

Markus Dulhofer, BA MA MA PhD

PhD graduate
Doctoral Center “Doctorate Paneuropean Studies”
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Professional experience

09/2023-
HR Advisor
ÖBB-Infrastruktur AG
- Interface and coordinator of group-wide personnel development measures
- Further development of lead processes and programmes
- Quality

08/2023-08/2023
QSU-Manager
ÖBB-Operative Services GmbH

10/2022-07/2023
Senior Specialist Recruitment and Employer Branding
ÖBB-Business Competence Center GmbH

09/2020-03/2021 &
09/2017-01/2019
Team Lead Recruitment and Employer Branding (on top)
ÖBB-Infrastruktur AG

02/2017-03/2023
Senior Specialist Recruitment and Employer Branding
ÖBB-Infrastruktur AG

06/2014-01/2017
HR Staff/
Deputy Head of MERKUR Academy
MERKUR Warenhandels AG

01/2014-05/2014
HR Consulting (Traineeship)
TU Career Center GmbH

11/2003-09/2009
Business & Leissure Travel Agent
Verkehrsbüro-Ruefa-Reisen GmbH

Academic Education

11/2023-12/2025
PhD (Doctor of Philosophy)
Int. Economic Relations and Management
International Joint Cross-Border PhD-Programme
Doctoral Center “Doctorate Paneuropean Studies”

08/2012-07/2014
MA (Master of Arts in Business)
HR Management and Labour Law CEEC
University of Applied Sciences Burgenland

03/2012-03/2014
MA (Master of Arts)
Social Sciences (Sociology)
University of Vienna

10/2009-02/2012
BA (Bachelor of Arts)
Social Sciences (Sociology)
University of Vienna

Further education

Certified Business Coach (Group Austria), Press Relations (PR) (Business Academy), Certified Expert for Consulting and Management (Business Academy), Certified Trainer for Adult Education (WIFI), Social Media (Werbe Akademie), Behavioral Profile Analysis (Thomas International), EBC*L Certified Manager, Certified Labour Law Expert (WIFI), International Intensive Seminar for Russian (East and Southeast Language Institute), ECDL

Languages

German: Mother tongue
English: C1
Russian: A1

Awards

ÖBB Award 2019: Diversity (Project: More female dispatchers)
Merit-based scholarship of the University of Vienna (2010-2014)

Publications

Dulhofer, M. (under review). Health-Care Workers and Presenteeism during COVID-19 in the EU27: A logistic regression approach. Doctoral Center “Doctorate Paneuropean Studies”. Proceedings of the 11th International Scientific Conference for Doctoral Students and Early-Stage Researchers (under peer-review)

Dulhofer, M. (2025). Leadership Role and Presenteeism during the COVID-19 Pandemic across the countries of the EU27: A parallel mediation analysis model approach. Working paper

Dulhofer, M. (under review). Influence of Workplace Social Capital on Presenteeism during the COVID-19 Pandemic across the Countries of the EU27: A parallel mediation analysis model approach. Working paper (under peer-review)

Dulhofer, M. (2025). Presenteeism and home-based Telework across the Visegrad countries during the COVID-19 Pandemic: A Multivariate Analysis Approach. Working paper (under peer-review)

Dulhofer, M. (2024). Work-related Factors Influencing Presenteeism in Croatia during COVID-19: A Logistic Regression Approach. Naše gospodarstvo/Our Economy, 70(4), DOI: 10.2478/ngoe-2024-0021

Dulhofer, M., Huth, A. (2025): Austrian youth unemployment development and COVID-19 pandemic. A comparison of the years 2019 to 2022. Doctoral Center “Doctorate Paneuropean Studies”. Proceedings of the 10t International Scientific Conference for Doctoral Students and Early-Stage Researchers

Huth, A., Dulhofer, M. (2025). Leadership models over the course of time. Doctoral Center “Doctorate Paneuropean Studies”. Proceedings of the 10t International Scientific Conference for Doctoral Students and Early-Stage Researchers

Final theses

Dulhofer, M. (2025). Influencing Factors on Presenteeism before and during COVID-19 Pandemic in Conservative and Post-Socialist Welfare States. A comparative Secondary Data Analysis of the European Working Condition (Telephone) Survey Datasets of 2015 and 2021 (Doctoral thesis). Doctoral Center “Doctorate Paneuropean Studies” (Czech University of Life Sciences Prague)

Picek, M. (2014). Herausforderungen in Implementierung und Ausführung von Diversity Management mit Fokus auf die Dimension Migrationshintergrund: Eine qualitative Untersuchung in unterschiedlichen Organisationen mit Sitz in Wien (Masterarbeit). Hochschule Burgenland

Picek, M. (2013). Bewertung der Einkommensungleichheit im Kontext von intergenerationalen Mobilitätsprozessen in ausgewählten europäischen Wohlfahrtsstaaten (Masterarbeit). Universität Wien. DOI: 10.25365/thesis.31283

Picek, M. (2011). Von Agnes bis Agnosie. Eine chronologisch-systematische Bestandsaufnahme der mikrosoziologischen Theorien zur sozialen Konstruktion von Zweigeschlechtlichkeit (Bachelorarbeit). Universität Wien