

# Curriculum Vitae

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**Personal details:** Dr. Elisabeth van Bentum



**Date of birth:** 10<sup>th</sup> October, 1965  
**Place of birth:** Rheinberg, Deutschland  
**Nationality:** german

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## Business experience:

Till 09/2010

### **Professor in Business Management and Human Resource Management**

Harz University of Applied Sciences, Wernigerode, Germany

responsibilities

- lectures in human resource, economics and corporate governance
- research focused on HR-risk management, retention and performance management
- coordinator of the degree program “service management” (since January 2011)
- vice dean of the department of Business Studies (March 2014 till February 2018)

12/1999 – 08/2010

### **Managing Director**

FUTURECOACH GmbH, Munich

responsibilities

- developing and implementation of certain business courses in personnel-development
- recruitment (interviews, tests, assessments) of qualified employees
- implementation of a quality management system in training and recruitment
- management function in HR-Management

08/1998 – 11/1999

### **Executive**

FutureCoach - Seminare Peter Fiebeck, Munich

responsibilities

- administrative responsibilities
  - trainer/teacher for economics, strategic marketing and soft skills (presentation, communication)
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## Education:

10/1999 - 06/2008

**Course of study:**

**Final qualification:**

PhD - Universität Konstanz (University of Constance)

social science

Doctor of Social Science

10/1993 - 07/1997

**Course of study:**

**Final qualification:**

Hochschule München (University of Applied Sciences Munich)

four-year degree course in economics

Diplom-Betriebswirtin (FH) (business graduate)

09/1985 - 01/1988

apprenticeship

Rheinkraft Spedition, Duisburg

1976 - 1985

Gymnasium (general education secondary school providing general university entrance qualification)

**Final examination:**

Abitur (final school examination, qualifying for university entrance)

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## Research focus:

Personnel strategies and HR risk management (KPI based HR work)  
Employee satisfaction and employee loyalty in the context of corporate communications and company size

- Kennzahlengestütztes HR-Risikomanagement – Implikationen für den Employee Lifecycle, Herausgeberwerk, ESV Verlag, expected publication autumn 2022
- Kennzahlengestütztes HR-Risikomanagement, in: Zielgerichtetes Risikomanagement für bessere Unternehmenssteuerung; Jahrbuch Risikomanagement 2021, ESV, Berlin 2021
- Strategische Bausteine des Personalmanagements, monograph, ESV Verlag, Berlin 2016
- Einsatzmöglichkeiten von strukturierten und unstrukturierten Interviews in der Personalauswahl in: Casebook Employer
- Relationship Management/ERM; Bröckermann, Reiner; Pepels, Werner (ed.), BWV Berliner Wissenschafts-Verlag, Berlin 2014
- Personalbindung im Klein- und Mittelstand in: Das neue Personalmarketing – Employee Relationship Management als moderner Erfolgstreiber, Volume 3: Handbuch Personalbindung; Bröckermann, Reiner; Pepels, Werner (ed.), Berlin 2013
- Touristisches Freizeitverhalten und soziale Ungleichheit, <http://www.ub.uni-konstanz.de/kops/volltexte/2008/6467/>
- Personal im Reisebüro in: Das Reisebüro erfolgreich gründen und führen; Bundesverband Mittelständischer Reiseunternehmen e.V. (ed.), Berlin 1997

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## Third mission (selected examples):

- Development of a housing and mobility concept to address and retain trainees in the hotel industry (2022)
- Content development and didactic suggestions for the implementation of an e-learning program (2022)
- Conception of digital personnel development elements to support the training of specialists and business people in the hotel industry (2021)
- Conception of concrete measures for organizational development for a cultural Institution (2020)
- Development of a knowledge management concept for a Protestant meeting and conference center (2019)
- Concept to increase employer attractiveness for a nationwide inpatient care provider (2019)
- Process analysis and development of operational and strategic recommendations for market development of individual accommodation providers in Dessau (2018)
- Development of an employee guide to improve the internal communication structures of a regional four-star hotel (2017)
- Situation analysis for personnel requirements planning and recruitment of a horse boarding and riding facility (2016)
- Guidelines for investment-supported personnel development of employees in the upscale hotel industry (2015)
- Development of strategies to reduce fluctuation among young junior staff (2015)