

### **Effects of work arrangements on creative R&D work outcomes**

**Hazak, Aaro; Männasoo, Kadri; Virkebau, Marko** Eastern European economics 2017 / p. 500-521 : ill

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### **Employee performance, working time and tiredness in creative R&D jobs : employee survey from Estonia**

**Hazak, Aaro; Virkebau, Marko; Tuulik, Viiu; Tint, Piia; Pille, Viive; Sõõru, Erve** Springer Proceedings in Business and Economics 2018 / p. 321 - 330 [https://doi.org/10.1007/978-3-319-70377-0\\_22](https://doi.org/10.1007/978-3-319-70377-0_22) Conference Proceedings at Scopus Article at Scopus

### **What type of research and development employees use flextime?**

**Virkebau, Marko; Hazak, Aaro** The international journal of organizational diversity 2017 / p. 1-9 : tab <https://doi.org/10.18848/2328-6261/CGP/v17i02/1-9>

### **When would creative R&D employees like to work?**

**Hazak, Aaro; Ruubel, Raul; Virkebau, Marko** International Journal of Organizational Analysis 2019 / p. 596 - 612

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