

**AIZHAN TURSUNBAYEVA** is an Assistant Professor at the University of Naples “Parthenope”. Her previous professional roles include Assistant Professor at the University of Twente (Netherlands), Management Consultant at KPMG Advisory (Italy), and Manager at HSBC Bank (Canada, UK, Poland, Kazakhstan). In 2015 she was visiting doctoral researcher at the University of Edinburgh. She teaches Organizational Design, Human Resource Management (HRM), and People Analytics. Her research lies at the intersection of HRM, technology, innovation, and healthcare. The results of her research were published in *Personnel Review*, the *Journal of American Medical Informatics Association*, *Information Technology & People*, and the *International Journal of Information Management*.

#### **Recent publications:**

- Di Lauro, S., Tursunbayeva, A., Antonelli, G., & Moschera, L. (2023). Alignment of employees' competencies with espoused organizational values. *International Studies of Management & Organization*, 53(1), 1–18. <https://doi.org/10.1080/00208825.2022.2148388>
- Tursunbayeva, A., & Renkema, M. (2022). Artificial intelligence in health-care: implications for the job design of healthcare professionals. *Asia Pacific Journal of Human Resources*, n/a(n/a). <https://doi.org/10.1111/1744-7941.12325>
- Tursunbayeva, A., Pagliari, C., Di Lauro, S., & Antonelli, G. (2022). The ethics of people analytics: risks, opportunities and recommendations. *Personnel Review*, 51(3), 900–921. <https://doi.org/10.1108/PR-12-2019-0680>.