Biography

Marta Elvira is Associate Dean for Research and professor in the departments of Managing People in Organizations and Strategic Management. She earned her Ph.D. in Organizational Behavior & Industrial Relations at U.C. Berkeley's Haas School of Business.

Prior to joining IESE, Prof. Elvira served as academic dean at Lexington College. She was formerly a tenured associate professor in the Graduate School of Management at the University of California, Irvine, and associate professor of organizational behavior at INSEAD (France). In 1999-2000, she was a visiting scholar at MIT's Sloan School of Management in the Institute for Work and Employment Research as well as at the Instituto Tecnológico de Monterrey (Mexico).

Prof. Elvira brings a multi-cultural perspective to her research and teaching. Besides human resource practices and incentives in organizations, her research interests focus on social inequality and human capital development. Her work examines the political and economic processes involved in designing organizational reward structures, and the joint effects of incentive pay and promotion systems on employee earnings and performance.