



Victoria Sevchenko

Assistant Professor of Strategy

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Victoria Sevchenko is an Assistant Professor of Strategy at INSEAD, where she teaches MBA electives on people analytics, data science as applied to human capital management, and incentive and organization design, and PhD courses in strategy.

Victoria's research examines how organizations can use internal and external labor market frictions to gain a competitive advantage from skilled human capital. In particular, she studies the antecedents and consequences of employees' human capital and social capital for employee mobility, firm performance, and organization design choices, and the strategies that organizations may use to capture value from human capital. Her work has been published in *Organization Science*, *Management Science*, and *Academy of Management Annals*.

Victoria earned her PhD in Strategy & Entrepreneurship from the London Business School, where her dissertation focused on explaining how organizations create and appropriate value from human capital. She holds a BSc in Politics, Philosophy and Economics from the University of Warwick, and MSc degrees in Economics and Management from the London School of Economics and Political Science and Imperial College Business School.

Research Areas

Human Capital Management, Spillovers from Human Capital, Employee Mobility, Human Capital Recruitment Strategies

Teaching Areas

Organisational Incentives, Organisational Design, Competitive Advantage from Skilled Human Capital, People Analytics