



Bianca Groen

Enables employees to thrive

Current roles

University of Amsterdam, Amsterdam Business School, Accounting Section, The Netherlands

Assistant professor Management Accounting (tenured) 2012 – present

UvA EB works council member 2015 – present

Prior academic positions

University of Alberta School of Business, Canada (visiting professor) 2015

ESSEC Business School, France (visiting professor) 2014

University of Twente, School of Management and Governance, The Netherlands

PhD-researcher 2008 – 2012

Teaching assistant 2004 – 2006

Relevant working experience in industry

Grolsch beer brewery, Department of Production and Logistics Control 2008 – 2009

Project leader enabling performance measurement & researcher

HR-consultancy company GITP, Research department 2006 – 2007

Responsible for developing a survey which measures diverse ways in which employees work & testing the relation with several work outcomes

Education

University of Twente, The Netherlands

PhD Management Accounting and Organizational Behavior 2008 – 2012

MSc Industrial and organizational psychology (*cum laude*) 2006 – 2007

BSc Industrial and organizational psychology 2002 – 2006

Ir. (equivalent to BSc + MSc) Industrial Engineering & Management 2001 – 2009

Specialization Human Resource Management and Production & Logistics

Honors, awards, grants, scholarships

2015 ESSEC Foundation Award (€10.000)

2013 and 2009 EIASM scholarships for participation in the EDEN courses (€1.300)

2011 Fifth place in the Dutch BestGraduates top 100 of about 350 high-potentials who graduated between 2006-2010

2011 Best Action Research Paper of Academy of Management's Organizational Development and Change division

2011 Nomination best paper and best poster award MB/IGS PhD-day

2008-2009 Private research grant from the Grolsch beer brewery (€82.500)

Publications

Peer-reviewed publications

- Wouters, M. & Groen, B. (2019). Hoe prestatiemeting werknemers kan ondersteunen in hun werk. *Maandblad voor Accountancy en Bedrijfseconomie* 93(5/6), 149-158.
- Groen, B. (2018). A survey study into participation in goal setting, fairness and goal commitment: Effects of including multiple types of fairness. *Journal of Management Accounting Research* 30(2), 207-240.
- Groen, B., Van Triest, S., Coers, M. & Wtenweerde, N. (2018). Managing flexible work arrangements: teleworking and output controls. *European Management Journal* 36(6), 727-735.
- Groen, B., Wouters, M. & Wilderom, C. (2017). Employee participation, performance metrics, and job performance: A survey study based on self-determination theory. *Management Accounting Research* 36(1), 51-66.
- Groen, B., Wilderom, C. & Wouters, M. (2017). High job performance through co-developing performance measures with employees. *Human Resource Management* 56(1), 111-132.
- Groen, B., Wouters, M. & Wilderom, C. (2012). Why do employees take more initiatives to improve their performance after co-developing performance measures? A field study. *Management Accounting Research* 23(2), 120-141.
- Groen, B., Van de Belt, M. & Wilderom, C. (2012). Enabling performance measurement in a small professional service firm. *International Journal of Productivity and Performance Management* 61(8), 839-862.
- Groen, B. (2012). Betere prestaties door samen prestatie-indicatoren te ontwikkelen. *Maandblad voor Accountancy en Bedrijfseconomie* 86(9), 329-337.
- Sanders, K., Van Riemsdijk, M., & Groen, B. (2008). The gap between research and practice: A replication study on the HR professionals' beliefs about effective human resource practices. *International Journal of HRM* 19, 1975-1987.
- Wouters, M., Van Jarwaarde, E., & Groen, B. (2007). Supplier development and cost management in Southeast Asia—Results from a field study. *Journal of Purchasing & Supply Management* 13, 228-244.

Presentations and workshops

- 2017 Conference on Performance Measurement and Management Control
 Universität Innsbruck, Austria
- 2016 Alliander
 American Accounting Association Management Accounting Section meeting
 Annual Congress of the European Accounting Association
 University of Amsterdam Accounting Section
- 2015 University of Amsterdam Accounting Section (2 workshops)
 University of Amsterdam HRM-OB section
 University of Turku, Finland (March 2015)



Werkgemeenschap van onderzoekers in de Arbeids- & Organisationspsychologie

- 2014 Conference on New Directions in Management Accounting
ESSEC Business School, France
University of Edinburgh Business School, UK
- 2013 Conference on Performance Measurement and Management Control
European Accounting Association Annual Congress
University of Amsterdam HRM-OB section
- 2012 Eindhoven University of Technology
Erasmus University Rotterdam
European Academy of Management Conference
European Accounting Association Annual Congress
Great Game of Business
Lions Club Twente
Rotary Club Heerhugowaard-Langedijk
University of Amsterdam Accounting Section (2 workshops)
University of Groningen
- 2011 Academy of Management Annual Meeting (3 workshops)
Conference on Performance Measurement and Management Control
European Association of Work and Organizational Psychology conference
EVO
University of Twente (3 workshops)
- 2010 American Accounting Association Management Accounting Section meeting
Annual Congress of European Accounting Association
Conference on Performance Measurement and Management Control
University of Twente

Professional publications

- Groen, B. (2012). Methode voor prestatie-meting: Ontwikkel prestatie-indicatoren samen met medewerkers. *Finance & Control* (4), 210-213.
- Groen, B. & Wouters, M. (2011). Hoe maak je goede prestatie-indicatoren? Gebruik de kennis van de professional. *Informatie* 53(5), 8-13.
- Groen, B. & Wouters, M. (2011). Medewerkers stimuleren met prestatie-meting. Betrek de werkvloer erbij voor het beste resultaat. *PT industrieel management* (6/7), 24-27.
- Groen, B., Wilderom, C. & Wouters, M. (2011). Hoe betrekt u medewerkers bij prestatie-meting? *Logistiek.nl* 27 juni 2011.
- Groen, B., Sanders, K. & Van Riemsdijk, M. (2006). De kloof tussen theorie en praktijk. Een onderzoek naar de kennis van HRM'ers over arbeids- en organisatiepsychologie. *Tijdschrift voor HRM*, 9, 33-52.

Outreach

- 2019 Blog on enabling performance measurement (www.biancagroen.nl)
- 2011 Organizer of two practitioner seminars on enabling performance measurement

Selection of media attention

- Ten Have, C. (2013, July 30). Ook de monteur helpt het bedrijf vooruit. *De Volkskrant, Werk Economie*.
- Van Putten, L. (2012, September 6). Maak afspraken met je baas. *Intermediair Weekblad*.
- Middag Magazine (2012, September 5). Interview at TV Enschede FM.
- Ruesink, J. (2012, September 4). Luisteren naar medewerkers doet presteren. *De Twentsche Courant Tubantia*.
- Buijze, G. (2011). Prestatiemeten is weten: Het belang van gemotiveerde medewerkers. *EVO Logistiek* 3, 16-17.
- Bakker, P. (2005). Meer mensenkennis gewenst. *IntermediairPW* 20, 27-29.

Academic services

- Ad hoc reviewer for *Management Accounting Research, Journal of Management Accounting Research, European Accounting Review, European Management Journal, Human Resource Management, Journal of Accounting and Organizational Change, British Journal of Management, Journal of Management & Organization, International Journal of Productivity and Performance Management, Personnel Review, Evidence based HRM, Production Planning and Control, International Journal of Operations and Production Management, European Journal of Operational Research, Comptabilité Contrôle Audit, Academy of Management Conference, European Academy of Management Conference, American Accounting Association Management Accounting Section meeting*.
- Discussant at *8th Conference on Performance Measurement and Management Control* (2017) and *European Academy of Management Conference* (2012)
- Editor of *BKtrends*, the management magazine of the University of Twente 2003 – 2005

Professional training

- Maak Prachtige Online en Offline Programma's, *MPOP Business School* 2019
- Case method teaching seminar. *Harvard Business School Publishing* 2013
- Meta-analysis for management and economics research. *EDEN, Brussels*. 2013
- Advanced Managerial Accounting. *Limperg Instituut, The Netherlands*. 2012
- How to write an (international) competitive proposal. *University of Twente*. 2012
- Structural equation modeling with AMOS. *University of Utrecht*. 2011
- Quantitative empirical research in Management Accounting. *EDEN, Brussels*. 2009
- Technical Writing and Editing. *University of Twente*. 2009
- Advanced qualitative methods. *ERIM, Rotterdam*. 2008

Teaching

Qualification

University Teaching Qualification (BKO) 2014

Courses taught at the University of Amsterdam

Management control, MSc Accountancy & Control 2019
 Management control research, MSc Accountancy & Control 2019
 MSc thesis supervision 2012 – present
 Research Seminar Accountancy & Control, MSc Accountancy & Control 2012 – present
 (until 2014 coordinator of part-time version; since 2015 only guest lectures)
 Management accounting, MSc Accountancy & Control (coordinator) 2014 – 2018
 Management control research, MSc Accountancy & Control 2012 – 2015
 Accounting, Bachelor Economics & Business 2012 – 2014

Courses taught at the University of Twente

Several guest lectures 2009 – 2012
 MSc thesis supervision 2009 – 2012
 Teaching assistant in three courses at BSc and MSc level 2004 – 2006

Teaching-related committees

Faculty panel member in three accreditation assessments 2013 – 2015
University of Amsterdam Business School
 Member of the development team of the module “Corporate Governance, Change Management, Leadership and Business Ethics” (15 ECTS) 2012
BSc Business Administration. University of Twente.
 Member of the evaluation committee 2004 – 2005
MSc Industrial and Organizational Psychology. University of Twente.

Other activities

2013 – 2018 Emergency Response Officer
 2015 – 2017 Head of the Emergency Response Team M-building
 2014 – 2016 Board member *Homeowners Association Zeeburg, The Netherlands* (50 apartm.)
 1995 – 2018 Member of several committees (here abbreviated with “c.”)
Homeowners Association Zeeburg, Handball clubs ‘Cabazota’, ‘De Cirkeltijgers’, and ‘US handbal’, study association of Industrial Engineering & Management, international student union AEGEE and my secondary school:
 auditing c. at three different associations (2010-2018) | club magazine c. (2003-2005, 2010-2011) | ICT c. (2009-2010) | anniversary celebration c. (2003-2004, 2008-2009) | activities c. (2000-2002, 2004-2007) | PR c. (2004-2005) | yearbook c. (2002-2003) | political debate c. (2002-2003) | management game c. (2001-2002) | third world c. (1995–2000)



2004 – 2005 & Chairwoman *Handball club Cabezota, Enschede, The Netherlands*
2009 – 2010
2010 Dutch Champion Beach Handball (and second place in 2011)
2003 Three-week study tour to Thailand and Vietnam