internationales2 (International Relations2)". Bachelor in International Relations (BARI): Faculty of economical and social sciences. Geneva University.

August 2012 - January 2013

Lecturer: "Réformes du secteur public (Public Sector Reforms)". Master in Administration and Public Management (MAP): Faculty of economical and social sciences. Geneva University.

Lecturer: Master in Administration and Public Management (MAP): "Management des organisations internationales1 (International Organizations Management1)". Faculty of economical and social sciences. Geneva University.

Lecturer: Master in Politics and Public Management (PMP): "Administration publique comparée" (Comparative Public Administration). Swiss Graduate School in Public Administration (IDHEAP), Lausanne.

- November 2010 - September 2012 **Scientific Collaborator:** Department of political science and international relations. Faculty of economical and social sciences. Geneva University. 60% work under the supervision of Profs. F. Varone, S. Hug, and D. Giauque. *Research project founded by the Swiss Network of International Studies (SNIS): "Motivating Employees and Volunteers of International Organisations: Do Values Matter?"*
- February 2012 - August 2012 **Teaching assistant:** Bachelor Seminar "International relations2: International organizations: an interdisciplinary perspective." Department of political science and international relations. Faculty of economical and social sciences. Geneva University. 40% work under the supervision of Prof. S. Hug.
- August 2011 - January 2012 **Teaching assistant:** Bachelor Seminar: "International relations1: International organizations and supranational governance". Department of political science and international relations. Faculty of economical and social sciences. Geneva University. 40% work under the supervision of Prof. P. Alan.
- February 2011 - July 2011 **Teaching assistant:** Bachelor Seminar: "International relations2: International organizations: an interdisciplinary perspective." Department of political science and international relations. Faculty of economical and social sciences. Geneva University. 40% work under the supervision of Prof. S. Hug.
- November 2010 - January 2011 **Assistant substitute:** Centre for legislative studies (CETEL). Faculty of Law. Geneva University. Administrative tasks, 40% work under the supervision of Prof. A. Flückiger. Geneva University.
- March 2009 - July 2010 **Research Assistant:** Institute of political and international studies. Faculty of political and social sciences. Lausanne University. 50% work under the supervision of Prof. D. Giauque. *Research project founded by the Swiss National Scientific Foundation (SNSF): "Motivating civil servants with public service".*
- June 2007 - March 2010 **Research Assistant:** Department of political science and international relations. Faculty of economical and social sciences. Geneva University. 50% work under the supervision of Prof. F. Varone. *Research project founded by the Swiss National Scientific Foundation (SNSF): "Motivating civil servants with public service".*
- September 2008 - February 2009 **Assistant substitute:** Department of political science and international relations. Faculty of economical and social sciences. Geneva University. Administrative tasks for the Master in Public Management (MAP). 50% work under the supervision of Prof. F. Varone.
- September 2006 - July 2008 **Scientific Collaborator:** Geneva University of Applied Sciences in Social Work. 50% work under the supervision of Professor C. Bolzman. *Research project founded by the Swiss National Scientific Foundation (SNSF) DoResearch: "Family reunification of elder migrants and social work".*

PUBLICATIONS

Peer-reviewed articles

Giauque, David and Simon Anderfuhren-Biget (2013): "*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 Giauque (2013): "*Policy Environment and Public Service Motivation*". **Public Administration. Online Advanced Access.**

Ritz, Adrian and David Giauque, Frédéric Varone, Simon Anderfuhren-Biget (2013): "*From Leadership to Citizenship Behavior in Public Organizations: When Values Matter*" **Review of Public Personnel Administration, n°33, issue 4, pages.**

Giauque, David and Simon Anderfuhren-Biget, Frédéric Varone (2013): "*HRM Practices, Intrinsic Motivators and Organizational Performance in the Public Sector*". **Public Personnel Management. Online Advanced Access.**

Giauque, David and Simon Anderfuhren-Biget, Frédéric Varone (2013): "*Stress perception in public organizations: expanding job demands-job resources model by including Public Service Motivation*". **Review of Public Personnel Administration, n°33, 1, pages 53-83.**

Anderfuhren-Biget, Simon (2012): "*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 (2012): "*Resigned but Satisfied. Negative Impacts of Public Service Motivation on Work Satisfaction?*" **Public Administration, n°90, issue 1, pages 175-193.**

Giauque, David and Adrian Ritz, Frédéric Varone, Simon Anderfuhren-Biget, Christian Waldner (2011): "*Putting Public Service Motivation into Context. A Balance Between Universalism and Particularism*". **International Review of Administrative Sciences, n°77, issue 2, pages 227-253.**

Anderfuhren-Biget, Simon and Frédéric Varone, David Giauque, Adrian Ritz (2010): "*Motivating Employees of the Public Sector: Does Public Service Motivation Matter?*" **International Public Management Journal, n°13, issue 3, pages 213-246.**

Bolzman, Claudio and Elisabeth Hirsch Duret, Simon Anderfuhren-Biget, Marilène Vuille, Monique Jäggi (2008): "*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. 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. C. Fallon and G. Joris. Laval, Presses de l'Université de Laval.

Work in progress

Simon Anderfuhren-Biget, Joan Bastide, and Emilia Richard: *"Implementing MDG's beyond managerialism: towards a context-specific framework for program identification and management in the Caribbean"*

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

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

Simon Anderfuhren-Biget, Frédéric Varone, David Giauque: *"Value congruency of International Organizations Staff Members: What fits the most?"*

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

David Giauque Simon Anderfuhren-Biget, Frédéric Varone: *"Impacts of HRM Practices on Perceived Individual and Organizational Performance. Importance of Trust and Organizational Support."*

Anderfuhren-Biget, Simon: *"Motivation de Service Public: une Analyse qualitative"*.

David Giauque, and Simon Anderfuhren-Biget: *"Impacts of HRM Practices on Public Service Motivation"*.

CONFERENCES COMMUNICATIONS

Simon Anderfuhren-Biget, Joan Bastide, and Emilia Richard (2013): *"Implementing MDG's beyond managerialism: towards a context-specific framework for program identification and management in the Caribbean"* 38th CAS (Caribbean Studies Association) Annual Colloquium. 3-7 June, Grenada.

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 Giaque, 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).

Giaque, 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).

Giaque, 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).

Giaque, 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 Giaque, 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 managérielles: 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).

Bolzmann, Claudio and Elisabeth Hirsch Duret, 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 economical and social sciences. Geneva University. Co-direction, Profs. F. Varone, and D. Giaque.
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 economical and social sciences. Geneva University. Direction, Prof. F. Varone.
July 2005	License Degree in Sociology (240 ECTS): "Family Reunification of Elders: Constraints and Issues" Department of Sociology. Faculty of economical and social sciences. Geneva University. 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.

PERSONAL SUBSIDIES

August 2011	Subsidies for the Quantitative Method for Social Scientists, attributed by the European Science Foundation.
August 2009	Subsidies for the 13th Swiss Summer School on Methods in the Social Sciences, attributed by the Swiss National Scientific Foundation.

ACADEMICAL ACTIVITIES AND SERVICES

Geneva University

2012	Coordination of the conference cycle: " Equal Salaries and Corporate Social Responsibility ". Organization of 7 conferences with academicians, professionals and practitioners. Faculty of economical and social sciences. 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. Faculty of economical and social sciences. University of Geneva.
2009 - 2010	Elected at the University Assembly and Staff Commission . Mandate of representation of the non-professoral 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.

PROFESSIONAL AFFILIATIONS AND REVIEWING

Member

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)

PUNCTUAL LECTURES AND SEMINAR PRESENTATIONS

- Mai 2012 **La Motivation de Service Public en Suisse: théorie et résultats de recherche (Public Service Motivation in Switzerland: Theory and Research Results).** In course "Administration publique comparée (Comparative Public Administration". Prof. D. Giauque. Master in Public Policies and Management (PMP). Swiss Graduate School in Public Administration (IDHEAP), Lausanne.
- April 2012 **Nouvelle gestion publique: Principes et bilan (NPM: Principles and Assessment).** In course: "Sociologie des organisations (Organizational sociology) E. Gouabault. Bachelor in Social Work. Geneva University of Applied Sciences in Social Work.
- November 2011 **La Motivation de Service Public en Suisse: théorie et résultats de recherche (Public Service Motivation in Switzerland: Theory and Research Results).** In seminar: "Administration et politiques publiques1 (Public administration and public policies1)". Lisa Marx. Bachelor in Political Science. Geneva University.
- October 2011 **NGP, GRH et motivation dans les services publics (NPM, HRM and Motivation in Public Services).** In course: "Réformes du secteur public (Public Sector Reforms)". Prof. F. Varone. Master in Administration and Public Management. Geneva University.
- March 2011 **Nouvelle gestion publique: principes et bilan (NPM: Principles and Assessment).** In course: "Sociologie des organisations (Organizational sociology). M. Pétrémont and E. Gouabault. Bachelor in Social Work. Geneva University of Applied Sciences in Social Work.
- November 2010 **Impacts de la NGP sur la motivation de service public (NPM impacts on Public Service Motivation).** In course: "Réformes du secteur public (Public Sector Reforms)". Prof. F. Varone. Master in Administration and Public Management. Geneva University.
- December 2010 **La Motivation de Service Public en Suisse: théorie et résultats de recherche (Public Service Motivation in Switzerland: Theory and Research Results).** In course/research seminar: "Motivations et identités des agents publics en période de réformes (Public Agent's Motivations and Identities in Reform Era)". Prof. D. Giauque. Master in Public Policies and Management (PMP). Swiss Graduate School in Public Administration (IDHEAP), Lausanne.
- April 2010 **Nouvelle gestion publique: principes et bilan (NPM: Principles and Assessment).** In course: "Sociologie des organisations (Organizational sociology). M. Pétrémont and E. Gouabault. Bachelor in Social Work. Geneva University of Applied Sciences in Social Work.
- November 2009 **Motivation dans les services publics: Quels impacts de la NGP (Motivation in public services: What Impacts from NPM?).** In course: "Réformes du secteur public (Public Sector Reforms)". Prof. F.

Varone. Master in Administration and Public Management. Geneva University.

November 2008

Réformes de type NGP et motivation dans les services publics (NPM Reforms and work motivation in public services). In course: "Réformes du secteur public (Public Sector Reforms)". Prof. F. Varone. Master in Administration and Public Management. Geneva University.

October 2008

La motivation dans les services publics (Motivation in Public Services)". In course: "Administration et politiques publiques1 (Public administration and public policies1)". Prof. F. Varone. Bachelor in Political Science. Geneva University.

PRIVATE MANDATS

April 2006 - June 2006

Research mandate for two small-size Swiss municipalities: "*Assessment of the possibilities of inter-municipal collaborations*". 30% work under the supervision of Prof. P. Urio.

October 2005 - February 2006

Research mandate for Pro-Senectute Geneva: "*Assessment of the Needs of Foreign Elders: Interviews with Foreign Users of Pro-Senectute and the Geneva's Red-Cross*". 50% work under the supervision of Mrs. J. Cramer (Director).

OTHER PROFESSIONAL EXPERIENCES

January 2005 - April 2005

Internship: Pro-Senectute Geneva Academic fundraising (SNSF-DoRe) for the research: "Family Reunification of Elders and Social Work". 50% work under the supervision of Prof. C. Bolzman, and of Mrs. J. Cramer.

August 1994 - April 2005

Intermittent work: (receptions, florist, heating, plumber, electrician, elderly accompaniment, restaurants).

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.

Personal address:

C% René Biget

Rue des Pitons 6, 1205 Genève

Mobile (personal): +41 76 371 58 30

Mail: anderbige@hotmail.com