



# ANNA BYKOVA

## PERSONAL DETAILS

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## POSITION

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National Research University Higher School of Economics, Perm campus

Department of Economics and Finance: Associate Professor

International Laboratory of Intangible-driven Economy: Research Fellow

Director Advisor on Academic Development

## EDUCATION AND DEGREES

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*PhD student:* University of Vigo, Spain (2018 – current, Doctorate program on “Economic Analysis and Business Strategies”, supervisor – Dr. Carlos M. Jardon)

*PhD in Economics:* National Research University Higher School of Economics, Russia (2011, thesis title: Innovation Cluster Effects in Chemical Industry (Perm region, Russia), advisor – Dr. Kseniia Gonchar)

*Master of Arts in Finance and Credit:* State University Higher School of Economics, Russia (2006, thesis title: Design of Royalty’s Rate Valuation, advisor – Dr. Mariia Molodchik, GPA 4.75, graduated with honors)

## LANGUAGES

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Russian – mother tongue

English – fluent reading, writing and speaking ability

Spanish – basic speaking ability

## **FIELDS OF INTEREST**

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Corporate Finance  
Strategic Management  
Empirical Economics

## **CLASSES**

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Research Methods in Empirical Corporate Finance (1<sup>st</sup> and 4<sup>th</sup> year bachelor)  
Strategic Financial Management (2<sup>nd</sup> year master)  
Economics of Entertainment (2<sup>nd</sup> year bachelor)

## **MAJOR PUBLICATIONS**

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- Bykova A., Jardon C. M. (2018) The Mediation Role of Companies' Dynamic Capabilities to Business Performance Excellence: Insights from FDI. The Case of Transitional Partnership, *Knowledge management Research & Practice*, Vol. 16. Iss. 1, p. 144-159.
- Bykova A., Iturriaga F.-L. (2018) Exports - Performance Relationship in Russian Manufacturing Companies: Does Foreign Ownership play an Enhancing Role? *Baltic Management Journal*, Vol. 93. Iss. 1, p. 20-40.
- Jardon C., Bykova A. (2017) Lean against the Wind: The Moderation Effect of Foreign Direct Investments during the Economic Recession in Russia. *Journal of Economics and Business*. Vol. 93. Sept-Oct., p. 1-14.
- Bykova A. (2017) Impact of Industry Concentration on Innovation: Evidence from Russia. *Journal of Corporate Finance Research*. Vol. 11. No. 1, p.12-23.
- Bykova A., Molodchik M.A., Shamilova E.V. (2017) Ownership concentration, corporate governance development and firm performance in Russian listed companies. *Applied Econometrics*. Vol.45, p.50-74.
- Kuminova E.V., Bykova A. (2014) Did Relational Capital Matter during the Financial Crisis? *International Journal of Learning and Intellectual Capital*. Vol. 11. No. 4, p. 286-305.
- Kuminova E.V., Bykova A. (2013) Did relational capital matter during the financial crisis? *NRU Higher School of Economics*. Preprint Series FE "Financial Economics".
- Bykova A., Molodchik M. A. (2012) How to catch mutual effects in cluster: comparative study of transitional and developed economies. *International Journal of Transitions and Innovation Systems*. Vol. 2. No. 3/4, p.247-265.
- Molodchik M. A., Shakina E. A., Bykova A. (2012) Intellectual Capital Transformation Evaluating Model. *Journal of Intellectual Capital*. Vol. 13. No. 4, p. 1-13.
- Molodchik M. A., Bykova A. (2011) *Applying the VAIC Model to Russian Industrial Enterprises*, in: Proceeding of the 3rd European Conference on Intellectual Capital. Edited by G. Turner, C. Minnone. Leeds: Academic Publishing International Limited, p. 268-277.
- Bykova A. (2011) Institutes of Innovative Development: Their Role in Regional Clusters. *Economic Annals*. Vol. LVI. No. 190, p. 7-24.

Shakina E. A., Bykova A. (2011) *Intellectual Capital Evaluation: Relationship between Knowledge Management Implementation and Company's Performance*, in: Proceedings of the 12th European Conference on Knowledge Management. Edited by F. Lehner, K. Bredl. Vol. 2. Leeds: Academic Publishing International Limited, p. 917-929.

## **PAPERS UNDER CONSIDERATION FOR PUBLICATION**

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Jardon C. M., Molodchik M.A., Bykova A. Industry Effect on Link "Intangibles-Performance": Evidence from Russia.

Bykova A., Coates D. Does experience matter: teams' salary distribution, coach experience and team performance. The evidence from MLS.

Bykova A., Iturriaga F.-L. The Determinants of Dividend Policy in Russia: the Effect of State Ownership.

## **MANUSCRIPTS IN PROCESS**

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Bykova A., Zavertyaeva M., Naidenova I. An Information Disclosure about Corporate Governance: an Impact on Company Performance.

Bykova A., Molodchik M. Company Growth via Intangible-Intensifying Strategy in BRICs: a Scientometric Mapping of Publications' Output.

Bykova A., Coates D. Economic freedom and Company's Performance: the Case of Russia.

Bykova A., Jardon C.M. The Mediation Role of Dynamic Capabilities in Russian firm Performance: the Investigation of Industry Moderation Effect.

Parshakov P., Coates D., Bykova A. Network Analysis in NFL.

Bykova A., Coates D., Parshakov P. Is Wage Dispersion Different from Ability Dispersion? Evidence from MLS.

Bykova A., Coates D. The Nexus between Players' Abilities and Performance: What Wage Dispersion Measures Could Add to the Discussion? The Case of MLS.

Bykova A., Zavertyeva M. Relational Capital of Foreign Board Membership in Russia: Evidence from Social Network Analysis.

## **PARTICIPATION IN CONFERENCES**

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**2010:** XI April International Academic Conference on Economic and Social Development, Moscow, Russia

**2010:** 11<sup>th</sup> Bi- Annual Conference of European Association for Comparative Economic Studies «Comparing Responses to Global Instability», Tartu, Estonia.

**2010:** IX International Symposium "Economy & Business: Economic Development and Growth", Burgos, Bulgaria

**2011:** 3<sup>rd</sup> European Conference on Intellectual Capital, Nicosia, Cyprus

**2011:** EACES Workshop International Scientific Conference "Market Failures and the Role of Institutions", Milocer, Montenegro.

*2011:* 12<sup>th</sup> European Conference on Knowledge Management, Passau, Germany

*2012:* XIII April International Academic Conference on Economic and Social Development, Moscow, Russia

*2015:* XVI April International Academic Conference on Economic and Social Development, Moscow, Russia

*2015:* III International Conference iCARE3, Perm, Russia

*2015:* International Conference “Emerging Markets - 2015: Business and Government Perspectives”, Sankt-Petersburg, Russia

*2016:* EACES Workshop, XVII April International Academic Conference on Economic and Social Development, Moscow, Russia

*2016:* XI International Forum on Knowledge Assets and Dynamics IFKAD-2016, Dresden, Germany

*2016:* International Conference “Emerging Markets - 2016: Business and Government Perspectives”, Sankt-Petersburg, Russia

*2017:* XXII International Workshop on Accounting “Konopka-2017”, Orense, Spain

*2017:* XVIII April International Academic Conference on Economic and Social Development, Moscow, Russia

*2017:* XII International Forum on Knowledge Assets and Dynamics IFKAD-2017, Sankt-Petersburg, Russia

*2017:* I International Football Economics Conference, Kazan, Russia

*2017:* I International BRICS Global Business & Innovation Conference, Sankt-Petersburg, Russia

*2018:* 55<sup>th</sup> Public Choice Society Meeting, Charleston, US

*2018:* XIX April International Academic Conference on Economic and Social Development, Moscow, Russia

## **TRAININGS**

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*2006:* Innovation Management and Project Methods of Development, State University Higher School of Economics, Nizhniy Novgorod, Russia

*2007:* Principles of Gender Mainstreaming in Management, Governance Advisory and Exchange Program (GAEP), Ottawa, Canada

*2008:* Comparative Analysis of International and Russian Accounting Standards, KPMG, Perm, Russia

*2009:* I Summer School on Entrepreneurship Studies, State University Higher School of Economics, Moscow, Russia

*2009:* The Scientific and Practical Course in Applied Econometrics, New Economic School, Perm, Russia

*2010:* I Perm Winter School on Financial Risks, Perm State University, Perm, Russia

*2010:* II Summer School on Entrepreneurship Studies, State University Higher School of Economics, Moscow, Russia

*2010:* International Summer School "Change in Management, Economics and Finance", University of Bremen, Bremerhaven, Germany

*2010:* Certificate BEC Vantage, Perm, Russia

*2011:* II Perm Winter School on Financial Risks, Perm State University, Perm, Russia

*2011:* International Week of University of Vigo - Visiting Lecturer, classes "Relative Valuation", training "GUUGLE Workshop", University of Vigo, Orense, Spain

*2011:* Empirical Investigation of Russian Households" Behavior: Opportunities by RLMS Database, National Research University Higher School of Economics, Perm, Russia

*2011:* How to Conduct Empirical Research in STATA, National Research University Higher School of Economics, Perm, Russia

*2011:* International Summer School "Change in Management, Economics and Finance", University of Bremen, Bremerhaven, Germany

*2011:* Empirical Industrial Organization, New Economic School, Perm, Russia

*2011:* Workshop on Academic Writing by prof. E. Huizingh, Huizingh Academic Development, Perm, Russia

*2012:* Workshop on Academic Writing, National Research University Higher School of Economics, Perm, Russia

*2012:* II Perm Winter School on Financial Risks, Perm State University, Perm, Russia

*2012:* ISEO Summer School "Building the New Economic Welfare after the Crisis", ISEO, Brecia, Italy

*2012:* I International Summer School on Intellectual Capital, Perm, Russia

*2012:* Contract Theory, New Economic School, Perm, Russia

*2013:* Certificate IELTS (Academic), Perm, Russia

*2013:* Meta-Cognitive Reflective Practioner Seminar by prof. Sean Madden, Fulbright Program, Perm, Russia

*2013:* II International Summer School on Intellectual Capital, Perm, Russia

*2013:* Empirical Corporate Finance, New Economic School, Perm, Russia

*2015:* Visiting Research Fellow (19/11-02/12) at the Department of Accountancy and Finance, University of Valladolid, Valladolid, Spain

*2016:* Visiting Research Fellow (19/11-25/11) at the Department of Accountancy and Finance, University of Valladolid, Valladolid, Spain

*2016:* Visiting Research Fellow (26/11-02/12) at the Department of Applied Economics, University of Vigo, Vigo, Spain

*2017:* II International Summer School "Innovations in Knowledge Management Practices", GSOM, SPetersburg, Russia

*2017:* Programming in Python, NRU HSE, Perm, Russia

*2017:* Visiting Research Fellow (08/12-14/12) at the Department of Accountancy and Finance, University of Valladolid, Valladolid, Spain

*2017:* Visiting Research Fellow (12/12-25/12) at the Department of Applied Economics, University of Vigo, Vigo, Spain

*2018:* Visiting Research Fellow (21/02-28/02) at the Department of Economics, University of Maryland Baltimor County, Baltimor, US

## RESEARCH PROJECTS

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**2017-2019:** Competitiveness of and leapfrogging by Russian business on the basis of intangibles, *Research Report*, Russian Scientific Foundation, Moscow, Russia (A. Barajas, C. Jardon, D. Coates, E.Shakina, M. Molodchik, P.Parshakov, Y.Naidenova, M.Zavertyaeva, **A.Bykova**, et al.)

**2018:** An intangible-intensive company's behavior: industry specifics, *Research Report*, Scientific Fund, National Research University Higher School of Economics, Moscow, Russia (A. Barajas, F. Iturriaga, C. Jardon, D. Coates, E.Shakina, M. Molodchik, P.Parshakov, Y.Naidenova, M.Zavertyaeva, **A.Bykova**, et al.)

**2017:** Optimal strategies for intangibles, *Research Report*, Scientific Fund, National Research University Higher School of Economics, Moscow, Russia (A. Barajas, F. Iturriaga, C. Jardon, D. Coates, E.Shakina, M. Molodchik, P.Parshakov, Y.Naidenova, M.Zavertyaeva, **A.Bykova**, et al.)

**2016:** Comparative study of intangible endowment in Europe and Russia, *Research Report*, Scientific Fund, National Research University Higher School of Economics, Moscow, Russia (A. Barajas, F. Iturriaga, C. Jardon, D. Coates, E.Shakina, M. Molodchik, P.Parshakov, Y.Naidenova, M.Zavertyaeva, **A.Bykova**, et al.)

**2015-2017:** Competitiveness of Russian Companies in Import Substitution Conditions: the Role of Intangibles, *Research Report*, Russian Scientific Foundation, Moscow, Russia (A. Barajas, F. Iturriaga, C. Jardon, D. Coates, E.Shakina, M. Molodchik, P.Parshakov, Y.Naidenova, M.Zavertyaeva, **A.Bykova**, et al.)

**2015-2017:** Elaboration of the Information Platform: Monitor of Intangibles of Russian Companies, *On-line Information Platform*, Russian Scientific Foundation, Moscow, Russia (A. Barajas, F. Iturriaga, C. Jardon, D. Coates, E.Shakina, M. Molodchik, P.Parshakov, Y.Naidenova, M.Zavertyaeva, **A.Bykova**, et al.)

**2015:** Company's Behaviour in Information Assymetry: Role of Intangibles, *Research Report*, Scientific Fund, National Research University Higher School of Economics, Moscow, Russia (A. Barajas, F. Iturriaga, C. Jardon, D. Coates, E.Shakina, M. Molodchik, P.Parshakov, Y.Naidenova, M.Zavertyaeva, **A.Bykova**, et al.)

**2014:** The study of an intangible-intensive company's behavior under uncertainty, *Research Report*, Scientific Fund, National Research University Higher School of Economics, Moscow, Russia (A. Barajas, F. Iturriaga, C. Jardon, D. Coates, E.Shakina, M. Molodchik, P.Parshakov, Y.Naidenova, M.Zavertyaeva, **A.Bykova**, et al.)

**2013 – 2014:** Drivers of Companies Value Creation during the Economic Crisis: the Role of Intangibles, *Research Report*, Scientific Fund, National Research University Higher School of Economics, Moscow, Russia (M. Molodchik, E.Shakina, **A.Bykova**, et al.)

**2011-2012:** Intellectual capital Measurement, *Research Report*, Scientific Fund, National Research University Higher School of Economics, Moscow, Russia (M. Molodchik, E.Shakina, **A.Bykova**, et al.)

*2011-2012: Innovation Drivers of Manufacturing Companies' Development, Research Report, Center of Fundament Studies, National Research University Higher School of Economics, Moscow, Russia (K.Gonchar, V.Golikova, **A.Bykova**, et al.)*

*2011-2012: The Elaboration of the Strategy of Entrepreneurship Development in Perm region 2012-2014, Research Report, Perm Region Ministry of Trade and Entrepreneurship (A.Malcev, **A. Bykova**, et al.)*

*2007-2008: Technological and Management Innovations in Russian Corporations: Sources of Leadership, Research Report, the Center of Fundament Studies, State University Higher School of Economics, Moscow, Russia (K.Gonchar, V.Golikova, M. Molodchik, **A.Bykova**, et al.)*

*2005-2006: The Elaboration of the Strategy of Innovative Development in Perm Region, Research Report, Perm Regional Venture Fund, Perm, Russia (A.Emelyanov, A.Muschinkin, M, Molodchik, *A.Bykova*, et al.)*

## **AWARDS**

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*2008:* Letter of Acknowledgment, State University Higher School of Economics, Perm campus.

*2010-2011:* Young Academic Professionals' Group, Category "Young Researchers", State University Higher School of Economics

*2010-2011:* 1st level Academic Premium, State University Higher School of Economics

*2011-2012:* 1st level Academic Premium National Research University Higher School of Economics

*2012-2013:* 1st level Academic Premium National Research University Higher School of Economics

*2013:* Certificate of Honor, National Research University Higher School of Economics, Perm campus.

*2013-2014:* 1st level Academic Premium National Research University Higher School of Economics

*2013-2015:* Academic Premium for Research Achievements, Perm Regional Government.

*2014-2015:* 1st level Academic Premium National Research University Higher School of Economics

*2015-2017:* 3rd level Academic Premium, National Research University Higher School of Economics

*2016:* Young Academic Professionals' Group, Category "Future Professoriate", National Research University Higher School of Economics

*2017:* Best research paper in IFKAD 2017, GSOM

*2018:* The winner of the competition "Perm region future leaders", Category "Management in Education", Perm regional government

*2018:* The participant of the program "Perm region future leaders", Perm regional government