

# Ivona Hideg

Assistant Professor of OB/HRM at Lazaridis School of Business & Economics, Wilfrid Laurier University  
Waterloo, ON, CA

Professor Hideg examines issues of equality and diversity in the workplace, focusing on gender, culture, accent, and socio-economic status

---

## Description

Ivona Hideg is an Assistant Professor of OB/HRM in the Lazaridis School of Business and Economics at Wilfrid Laurier University. She holds a Ph.D. in Organizational Behaviour and Human Resource Management from the Rotman School of Management, University of Toronto, and M.Sc. in Industrial and Organizational Psychology from the University of Waterloo.

Ivona is a passionate researcher and educator. Her main areas of research include gender and cultural diversity in the workplace (e.g., promotion of diversity and equality) and the social effects of emotions, especially the effects of culture on the social effects of emotions. Her research has been published in leading peer-reviewed journals such as Academy of Management Journal, Journal of Applied Psychology, Journal of Personality and Social Psychology, Organizational Behavior and Human Decision Processes, and Psychological Science.

Her research has also received numerous awards such as Best Paper awards from the OB section at the Academy of Management and the Canadian Psychological Association. Her research has been featured in media outlets such as the Wall Street Journal, the Financial Times, the New York Times, the Globe and Mail, the Huffington Post, and the Record, among others. Ivona is also a member of Editorial Board of a leading journal in emotion research: Emotion.

She is also a very involved community member and she served on a Board of Directors at Focus for Ethnic Women, a non-profit organization that empowers women by providing a nurturing, culturally sensitive environment that builds self-esteem, social networks, employment related skills, and connections to meaningful employment.

Finally, Ivona is committed to student supervision and she supervises research in a lab consisting of highly motivated and intellectually curious students. We currently have a number of projects examining the effectiveness and reactions of diversity policies in the workplace, emotions and emotion regulation in the workplace, and a number of other projects. We welcome new collaborators and new students!

---

## Topics

Gender and Cultural Diversity in the Workplace, Social Effects of Emotions, Effects of Culture on the Social Effects of Emotions, Industrial Psychology, Organizational Psychology, Diversity and Equality in the Workplace, Emotions and Emotion Regulation, Organizational Behaviour, Human Resource Management, Team Diversity, Prejudice and Stereotyping

---

## Past Talks

**Are class-based affirmative action policies more supported than race-based affirmative action policies?**

Annual Meeting of the Academy of Management

**Helping or hindering? Interactive effects of employee accent and gender at work**

Annual Meeting of the Academy of Management

**Enhancing trust and forgiveness via shame displays: A social functional perspective**

Interpersonal dynamics of forgiveness. Symposium conducted at the annual meeting of the Academy of Management

**Dialectical thinking and fairness-based perspectives on affirmative action**

Annual Meeting of the Society for Industrial and Organizational Psychology

**The effect of maternity leave length on women's career outcomes**

Annual Meeting of the Society for Industrial and Organizational Psychology

---

## **Education**

**Rotman School of Management, University of Toronto**

Ph.D. Organizational Behaviour and Human Resource Management

**University of Waterloo**

M.A.Sc. Industrial and Organizational Psychology

**University of Waterloo**

B.A. (Honors) Psychology and Business; HRM Specialization

---

## **Accomplishments**

**Visiting Faculty, Católica Lisbon School of Business Economics (Portugal), Organizational Behavior Group**

Visited for the month of June, 2016

2016

**Early Researcher Award**

Ontario Ministry of Research and Innovation, value: \$150,000, 2016

**Outstanding New Scholar Award**

Lazaridis School of Business and Economics, Wilfrid Laurier University, 2015

**Honorable Mention Award**

Presented for a poster presented at the annual meeting of the Society for Personality and Social Psychology, Long Beach, California, 2015

**Keynote Speaker at Gender, Diversity, and Inclusion Symposium at RMIT University, Melbourne  
2014**

---

[Please click here to view the full profile.](#)

This profile was created by [Expertfile](#).