

Work experience

- University of Oulu
Researcher 1.3.2023-
- University of Oulu
Doctoral student, 1.8.2018-31.12.2022
Sustainable gig work-project 1.3.2020-31.12.2022
- Nuorisosäätiö (Youth Foundation)
Resident councillor 1.3.2014-28.11.2014
- Sk-restaurants/NPG/JKJ-restaurants
Bartender
1.10.2007 – 6.7.2013, 25.4.2015 – 1.4.2018
- City of Oulu, Youth affairs
Youth councillor
5.2.2007 – 31.8.2007
- Red Cross
Secretary, Project assistant
12.10.2004 – 31.8.2005
- Maikkulanraitti elementary school
School assistant
12.8.2003 – 11.9.2003
- Iisalmi local hospital,
Secretary, Project assistant
10.3.1997 – 13.7.1997, 20.9.1999 – 15.5.2000

Education

- University of Oulu
Doctor of philosophy 2022
Industrial engineering and management
- University of Oulu
Master of educational sciences 2012
Major: Educational psychology
Minors: Education science, sociology, philosophy
- Oulu Region University of Applied Sciences, data processing.
27.8.2001 – 30.5.2003 60 ov (half completed)
- Vocational Qualification in Business and Administration
graduated 1996
- High school graduate 1996

- Language skills CEFR:
English – C2
Swedish – B1
German – A2
Chinese – A2 (mandarin)

Publications:

Jounila, H., **Cajander, N.**, Reiman, A., Latva-Ranta, J. & Väyrynen, S. (2017). HSEQ assessment audit tool – Consistency analysis of expert audits. *Prevention of Accidents at Work: Proceedings of the 9th International Conference on the Prevention of Accidents at Work*. ISBN 978-1-138-03796-0. pp. 115-119.

Cajander, N., & Reiman, A. (2019). High performance work practices and well-being at restaurant work. *European Journal of Tourism Hospitality and Recreation*, 9(1), 38-48.

Cajander, N., & Reiman, A. (2020). Work Commitment Modes of Temporary Agency Workers in Restaurants. *International Journal of Business and Administrative Studies*, 6(2), 65-72.

Cajander, N., & Reiman, A. (2021). Insights into Heterogeneity of Temporary Agency Work in Restaurants. *International Journal of Business and Administrative Studies*, 7(1), 36-47.

Cajander, N. & Reiman, A. (2021). Considerations on the realization of corporate social responsibility in temporary agency work – Restaurant work in focus. In: *Abstracts Book I, Work Beyond Crises*, Turku, Finland, 18-19 September 2021, pp 31-32.

Mattila, S., Ylikarhi, K., Rekola, L. **Cajander, N.**, Tappura, S. & Kärkkäinen, R. (2021). Strengths and Development Needs in Temporary Agency Work: Temporary Work Agency Managers' Perspective. IHSED 2021 Conference Proceedings Edited AHFE OA Book 4th ed. 2021, ISBN 978-1-7923-8987-0, Number of Pages: 1030, DOI 10.54941/ahfe1001095.

Cajander, N., Reiman, A., Kärkkäinen, R. & Ylikarhi, K. (2022). Corporate social responsibility in temporary agency work: A study of restaurant work in Finland. *Employee responsibilities and Rights journal*. 10.1007/s10672-022-09410-9

Cajander, N., Reiman, A., & Tappura, S. (2023). Occupational safety and health and temporary agency work in multiemployer restaurants. *Work* 75, 939–952. DOI:10.3233/WOR-220033

Cajander, N. (2022) *Temporary agency work and worker well-being at restaurants: insights into socially sustainable work*. Acta Universitatis Ouluensis. C, Technica. ISBN: 978-952-62-3457-1

Cajander, N. (2023). Vuokratyöntekijöiden epätyypillisen työsuhteen tuomat haasteet ja vaikutukset työhyvinvointiin ravintolatyössä. *Työelämän tutkimus*, 21(2), 322-328.

Cajander, N. & Reiman, A. (2024). Aligning expectations with real-world experiences: A talent management study on the restaurant industry in Finland. *Employee Relations*, 46(9), 1-20. DOI: 10.1108/ER-07-2023-0347

Conferences:

TASS 2nd International Conference on Business, Economics, Management, Humanities & Social Sciences March 12-13, 2020. Venue: The Howard Plaza Hotel Taipei, Taiwan.

WORK2021 - Work beyond Crises - WORK Conference. Turku. August 19.2021.

Teaching experience:

Tutor-teacher

Other Academic Merits

Reviews for *WORK-journal*,

WORK-205225R1. Date Invited 25.1.2022 Date Completed 31.1.2022 *On time*

WORK-205225R2. Date Invited 11.4.2022 Date Completed 14.4.2022 *On time*

WORK- 220310. Date Invited 27.6.2022 Date Completed 28.6.2022 *On time*

WORK- 220425. Date Invited 31.8.2022 Date Completed 6.9.2022 *On time*

WOR-220425R1. Date Invited 4.11.2022 Date Completed 7.11.2022 *On time*

Reviews for *International Journal of Contemporary Hospitality Management*,

IJCHM-03-2022-0383. Date Invited 11.4.2022. Date Completed 27.4.2022, *On time*

IJCHM-03-2022-0383. Date Invited 27.6.2022. Date Completed 28.6.2022, On time

Review for *International Journal of Hospitality & Tourism Administration*,
WJHT-2022-2021. Date Invited 29.6.2022. Date Completed 29.6.2022, On time

Reviews for *Employee Responsibilities and Rights Journal*,
ERRJ-D-22-00135. Date Invited 16.9.2022. Date Completed 20.9.2022, On time
ERRJ-D-22-00135R1. Date Invited 14.10.2022. Date Completed 17.10.2022, On time