**DR. WALDBUESSER, PATRICK**

**Associate Professor, Chair of Department of Leadership and Organizational Communication**

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**Education**

2004 Ph.D. Psychology, University of Heidelberg

1999 M.S. Psychology, University of Heidelberg,

Additional specialisations:

Criminology and Psychopathology

(University of Heidelberg, completed Full-time studies)

1993 Final secondary-school exam. Werner Heisenberg Gymnasium

(Weinheim a. d. Bergstraße, Germany)

**Employment**

2014-ongoing Associate Professor, Founder and Chair of Department of Leadership

and Organizational Communication, Széchenyi István University, Hungary

2013-ongoing Director Human Resources / Organisation Development

AUDI HUNGARIA MOTOR Kft., Győr, Hungary

2011-2013 Assistant to the Board Member of Human Resources and Organization

AUDI AG, Ingolstadt, Germany

2010-2011 HR Special Officer Corporate logistics/environmental protection

AUDI AG, Ingolstadt, Germany

2008-2009 HR Officer for Corporate logistics/environmental protection

AUDI AG, Ingolstadt, Germany

2005-2008 HR Officer Human Resources Research

AUDI AG, Ingolstadt, Germany

2001-2004 Ph.D. project with the training centres of AUDI AG in Ingolstadt

and Neckarsulm, Institute of Psychology, University of Heidelberg

2000-2004 Academic Associate, Consultant for organizational and

HR development / change management, Departments of Social

Psychology and Occupational / Organisational Psychology,

University of Heidelberg

1994-1999 Academic Assistant Associate, Departments of Social Psychology and

Differential Psychology / Personality Research

**Areas of Research Interest**

* Generations perspective
* Employer attractiveness
* Decision Theory
* Game theory
* Attribution theory
* Motivational Psychology
* Empirical research methodology
* Lie detection

**Awards**

2005 Südwestmetall Award 2005 for scientific talents,

Verband der Metall- und Elektroindustrie Baden-Württemberg E.V., Germany

**Administrative Roles**

2014-ongoing Head of Department Leadership and Organizational Communication, Széchenyi István University

2013-ongoing Authorized to sign in behalf of AUDI HUNGARIA MOTOR Kft.

2011-ongoing Budget responsibility as board member assistant and department leader at AUDI AG

**Significant Publications**

“Digital Age: Information and Communication technologies, tools, and trends for communication management”, 6th IEEE Conference on Cognitive Infocommunications CogInfoCom 2015 PROCEEDINGS, October 19-21, 2015 Győr, Hungary, ISBN: 978-1-4673-8128-4.

“Connected Cognitive Entity Management - New Challenges for Executive Decision Making”, 6th IEEE Conference on Cognitive Infocommunications CogInfoCom 2015 PROCEEDINGS, October 19-21, 2015 Győr, Hungary, ISBN: 978-1-4673-8128-4.

“Empirical Findings in Cognitive Entity Management - A Challenge in the Digital Era”, 6th IEEE Conference on Cognitive Infocommunications CogInfoCom 2015 PROCEEDINGS, October 19-21, 2015 Győr, Hungary, ISBN: 978-1-4673-8128-4.

“The Cognitive Entity Generation - Emergent Properties in Social Cognition”, 6th IEEE Conference on Cognitive Infocommunications CogInfoCom 2015 PROCEEDINGS, October 19-21, 2015, Győr, Hungary, ISBN: 978-1-4673-8128-4.

“Zeitliche Gestaltung der Arbeit“ (Time Management) and “Freizeit und Familie” (Leisure time and Family), in: Occupational and Organisational Psychology, eds. Prof. Dr. Heinz Schuler, Prof. Dr. Karlheinz Sonntag, 2007, Göttingen: Hogrefe.

Dissertation “Versetzte Ausbildungszeiten in der Berufsausbildung jugendlicher Nachwuchskräfte” (Shift times on the vocational education of juvenile apprentices), 2004, Heidelberg University (<http://archiv.ub.uni-heidelberg.de/volltextserver/5203/>).

Diploma thesis “Verkehrsdelikte – Versuch einer entscheidungstheoretischen Konzeptualisierung“ (Traffic offenses – A decision theory approach), 1999, Heidelberg University, Germany.

„Die Botschaft hör‘ ich wohl… - Ein Attributionsmodell der Lügendetektion“ (I hear the message well… - an attribution modell of lie detection), Tagung Experimentell Arbeitender Psychologen TEAP (Conference of Empirically Working Psychologists), 1998, Pabst Science Publishers, ISBN 3-933151-18-X (https://www.teap.de/memory/Abstractband\_40\_1998\_marburg.pdf).

**Funded Research Projects**

* *Government Grants*

Shift times on the vocational education of juvenile apprentices.

Grant by the Deutsche Forschungsgemeinschaft DFG

* *Industry Grants*

Research grant: Südwestmetall Award 2005 for scientific talents

**Teaching**

Széchenyi István University Leadership and organizational communication / Executive MBA

Heidelberg University Occupational & Organisational Psychology

Heidelberg University Social Psychology

Heidelberg University Differential Psychology & Personality Research

**Student Supervision**

D. Matlakiewicz (2016). Generational differences in attitudes towards work and life – Managing the effectivenes of intergenerational cooperation. *Started.* Wismar University of Applied Sciences Technology, Business and Design. Wismar.

K. Prill (2015). Von kleinen Segelschiffen und großen Tankern - Global Leadership in der Metallindustrie (From sailing boats to sea-going tankers – Global Leadership in metallworking industries). Zeppelin University, Department of Corporate Management & Economics, Leadership Excellence Institute Zeppelin LEIZ. Friedrichshafen.

B. Papp (2015). Generationenmanagement - Einblicke in die Generationenperspektive der AUDI HUNGARIA MOTOR Kft. (Managing generations - Insights in the generations perspective of the AUDI HUNGARIA MOTOR Kft.), Széchenyi István University, Deák Ferenc Faculty of Law and Political Sciences. Győr.

D. Németh (2015). Von der Idee zur Innovation - Die Historie und die Zukunft des Ideenmanagements (From idea to innovation - History and future of ideas management). Western-Hungarian University, Faculty for Economic Sciences. Sopron.

A. Ott (2005). Selbstregulierung in arbeitsbezogenen Lernumgebungen - Entwicklung eines halbstandardisierten Interviewleitfadens zur Erfassung von Selbstregulationspotenzialen bei jugendlichen Nachwuchskräften (Self-regulation in shop-floor connected learning environments - Development of a half-standardized interview guide assessing self-regulatory potential in juvenile trainees). Heidelberg University, Faculty of Behavioral and Empirical Cultural Sciences, Institute of Psychology. Heidelberg.

Tutor for Empirical Research Methods & Methodology, University of Heidelberg, Faculty of Behavioral and Empirical Cultural Sciences, Institute of Psychology. Heidelberg.

**Examination Committees**

Széchenyi István University Executive MBA Program

Heidelberg University,

Faculty of Behavioral and Empirical Cultural Sciences,

Institute of Psychology Departments of: General Psychology,

Biopsychology,

Empirical Research Methods&Methodology,

Differential Psychology&Personality

Research, Social Psychology,

Occupational & Organisational Psychology

**Professional and Editorial Activities**

2000-2004 University of Heidelberg, Institute of Psychology: Lectures and courses in

Occupational & Organisational Psychology, Social Psychology and Differential Psychology & Personality Research; Head of a cooperative research project between the Department of Occupational & Organisational Psychology, University of Heidelberg, Institute of Psychology and AUDI AG Ingolstadt and Neckarsulm

1994-1999 University of Heidelberg, Institute of Psychology: Conceptional development and implementation of research projects and courses in Decision Theory, Bayesian Reasoning, Stereotyping, Lying and Attitude Development/Change

**Consulting**

1999-2004 Freelance consultant for organisational and HR development/change management

(e. g. O&P Consult Heidelberg)