

# JUKKA-PEKKA HEIKKILÄ

Assistant Professor | Strategy Area

Joined the School in 2023

## ACADEMIC BACKGROUND

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- 2007-2013 PhD (International Business) University of Vaasa, Finland; Doctoral dissertation: "Perspective on e-HRM in MNCs". University of Vaasa. Passed with distinction (3/3).
- 2004-2006 Master of Science (Econ.), University of Vaasa, Finland
- 2001-2004 Bachelor of Science (Econ.) University of Vaasa, Finland

## TEACHING EXPERIENCE

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### Courses Taught in Recent Years

#### Graduate and course modules

- Venture Formation (Aalto Uni. / Fin.)
- Sustainable Entrepreneurship (Aalto Uni. / Fin.)
- Venture ideation (Aalto Uni./ Fin)
- Strategic management of information systems (Uni. of Vaasa / Fin.).
- Update on human resource management research (Uni. of Vaasa / Fin.).
- International management & cross-cultural management (Uni. of Vaasa / Fin.).

## ACADEMIC ACTIVITIES

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- 2021 – to date Visiting Scholar, Aalto University School of Business (non-paid)
- 2021 – to date Visiting Scholar, Harvard University Weatherhead Center (non-paid)
- 2019 – to date Visiting Scholar / Stanford University (non-paid)
- 2014 – to date Newton International Fellow / The Royal Society and British Academy (UK). Non-paid fellowship nomination until 2024
- 2017-2020 Post-doctoral Fellow of Academy of Finland / hosted by Aalto Uni., Finland
- 2018-2020 Principal Investigator, MEGE, EU-funded project on immigrant entrepreneurship. Aalto Uni., Finland
- 2014-2017 Post-doc researcher, full-time & part-time positions / Aalto Uni., Finland
- 2014-2015 Post-doc researcher / Anglia Ruskin University, the UK
- 2009-2013 PhD student / University of Vaasa, Finland

## OTHER PROFESSIONAL EXPERIENCE

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2013-2021 Jukka-Pekka Heikkilä Ltd (private consulting company). Organisational development consulting, future planning methods, keynotes, education workshops

## PUBLICATIONS

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### Peer-reviewed scientific journal articles\*

- 2022 Kibler, E., Ginting-Szczesny, B. A., Vaara, E., & Heikkilä, J. P. (2022). Envisioning entrepreneurial engagement in North Korea. *Academy of Management Discoveries*, (FT50, JUFO 3, ABS 4, impact factor 7,2)
- 2021 Heikkilä, J-P (2021) Kohti konerealismia? Katsaus tekoälyn ja taiteen tulevaisuuteen. *Futura* 01/2021 (JUFO-1)
- 2021 Salmivaara, V. & Heikkilä, J-P (2021) Pitääkö yrittäjän elää yrittäjän elämä? Näkökulmia maahanmuuttajien yrittäjyyskoulutuksen suunnitteluun ja toteutukseen. *Aikuiskasvatus* 01/2021. (JUFO-1)
- 2021 Salmivaara, V. & Heikkilä, J-P (2021) MEGE—An Educational Partnership Supporting Migrant Entrepreneurship. *Journal of Higher Education Outreach and Engagement* 25 (4)
- 2020 Salmivaara, V, Martela, F & Heikkilä J-P (2020) Psykologinen turvallisuus ja ketterä luottamus luovissa organisaatioissa: case Space on Fire. *Hallinnon Tutkimus*, 39 (3) JUFO – 2.)
- 2018 Wainwright, T, Kibler, E. Heikkilä, J-P., & Down, S. (2018) Elite entrepreneurship education in North Korea. *Environment and Planning A*. (JUFO 3, ABS 4, impact factor 2,1)
- 2013 Heikkilä, J-P. (2013) An institutional theory perspective on e-HRM in MNC subsidiaries. *Journal of Strategic Information Systems*. 22 (3) 238 -251 (JUFO3, ABS 4; impact factor 2,7)
- 2011 Heikkilä, J-P. & A.Smale (2011) The effects of language standardization on the acceptance and use of e- HRM systems in foreign subsidiaries. *Journal of World Business* 46 (3) 305- 313 (JUFO 3, ABS 4; impact factor 2,3)

### Articles in research books

- 2022 Kroeger,A.,Siebold, N., Günzel-Jensen, F., Saade F-P., Heikkilä, J-P (2022) Giving sense to societal grand challenges: an insider-outside study about launching a social entrepreneurial initiative in Lebanon. *Research in sociology of organisation*. Emerald publishing. ABS 3, H-index 32.)
- 2017 Heikkilä, J-P, Feng, Y., Rentto, O. (2017). Aiming for strategic e-HRM: Motives and consequences of e-HRM implementation in a MNC. In Bondarouk, T & Perry , E. (eds): *HRM in the Smart Era*. Emerald publishing.

- 2014 Heikkilä J-P., Brewster, C. and Mattila, J. (2014) Micro-political conflicts and institutional issues during E- HRM implementation in MNCs: A vendor view. In: Human Resource Management and Technological Challenges, pg. 1- 22. Springer Publishing.
- 2011 Heikkilä J-P. & A. Smale (2011) Language issues in e-HRM implementation in the multinational firm. In: T.Bondarouk (Eds.) Elsevier publishing.
- 2008 Smale A. & J.Heikkilä (2008) IT – based integration of HRM in a foreign MNC subsidiary: A micro political perspective. In: Handbook of Research on E-Transformation and Human Resources Management Technologies: Organizational Outcomes. T. Bondarouk (Eds.) IGI publishing

### Non-refereed scientific articles

- 2020 Toomistu, T & Heikkilä, J-P (2020) Transformation through connection? Insights From a Pilot Study of Story Sharing Cubes at Burning Man Events. Payling, D., & St John, G.: Dance Culture in the Time of Corona.
- 2020 Schidlt, H,m Kodeih,.F, Sandström, E, Heikkilä, J-P (2020) Shared values and social-value creation in a nascent organization. Academy of Management conference 2020 (Vancouver)
- 2019 Kodeih,.F, Schidlt, H, Sandström, E, Heikkilä, J-P (2019) Developing social value through cultural entrepreneurship: The role of emotions. Academy of Management conference 2019 (Boston)
- 2017 Kibler, E., Vaara, E. Heikkilä, J-P, (2017) Heroic Emancipation under extreme constraints: findings about projective venture journeys and dream work in North Korea. Paper presented at Academy of Management Journal workshop on “New Ways of Seeing” at the Lancaster University, April 2017.
- 2016 Heikkilä, J-P. (2016) Co-producing knowledges and institutional space: Introducing entrepreneurship to North Korea. 6th annual international conference on entrepreneurship. Singapore 11/2016.
- 2016 Heikkilä, J-P. (2016) Conducting field work in North Korea. Ethno Days 2016. Workshop on entrepreneurship and ethnology, Turku, Finland. 03/2016.
- 2016 Heikkilä, J-P. (2016) A multilevel approach for building entrepreneurship ecosystems in challenging setting, International Conference on Integrating Immigrants in the European Workplace, Germany. 11/2016
- 2014 Heikkilä, J-P & J. Mäkinen (2014) Strategic e-HRM in a financial institution: A view from the line. Proceedings of 5th International E-HRM workshop 07/2014. New York, USA.
- 2012 Heikkilä, J-P. (2012) Exploring China’s institutional dimensions’ influence on electronic HRM processes. Proceedings of International Conference on Business and Information. 06/2012, Japan Sapporo.
- 2010 Heikkilä, J-P. (2010) A Delphi study on E-HRM: Future directions. Proceedings of 3rd European Academic Workshop on Electronic Human Resource Management. 05 / 2010 Bamberg, Germany

- 2009 Heikkilä J-P. & Smale, A. (2009) Implementing English language e-HRM systems: Effects on user acceptance and system use in foreign subsidiaries. Proceedings of HRIS workshop / ICEIS seminar.
- 2008 Smale A. & J-P. Heikkilä (2008) IT – based integration of HRM in a foreign MNC subsidiary: A micro political perspective . Proceedings of 2nd European e-HRM Workshop. 05/2008 France.
- 2008 Heikkilä J-P & A. Smale (2008) Integrating global e-HRM systems – use of English as a unrecognized challenge? Proceedings of HRM Global 2008 - seminar. Turku, Finland.

### Publications intended for professional communities

- 2020 Heikkilä, J-P (2020) Beirutin räjähdys iskee syvälle ennestään hauraaseen Libanoniin. YLE column 7/08/2020. Heikkilä, J-P (2020) Libanonin romahduksella on merkitystä EU:lle. Turun sanomat asiantuntijapuheenvuoro.
- 2017 Heikkilä, J-P (2017) Yrittäjyysopetusta Pjongjangissa. SkolarZine 1/2017. Pimeys - teemanumero. Heikkilä, J-P. (2014) Teknologian ja henkilöstöjohtamisen liitto. In: Henkilöstöjohtaminen uuden edessä.
- 2011 In:Viitala & Järnlström (eds.) Selvityksiä ja raportteja 302. University of Vaasa Heikkilä, J-P. (2011) HR- tietojärjestelmien historian, nykyisyyden ja tulevaisuuden analysointia. In: Viitala,

### Publications for public audience

- 2016 Financial Times (2016) Pyongyang Startup Seminar Hints Potential for Entrepreneurs. FT July 8th 2016.
- 2016 Kauppalehti (2016) Pohjois-Koreaan viedään Suomesta kapitalismia. A Person of the week feature story
- 2016 Suomen koulutusviennin huikkein harppaus: Startup-oppia Pohjois-Koreaan. 1.6.2016
- 2016 Helsingin Sanomat (2016) Startup-pöhinää Pjongjangissa –suomalaiset panivat pohjoiskorealaisetvideoimaan yrityksiä. 4.7.2016.
- 2014 Suomen Kuvalehti (2014) Lupa rikastua: Suomalainen professori opettaa Pohjois-Koreassa kansainvälistä yrittäjyyttä. Suomen Kuvalehti 10: 41-45

### Theses

- 2013 Heikkilä, J-P. (2013) Perspectives on e-HRM in a Multinational Setting. Doctoral dissertation. University of Vaasa, Finland. Acta Wasaensia 283.
- 2013 Heikkilä, J-P. (2013) Change of power dynamics in North Korea : three scenarios. Master thesis. University of Turku, Finland. Faculty of Social Sciences.

2006 Heikkilä J-P. (2006) Kiina muutoksessa - 3 skenaariota vuodelle 2015. Master thesis. University of Vaasa, Finland. Faculty of Business Studies.

## PARTICIPATION IN BOARDS, COMMITTEES AND ASSOCIATIONS

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Board Member, Society of Finnish Business Studies  
Chairman of Board, Burning Stories scienceart association,  
Future Research Society Member, Finnish Society of Academics