

Tracy Anderson

ASSISTANT PROFESSOR

Human Resource Management

TRACY.ANDERSON@UNIBOCCONI.IT

Biography

Tracy Anderson is an Assistant Professor at the Department of Management and Technology at Università Bocconi since 2019. Prior to her PhD, she spent many years conducting employment-related policy research in the UK and also worked in human resource management.

Her research interests and teaching focus on employment, and the factors that influence opportunity and outcomes at the individual and collective level. She explores how features of modern employment shape workers' performance and career outcomes. Her primary focus is on collaborative working. More specifically, she investigates how collaborative working creates interdependence between workers and shapes individual and collective performance. She is particularly interested in how collaboration and associated outcomes influence, and are influenced by, worker mobility. Her secondary stream of research focuses upon independent contracting, particularly among managerial workers. She explored how contractors perform managerial tasks as organizational outsiders and the benefits contracting can provide managerial workers, and its implications for their pay and work-life balance. She is the author of numerous articles on her topics of interest. Her works have been published in the International Journal of the Legal Profession and the MIT Sloan Management Review, among others.

She completed her PhD in Management at the Wharton School, University of Pennsylvania. She has a Master's degree in Social Policy & Planning and a Bachelor's degree in Economics, both from the London School of Economics.

ARTICLES IN SCHOLARLY JOURNALS

ANDERSON T.

Left Behind? Understanding the Career Consequences of Collaborator Exits

Academy of Management Journal, 2024, vol.67, no. 2, pp.526-553

ANDERSON T., CAPPELLI P.

The Outsider Edge

Mit Sloan Management Review, 2021, vol.63, no. 1, pp.85-90

ANDERSON T., BIDWELL M.

Outside Insiders: Understanding the Role of Contracting in the Careers of Managerial Workers

Organization Science, 2019, vol.30, no. 5, pp.1000-1029

ROLFE H., ANDERSON T.

A firm choice: Law firms' preferences in the recruitment of trainee solicitors

International Journal of the Legal Profession, 2003, vol.10, no. 3, pp.315-334

CONTRIBUTION TO CHAPTERS, BOOKS OR RESEARCH MONOGRAPHS

ANDERSON T., HAAS M. R.

My Colleague Just Left! A Knowledge-based Perspective on Coworker Departures in *Employee Inter- and Intra-Firm Mobility*

Daniel Tzabbar, Bruno Cirillo (Eds), Emerald Group Publishing Limited, vol. Employee Inter- and Intra-Firm Mobility (Advances in Strategic Management, Vol. 41), pp.221-239, 2020

ANDERSON T., BIDWELL M., BRISCOE F.

External factors shaping careers in *The Routledge Companion to Career Studies*

Hugh Gunz, Mila Lazarova, Wolfgang Mayrhofer (Eds), Routledge, chap. 12, pp.180-200, 2019

Grants & Honors

Excellence in Research Award - Università Commerciale Luigi Bocconi , 2024
