

## Stefan Gröschl

### Diversity Related Journal and Press Publications

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Gröschl, S. and Adam, J. (2008), "Une opportunité d'emploi pour les personnes handicapées", *Les Echos*, June.

Gröschl, S. (2006), 'L'innovation nourrie par la diversité: Que nous apprend le management des personnes handicapées?', *Les Echos*, June.

Gröschl, S. (forthcoming). 'An Exploration of HR policies and practices affecting the integration of persons with disabilities in the hotel industry in major Canadian tourism destinations', *International Journal of Hospitality Management*,

Gröschl, S. and Doherty, L. (2006). 'The complexity of culture: Using the appraisal process to compare French and British Managers in a UK based international hotel organisation', *International Journal of Hospitality Management*, Vol. 25, No. 2, pp. 313-334.

Gröschl, S. (2005). 'Persons with disabilities: a source of non-traditional labour for Canada's hotel industry', *Cornell Hotel and Restaurant Administration Quarterly*. Vol. 42, No. 2, pp.258-275.

Gröschl, S. (2004). 'Current human resources practices affecting the employment of persons with disabilities in selected Toronto hotels: A case study', *International Journal of Hospitality and Tourism Administration*. Vol. 5, No. 3, pp.15-31.

Gröschl, S. (2003), 'Integrating Aboriginal Peoples into Canada's hospitality industry', *International Journal of Hospitality and Tourism Administration*, Vol. 4, No. 1, pp. 87-99.

Gröschl, S. and Barrows, C. (2003), 'A cross-cultural comparison of French and British managers: An examination of the influence of higher education on management style', *Tourism and Hospitality Research: The Surrey Quarterly Review*, Vol. 4, No. 3, pp. 228-246.

Gröschl, S. (2003), 'Cultural Implications for the Appraisal Process', *Cross Cultural Management Journal*, Vol. 10, No. 1, pp. 67-79.

Gröschl, S. and Doherty, L. (2002), 'The Appraisal Process: Beneath the surface', *Journal of Human Resources in Hospitality and Tourism*, Vol. 1, No. 3, pp.57-76.

Gröschl, S. and Doherty, L. (2000), 'Conceptualising Culture', *Cross Cultural Management Journal*, Vol. 7, No. 4, pp. 12-18.

Gröschl, S. and Doherty L. (1999), 'Diversity Management in Practice', *International Journal of Contemporary Hospitality Management*, Vol. 11, No. 6, pp. 262-268.

## **Diversity Related Book Chapters**

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Gröschl, S. (2009), "Strategic International HRM", in Belcourt, M. (ed.), *Strategic Human Resources Planning*, 4<sup>th</sup> edition, Thomson Nelson.

Gröschl, S. (2006), 'Strategic International HRM', in Belcourt, M. (ed.), *Strategic Human Resources Planning*, Thomson Nelson.

Gröschl, S. (2002), 'Assessing Culturally Diverse Faculties: The Appraisal Process within a Cross Cultural Context', in Natale, M. and Libertella, A. (eds.), *Immortal Longings: Business Education and Training, Vol. VIII*, Lanham: University Press of America, pp. 40-50.

## **Diversity Related Books**

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Gröschl, S., Dowling, P., Festing, M. and Engle, A. (2008), *International Human Resource Management: A Canadian Perspective*, 1<sup>st</sup> edition, Toronto: Nelson Education.

## **Diversity Related Conference Papers**

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Gröschl, S and Takagi, J. (2008), "Gérer la diversité culturelle au sein du personnel en France", *IAE Conference*, Corse : France.

Gröschl, S. and Takagi, J. (2008), 'Understanding diversity and managing a multi-cultural workforce: The case of France', 2008 *Latin American European Meeting on Organizational Studies*, Rio de Janeiro: Brazil.

Gröschl, S. (2007), 'Employees with disabilities in Ontario's hotel industry: Applications for organizations and their hr functions in France', *IAE Conference*, Corse: France

Takagi, J. and Gröschl, S. (2007), 'The Diversity of Diversity: Exploring different meanings of diversity', 2007 *European Group of Organisational Studies (EGOS) Colloquium*, Vienna: Austria.

Gröschl, S. (2006), 'Employing persons with disabilities: The case of Ontario's hotel industry', *4th APAC CHRIE Conference & 12th Asia Pacific Tourism Association Conference*, Huanlien, Taiwan.

Gröschl, S. (2004), 'Human resources challenges in integrating persons with disabilities in Canada's hotel industry', *EuroCHRIE 2004 Conference*, Ankara: Turkey.

Yu, J. and Gröschl, S. (2004), 'The impact of Chinese culture on human resource management practices in Sino-foreign hotels operating in China', *EuroCHRIE 2004 Conference*, Ankara: Turkey.

Gröschl, S. and Figueroa, N. (2003), 'Current employment practices focusing on physically disabled employees in the hotel industry', *EuroCHRIE 2003 Conference*, Bad Honnef: Germany.

Gröschl, S. (2003), 'Aboriginal employment practices in Canada's gaming industry', *International CHRIE 2003 Conference*, Palm Springs, USA.

Gröschl, S. and Evers, F. (2002), 'Evers, Rush, and Berdrow's Base Competencies within a Cross-Cultural Context', *The Administrative Sciences Association of Canada: Where East meets West*, Winnipeg, Canada.

Gröschl, S. and Doherty, L. (2000), 'National Culture and its Influence on the Appraisal Process: An Exploratory Study' *International CHRIE 2000 Convention & Expo*, New Orleans, USA.

Gröschl, S. and Doherty, L. (2000), 'Diversity Management – Fact or Fiction?' *2000 European Group of Organisational Studies (EGOS) Colloquium*, Helsinki School of Economics and Business Administration, Finland.

Gröschl, S. and Doherty L. (1999), 'Conceptual and Methodological Problems in Measuring the Influence of National Culture on Management', *CHME 8th Annual Hospitality Research Conference Proceedings*, University of Surrey, UK, p. 424 - 426.

Gröschl, S. and Doherty L. (1998), 'Diversity Management in International Hotel Chains in San Francisco', *CHME 7th Annual Hospitality Research Conference Proceedings*, Caledonian University, Glasgow, p. 98-99.

Gröschl, S. (2003), 'Managing Cultural Diversity in Canada's Hospitality Industry: The Casino Regina Case', *Council for Australian University Tourism and Hospitality Education Conference*, Southern Cross University, Coffs Harbour, Australia.

### **Diversity Related Guest Lectures and Presentations**

Panelist (2008), *Patrimoine et Handicap: Intégration sociale et culturelle? Evolution des politiques et actions institutionnelles, des secteurs public et privé – Comparaison France et internationale*, Patrimoine et Humanisme, Paris

Panelist (2008), *Gestion de la diversité dans les EMNs*, Enda Europe, Paris, France.

Panelist (2007), 'Social diversity in the workplace', *IESE MBA Conference*, Barcelona: Spain.

Guest Speaker and Panelist (2007), *Colloque: Les diversités, levier de performance*, ESSEC Business School, Cergy, France.

Guest Speaker (2006), *People with Disabilities: An International Perspective*, presented at Hanploi's 'Performance – Handicap' Event, Paris, France.

Guest Speaker (2006), 'The HR Function: Past, Current, and Future Role', *European Club for human resources*, Marbach, Germany.

Guest Speaker (2004). '*Human resource practices and challenges affecting the integration of minority groups: The case of Aboriginals and persons with disabilities*', presented at the 4<sup>th</sup> Annual Tourism Human Resource Forum, Ottawa, Canada.

Guest Speaker (2004). '*Human Resource Management Challenges and Trends in the Hotel Industry*', presented to the MSc in Management des Entreprises de Services, Ecole de Management de Lyon, Lyon, France.