

# Moving Ahead

Vision. Human. Work.



**Sonia Hornberger**

Audi AG

## Work experience

- 2004 AUDI AG, Ingolstadt, Germany, HR division, Dept. Education Strategy, Academic Cooperation. Responsible for HR research, HR trends
- 1989-2004 researcher at the University of Karlsruhe (K.I.T.), Dept. of Ergonomics, research topics: working time and shiftwork design, individualization of working conditions, intervention studies

## Education

- 1989-1994 University of Karlsruhe (K.I.T.), dissertation on the subject "Ergonomic design of shift systems" (Dr. rer. pol.)
- 1983-1987 Economic University Bratislava, Slovakia, Study of Business and Human Resource Management

## Book publications

Individualisierung in der Arbeitswelt aus arbeitswissenschaftlicher Sicht („Individualisation in the World of Work from the Ergonomic Point of View“). 2006, ISBN: 3-631-54959-8 (Habilitation).

Erfolgsfaktor familienorientierte Personalpolitik. („Family-Oriented Personnel Policy as a Factor of Success“). 2000 (3 additional co-authors). ISBN: 3-631-36001-0

Auswirkungen arbeitswissenschaftlich verbesserter Schichtsysteme auf die Schichtarbeiter. (Effects of Ergonomic Improved Shift Rotas on the Shiftworkers“) 1994, ISBN: 3-631-47571-3 (Dissertation).

## Further information

Lectureship at the University of Eichstaett-Ingolstadt (topic: ergonomic job design) and at the AutoUni of Volkswagen Group Wolfsburg (topic: HRM and demographic development).

Member of ICOH and of the German Ergonomics Society (GfA)