Resume of Randall S. Schuler
RUTGERS UNIVERSITY
SCHOOL OF MANAGEMENT AND LABOR RELATIONS
schuler@smlr.rutgers.edu www.smlr.rutgers.edu/RandallSchuler

Overview

Randall S. Schuler is Distinguished Professor of Strategic International Human Resource Management and Strategic Human Resource Management, Past Director of the Masters in HRM Program, and Founder and Past Director of the Center for Global Strategic Human Resource Management in the Department of Human Resource Management. He is on the faculty of Lancaster University Management School as a Visiting Fellow. His interests include managing talent, innovation and human resource management, global human resource management, strategic human resource management, the human resource management function in organizations and the interface of business strategy and human resource management. He has authored or edited over fifty books including: Managing Human Resources, 11e; International Human Resource Management, 5e; Managing Human Resources in Cross-Border Alliances; Strategic Human Resource Management: A Reader 2e; Cases in Managing Organizations and People, 7e.; La gestion de los Recursos Humanos 4e; La gestion des Ressources Humaines au Seuil, 4e; Internationales Personalmanagement; and Managing Job Stress. In addition, he has contributed over sixty chapters to reading books and has published over one-fifty hundred articles in professional journals and academic proceedings. Presently, he is Chief Editorial Consultant for the *European Journal of International Management* and is on the Editorial Boards of the *Journal of Organizational Effectiveness: People and Performance, Organizational Dynamics, Journal of World Business, Frontiers of Business Research, Strategic HRM Journal,* and the *Journal of Organizational Transformation & Social Change.*

He is a Fellow of the American Psychological Association, a Fellow of the British Academy of Management, a Fellow of the Society for Industrial and Organizational Psychology, and a Fellow of the Academy of Management. He is a past editor of the *Human Resource Planning* Journal, past area editor of the *Journal of World Business*, and a past co-editor of the *Journal of Operations Management*.

According to recently published reviews of the scholarly impact in the field of management composed of approximately 25,000 scholars, his work is in the top 50 most cited between 1981-2004 (Podsakoff, et al., 2008); and is 11th in the number of Google pages with more than one million between 1981-2011 (Aguinis, et al., 2012).

Currently he is co-editing a GLOBAL HRM Series for Routledge Publishing, London England, with P. Sparrow and S. E. Jackson. It is comprised of more than twenty-five books and involves more than 300 authors from around the world. For a listing of the books, please see http://www.routledge.com/books/series/SE0692/ For a description of the GLOBAL Series watch https://www.youtube.com/watch?v=w16U8-aGq6g

Academic Positions

Director, Masters in HRM Program, Department of HRM, Rutgers University, 2001-2003.

Founder and Director of the Center for Global Strategic Human Resource Management, Rutgers University, 1998-2001.

Overseas Credit Program Director, Rutgers University, 1998-1999.

Professor I of Human Resource Management, Rutgers University, 1998-2006

Professor of Management and Organizational Behavior, New York University, 1986-1998.

Research Fellow, GSBA Zurich and Lorange Institute of Business Zurich, 1986-present

Faculty Coordinator, Core MBA Program, New York University, 1995-1997.

Visiting Professor of Human Resource Management, The University of Michigan, 1986-1987.

Associate Professor of Management and Organizational Behavior, New York University, 1982-1986.

Associate Professor of Management, University of Maryland, 1980-1982.

Faculty Fellow, U.S. Office of Personnel Management, the U.S. Government, Washington, D.C. 1980-1982.

Associate Professor of Management Sciences, The Ohio State University, 1979-1980.

Research Associate, Mershon Center, The Ohio State University, 1979.

Assistant Professor of Management Sciences, The Ohio State University, 1977-1979.

Assistant Professor of Organizational Behavior, The Pennsylvania State University, 1976-1977.

Visiting Assistant Professor of Organizational Behavior, the Pennsylvania State University, 1975-1976.

Research Associate, Urban Institute, Cleveland State University, Spring, 1974.

Assistant Professor of Management and Labor and Industrial Relations, Cleveland State University, 1973-1975.

Publications By Year

2014-2016

„The Five C Framework for Managing Talent," Organizational Dynamics, January, 2015.

„An Aspirational Framework for Strategic Human Resource Management," Academy of Management Annals, Vol. 8: 1-56, with S. E. Jackson and K. Jiang.

„Human Resource Management and Organizational Effectiveness: Yesterday and Today," Journal of Organizational Effectiveness, March: 35-55 with S. E. Jackson.

„HRM and Innovation: Themes, Contingencies and Directions for Future Research," European Journal of International Management, Vol. 8: 570-577 with H. Floren, J. Rundquist, T. Bondarouk and H. Ruel.

„Human Resource Management in Context," in R. Blanpain (ed.) Comparative Labour Law and Industrial Relations in Industrialized Market Economies XIth ed. (Kluwer: The Netherlands) with S. E. Jackson and I. Tarique.

„Typology of Talent Management Strategies," in P. Sparrow, H. Scullion, and I. Tarique (eds.), Stratetic Talent Management: Contemporary Issues in International Context (Cambridge: Cambridge University Press) with I. Tarique.

„Incorporating a Macro View in Global Talent Management," Human Resource Management Review, with S. Khilji and I. Tarique.

Role of Human Resource Management in Cross-Border Mergers and Acquisitions and International Joint Ventures in Emerging Economies," in F. Horwitz and P. Budhwar (eds.), Handbook of Human Resource Management in Emerging Markets, (London: Edward Elgar Publishers) with S. Khilji and H. Ruel.

„Opportunities Abound for HRM and Innovation Research*, "* Chinese Journal of Human Resource Management,4, 121-127.

„HRM in the Middle East: Towards a Greater Understanding*, " International Journal of Human Resource Management*, with F. Afiouni and H. Ruel.

Books Published under our editorship in the GLOBAL HRM Series:

G. Wood, C. Brewster and M. Brookes, Human Resource Management and the Institutional Perspective (London: Routledge)

P. Budhwar and A. Varma, Managing Human Resources in the Asia-Pacific 2e (London: Routledge)

I Tarique, D. Briscoe and R. Schuler, International Human Resource Management 5e (London: Routledge)

2011-2013

„External Learning Activities and Employee Creativity in Chinese R&D Teams," Cross Cultural Management: An International Journal, with S. Liu and P. Zhang.

Global Talent Management Literature Review Report, Published by the Society of Human Resource Management (SHRM), Alexandria, VA. With I. Tarique.

Global Talent Management and Global Talent Challenges: Strategic Opportunities for IHRM," Journal of World Business, 46, 506-516 with S.E. Jackson and I. Tarique.

„International Joint Venture System Complexity and Human Resource Management," in I. Bjorkman, G. Stahl, and S. Morris (Eds.) Handbook of Research in IHRM (London: Edward Elger Publishers) with I. Tarique.

„Global Talent Management: Review of the Literature andSuggestions for Further Research," in I. Bjorkman, G. Stahl and S. Morris (Eds.) Handbook of Research in IHRM (London: Edward Elger Publishers) with I. Tarique.

Managing Human Resources 11e (Mason, Ohio: Cengage) with S. Jackson and S. Werner.

International Human Resource Management 4e (London: Routledge) with D. Briscoe and I. Tarique.

„Managing Cultural Diversity in Cross-Border Alliances," in Mendenhall, M., Oddou, G. & Stahl, G. K. (Eds.) Readings and cases in international human resource management 5e .(London: Routledge) with S. E. Jackson and Y. Luo.

"Southwest Airlines Case," in J. Hayton, Biron, Castro-Christensen and B. Kuvass (eds.) Global Human Resource Management Casebook (London: Routledge) with S. Werner and S. Jackson.

International Human Resource Management 3e (Chinese translation) (London: Routledge) with D. Briscoe and L. Claus.

Books Published under our editorship in the GLOBAL HRM Series:

P. Budhwar and A. Varma (eds.) Managing Human Resources in the Asia-Pacific, 2e (London: Routledge).

P. Cardona and M. J. Morley (eds.) Manager-Subordinate Trust: A Global Perspective (London: Routledge.

H. Scullion and D. Collings (eds.), Global Talent Management (London: Routledge)

M. Dickmann and Y. Baruch (eds.), Global Careers (London: Routledge)

D. Briscoe, R. Schuler and I. Tarique, International Human Resource Management 4e (London: Routledge).

J. Hayton, M. Biron, L. Castro-Christensen and B. Kuvass, (eds.) Global Human Resource Management Casebook (London: Routledge).

2010

"Human Resource Management in Context," In R. Blanpain and C. Engels (eds.) Comparative Labour Law and Industrial Relations in Industrialized Market Economies, 10th ed. (The Hague: Kluwer Law International) with S. E. Jackson and I. Tarique.

"Global Realities for MNEs: Implications for International Human Resource Management," In R. Berndt (ed.) Economic World 2010: Trends and Strategies (Springer: Berlin) Vol. 15. Winner of the "Best Academic Reader's Article Award 2009" with S. E. Jackson.

"Global Talent Management: Literature Review, Integrative Framework, and Suggestions for Further Research," Journal of World Business, 45: 122-133, with I. Tarique.

"HRM Practice and Scholarship: A North American Perspective," in C. Brewster and W. Mayrhofer, Handbook of Research in Comparative Human Resource Management (Amsterdam: Edward Elgar) with S. E. Jackson, D. Lepak and I. Tarique.

"Framework for Global Talent Management: HR Actions for Dealing with Global Talent Challenges," in H. Scullion and D. Collings (eds.), Global Talent Management (London: Routledge) with S.E. Jackson and I. Tarique.

2009

"The Rapid Rise," Editorial for the European Journal of International Management, August.

"Global Realities for MNEs: Implications for International Human Resource Management," in R. Berndt (ed.) Yearbook of the Graduate School of Business Administration Zurich, Vol. 15, Zurich, Switzerland, with S. E. Jackson. "Best Reader Article Award Winner."

"Global Talent Management Challenge: Drivers and Actions for Attaining and Sustaining Global Competitive Advantage," Working Paper # 2008-02 Lancaster University Management School.

International Human Resource Management, 3e (London: Routledge) with D. Briscoe and L. Claus.

Managing Human Resources, 10e (Cincinnati, Ohio: Cengage) with S. E. Jackson and S. Werner.

International HRM: The MNE Perspective, Vol I (London: Sage) with P. Budhwar and P. Sparrow (eds.).

International HRM: The MNE Perspective, Vol. II (London: Sage) with P. Budhwar and P. Sparrow (eds.).

Cross-Cultural Human Resource Management, Vol. III (London: Sage) with P. Budhwar and P. Sparrow (eds.).

Cross-national Comparative Human Resource Management, Vol. IV (London: Sage) with P. Budhwar and P. Sparrow (eds.).

Books Published under our editorship in the GLOBAL HRM Series:

M. Morley, N. Heraty and S. Michalilova (eds). Managing Human Resources in Central and Eastern Europe (London: Routledge).

D. Briscoe, R. Schuler and L. Claus, International Human Resource Management, 3e (London: Routledge).

2008

"Emerging Issues and Challenges in Global Staffing: A North American Perspective," International Journal of Human Resource Management (August: 1397-1415) with I. Tarique.

"Human Resource Management in Context," in R. Blanpain (ed.) Comparative Labour Law and Industrial Relations in Industrialized Market Economies 9th ed. (The Netherlands: Kluwer) with S. E. Jackson.

Books Published under our editorship in the GLOBAL HRM Series:

A.Varma, P. Budhwar and A. DeNisi (eds.) Global Performance Management (London: Routledge)

M. Mendenhall, J. Osland, A. Bird, G. Oddou and M. Maznevski (eds.) Global Leadership: Research, Practice and Development (London: Routledge)

2007

"International Human Resource Management: A Thematic Update and Suggestions for Future Research," International Journal of Human Resource Management (May): 15-43 with I. Tarique.

Socially Sensitive Entreprise Restructuring in Asia (Tokyo and Geneva: APO and ILO) with N. Rogovsky.

La Gestion des Ressources Humaines, 4e (Montreal: ERPI) with S. Dolan, T. Saba, and S.E. Jackson.

La Gestion de Los Recursos Humanos 3e (Madrid: McGraw-Hill) with S. Dolan, R. Cabrera and S.E. Jackson.

Strategic Human Resource Management: A Reader, 2e (London: Blackwell), with S. E. Jackson.

"Issues, Challenges, and Concerns in Staffing and Developing a Multinational Workforce," in S. Werner (ed.) Current Issues and Trends in IHRM in North American MNEs (London: Routledge) with I. Tarique.

Books published under our editorship in the GLOBAL HRM Series:

L. Gomez-Mejia and S. Werner (eds.), Global Compensation Systems (London: Routledge).

2006

"International Joint Venture System Complexity and Human Resource Management," in G.K. Stahl and I. Bjorkman (eds) Handbook of Research in International Human Resource Management (Cheltenham, UK: Edward Elgar): 385-405 with I. Tarique.

"Issues, Challenges, and Concerns in Four Contemporary Themes in International Human Resource Management," Human Resource Management (Institute of Labor and Social Studies, Poland): 33-46 with I. Tarique.

"A Model of Multinational Enterprise Subsidiary Staffing Composition", International Journal of Human Resource Management (February): 207-224 with I. Tarique and Y. Gong. Winner of the 2007 Scholarly IHRM Award in the HRM Division of the Academy of Management.

Managing Organizations and People, 7e (Cincinnati: Southwestern) with P. Buller

Managing Human Resources through Strategic Partnerships, 9e (Cincinnati: Southwestern) with S. E. Jackson.

Books published under our editorship in the GLOBAL HRM Series:

G. Florkowski, Managing Global Legal Systems (London: Routledge).

H. Scullion and D. Collings (eds.), Global Staffing (London: Routledge).

M. Morley, P. Gunnigle and D. Collings (eds.), Global Industrial Relations (London: Routledge).

P. Budhwar and K. Mellahi (eds.), Managing Human Resources in the Middle East (London: Routledge).

2005

"A Quarter-Century Review of Human Resource Management in the U.S: The Growth in Importance of the International Perspective," in P. Gooderham and R. Kabst (eds.) Management Review (January): 1-25 with S.E. Jackson.

"International Joint Venture System Complexity and Human Resource Management," in I. Bjorkman and G. Stahl (eds.) Handbook of Research in International Human Resource Management (London: Edward Elgar Publishing) with I. Tarique.

"Alliance Forms and HR Issues, Implications and Significance," in O. Shenkar and J. Reuer (eds.), Handbook of Strategic Alliances (Thousand Oaks, CA.: Sage) with I. Tarique.

"Human Resource Management Activities," in S. Cartwright (ed.) The Blackwell Encyclopedia of Management: Human Resource Management 2nd ed (London: Blackwell).

"Group Dynamics Activities," in N. Nicholson, P. Audia and M. Pillutla (eds.) The Blackwell Encyclopedia of Management: Organizational Behaviour 2nd ed (London: Blackwell).

Books published under our editorship in the GLOBAL HRM Series:

M. Elvira and A. Davila (eds.), Managing Human Resources in Latin America (London: Routledge).

2004

International Human Resource Management, 2e (London: Routledge) with D. Briscoe.

"Managing Human Resources in Cross-Border Alliances," in C. Cooper and S. Finkelstein (eds.) Advances in Mergers and Acquisitions, Vol 4 (New York: JAI Press) with I. Tarique and S. E. Jackson.

"Global Ethics and International Human Resource Management," in R. Berndt (ed.) Challenges in Management, Vol. 11: Competitiveness and Ethics (Berlin: Springer) with D. Briscoe.

"Human Resource Management in Context," in R. Blanpain and C. Engels (eds.) Comparative Labour Law and Industrial Relations in Industrialized Market Economies, 8e (The Hague: Kluwer Law International): 101-132 with S. E. Jackson.

Managing Human Resources in Cross-Border Alliances, (London: Routledge) with S. E. Jackson and Y. Luo.

"HRM Issues in Cross-Border Alliances" Zarzadzanie Zusobami Ludzkimi, (Summer/Fall) with I. Tarique and S.E. Jackson.

"Regional or Transnational? How Multinational Integrate the HR Practices of Their Chinese Afflilates." Worldlink , 13 (3): 2-3, with W. Braun and P. Sparrow.

"Managing Human Resources in Cross-Border Alliances," in H. Scullion and M. Linehan (eds.) International Human Resource Management: A Critical Text (London: Palgrave/MacMillan) with S.E. Jackson and J.Fendt.

Books published under our editorship in the GLOBAL HRM Series:

R. Schuler, S. Jackson and Y. Luo, Managing Human Resources in Cross Border Alliances (London: Routledge).

D. Briscoe and R. Schuler, International Human Resource Management, 2e (London: Routledge).

P. Sparrow, C. Brewster and H. Harris, Globalizing Human Resource Management (London: Routledge).

P. Budhwar (ed.), Managing Human Resources in Asia-Pacific (London: Routledge).

K. Kamoche, Y. Debrah, F. Horwitz, and G. Muuka (eds.), Managing Human Resources in Africa (London: Routledge).

2003

Managing Human Resources Through Strategic Partnerships 8e (Taiwan, Tsinghua Press) with S.E. Jackson

“Seeking an Edge in Mergers,” in J. Pickford (ed.) Mastering People Management (London: FT/Prentice Hall): 47-52 with S.E. Jackson.

"Competencies of the HR Leader and Staff," in R. Berndt (ed.) Challenges of Management: Leadership, Vol. 8 (Berlin: Springer): 371-394 with S.E. Jackson and J. Fendt

“Cultural Diversity in Cross-Border Alliances,” in D. Tjosvold and K. Leung (eds) Cross-Cultural Management: Foundations and Future (Hampshire, UK: Ashgate): 123-54 with S.E. Jackson

2002

"International Human Resource Management: Review and Critique," International Journal of Management Reviews, March, with P.S. Budhwar and G.W. Florkowski.

La Gestion des Ressources, 3rd edition (Quebec: ERPI) with S. Dolan, T. Saba and S.E. Jackson

Managing Human Resources through Strategic Partnerships, 8th edition (Cincinnati: Southwestern Publishing Co.) with S.E. Jackson.

Managing Human Resources: A Partnership Perspective, 1st edition (in Chinese) (Hong Kong: Thomson Learning) with S.E. Jackson

“Managing Individual Performance: A Strategic Perspective,” in S. Sonnentag (ed.), Psychological Management of Individual Performance: A Handbook in the Psychology of Management in Organizations (Chichester, England: Wiley and Sons): 371-390 with S. E. Jackson.

2001

"Strategic Human Resource Issues in International Joint Ventures," in C. Scholz and J.Zentes (eds.) Strategic Management: A European Approach 3ed (Wiesbaden: Gabler) with S. E. Jackson Internationales Personalmanagement, 2ed (Wiesbaden: Gabler) with W. Weber, M. Festing and P. Dowling.

"Seeking an Edge in Mergers and Acquisitions," Financial Times, October 22, with S.E. Jackson.

"HR Issues and Activities in Mergers and Acquisitions," European Management Journal, June: 235-253, with S.E. Jackson.

"Turning Knowledge into Business Advantage," Financial Times, January 15, with S.E. Jackson.

"HR Roles, Competencies, Partnerships and Structure," in M. Warner and M. Poole (eds.) International Encyclopedia of Business and Management, 2nd edition (London: ITL) with S.E. Jackson.

"Human Resource Management," in M. Warner and M. Poole (eds.), International Encyclopedia of Business and Management, 2nd edition (London: ITL).

"Human Resource Management: Past, Present, and Future," in R. Blanpain and C. Engels (eds.), Comparative Labour Law and Industrial Relations in Industrialised Market Economies, VII ed. (Amsterdam: Kluwer), with S. E. Jackson.

"Human Resource Issues and Activities in International Joint Ventures," Journal of International Human Resource Management, February: 1-52.

"HRM and It's Link with Strategic Management," in J. Storey (ed.) Human Resource Management: A Critical Text, 2nd edition (London: ITL): 114-130 with S. E. Jackson and J.Storey.

"HR Issues in International Joint Venture and Alliances," in J. Storey (ed.) Human Resource Management: A Critical Text, 2nd edition (London: ITL): 314-336.

2000

"The Internationalization of Human Resource Management," Journal of International Management, 239-60

La gestion de los Recursos Humanos (Madrid, Spain: McGraw-Hill) with S. Dolan and D. R. Valle.

Managing Human Resources: Partnership Perspective, 7e (Cincinnati, Ohio: Southwestern Publishing) with S.E. Jackson.

Cases in Managing Organizations and People, 6e (Cincinnati, Ohio: Southwestern Publishing) with P.D. Buller.

"Managing Human Resources for Innovation and Learning," in R. Berndt (ed.) Challenges of Management, Vol. 7: Management of Innovations (Berlin: Springer): 327-356 with S. E. Jackson.

"How Can National Culture Affect Compensation Practices of MNCs?" Global Focus, 35-42, with N.Rogovsky and C. Reynolds.

1999

Strategic Human Resource Management: A Reader (London: Blackwell) with S.E. Jackson.

International Human Resource Management 3e (Cincinnati, Ohio: Southwestern Publishing) with P. Dowling and D. Welch.

1998

Internationales Personalmanagement (Wiesbaden: Gabler GmbH) with W. Weber, M. Festing and P. Dowling.

Managing Human Resources, 6e (Cincinnati, Ohio: Southwestern Publishing).

"Understanding Compensation Practice Variations Across Firms: The Impact of National Culture," Journal of International Business Studies 29: 159-177, with N. Rogovsky.

"Managing Organizational Changes and the Role of Human Resource Management," in R Berndt (ed.) Unternehmen im Wandel (Berlin: Springer): 395-418 with S. E. Jackson.

1997

"Technical and Strategic Human Resource Management Effectiveness As Determinants of Firm Performance," Academy of Management Journal 40: 171-188, with M. A. Huselid and S. E. Jackson.

"A Strategic Perspective For OB," in S. E. Jackson and C. L. Cooper (eds.), Creating Tomorrows Organizations (New York: Wiley & Sons).

Human Resource Management in Australia, 3e (South Melbourne, Addison Wesley Longman Australia Pty. Ltd.) with R. Kramar, P. McGraw

"Human Resource Management: Past, Present, Future," in C. Engels and R. Blanpain (eds.), Comparative Labour Law and Industrial Relations, 6e (Deventer, The Netherlands: Kluwer) with S. E. Jackson and J. K. Turnheim.

"HR Strategy in the United States: Examples of Key Issues Identification and Execution," in S. Tyson (ed.), Practical Strategy: The Reality of Human Resource Management (Prentice-Hall: London) with M. Huselid.

"Strategic Human Resource Planning Processes" in L. Peters, S. Youngblood, and B. Greer (eds.), A Dictionary of Human Resource Management (London: Blackwell).

1996

Cases for Management and Organizational Behavior: Stern Edition (St. Paul, West Publishing) with P. Buller.

Human Resource Management: Positioning for the 21st Century 6e (St. Paul: West Publishing) with S. Jackson.

Cases in Management, Organizational Behavior and Human Resource Management 6e (St. Paul: West Publishing) with P. Buller.

"Market-Focused Management: Human Resource Management Implications," Journal of Market-Focused Management (January): 13-30.

"International Human Resources Management," in B. J. Punnett and O. Shenkar (eds.), Handbook of International Management Research (London: Blackwell): 351-401, with G. Florkowski.

"Human Resource Management: Positioning for the 21st Century," in B. Staffelbach and H.P. Wehrli (eds.) Market and Human Oriented Management (Zürich: Universität Zürich, 1996), with S. Jackson.

"Managing Human Resources in Mexico: A Cultural Understanding", in Business Horizons, May-June, pp 1-7

1995

"Understanding Human Resource Management in the Context of Organizations and Their Environments," in M. R. Rosenweig and L. W. Porter (eds.) Annual Review of Psychology (Palo Alto, Calif.: Annual Reviews, Inc.): 237-264, with S. Jackson.

La Gestion des Ressources Humaines au Sevul de l'an 2000 2e édition (Saint-Laurent, Quebec: ERPI) with S. Dolan.

"The Transformation of Work in the United States: What the Evidence Shows," in B. Downie and M. L. Coates (eds.), Managing Human Resources in the 1990s and Beyond (Queen's University: IRC Press): 98-101.

Managing Human Resources 5e (St. Paul: West Publishing).

"Human Resource Management: Domestic to Global," in M. Warner (ed.) for International Encyclopedia of Business and Management (London: Routledge).
Encyclopedic Dictionary of Organizational Behavior (London: Blackwell), Advisory Editor with A. Van de Ven and N. Nicholson (ed.).

"Business Strategy and Human Resource Management: A Profile of AT&T Global Business Communications Systems," in G. Ferris, G. Rosen and D. Barnum (eds.), Handbook for Human Resource Management (London: Blackwell): 42-65, with M. Plevel, F. Lane and S. Nellis.

1994

"Auditing Human Resource Management in the Global Environment," International Journal of Human Resource Management, December, 827-852, with Gary W. Florkowski.

"World Class HR Departments: Six Critical Issues," The Singapore Accounting and Business Review, January, 43-72.

"Convergence or Divergence: Human Resource Practices and Policies for Competitive Advantage Worldwide," International Journal of Human Resource Management, May, 267-299, with P. Sparrow and S. E. Jackson.

"AT&T Global Business Communications Systems: Linking HR with Business Strategy," Organizational Dynamics, Winter, 59-72, with M. Plevel, S. Nellis and F. Lane.

International Dimensions of Human Resource Management 2e (Belmont, Calif.: Wadsworth) with P. Dowling and J. Welch.

"As the IJV Grows: Lessons and Progress at Davidson-Marley BV," European Management Journal, April, 315-321 with E. van Sluijs.

"Human Resource Management BIJ Een International Joint Venture," Samenwerking, April, 95-121 with E. van Sluijs, P. Dowling, S. Jackson and H. DeCieri.

Human Resource Management, the Canadian Dynamic – Chinese Translation (Nelson, Canada) with S. Dolan

Canadian Human Resource Management 2e (Toronto, Nelson) with S. Dolan

1993

Strategic Human Resources Management (ed.), (New York: American Management Association).

"An Integrative Framework of Strategic International Human Resource Management," Journal of Management 19, 419-459, with P. J. Dowling and H. DeCieri.

"An Integrative Framework of Strategic International Human Resource Management," International Journal of Human Resource Management 4, December, 717-764, with P. Dowling and H. DeCieri.

Personnel and Human Resource Management 5e (St. Paul: West Publishing) with V. Huber.

1992

"Strategic Human Resource Management: Linking the People with the Strategic Needs of the Business," Organizational Dynamics (Summer): 18-32.

"HRM Practices in Service-Based Organizations: A Role Theory Perspective," in T.A. Swartz, D.E. Bowen and S.W. Brown (eds.) Advances in Services Marketing and Management Research and Practice (Greenwich, CT.: JAI Press) with S.E. Jackson.

"The Formation of an International Joint Venture: Marley Automotive," European Management Journal, September, 304-309 with P. Dowling, S. Jackson and H. De Cieri.

"Davidson-Marley BV: Establishing and Operating an International Joint Venture," European Management Journal December, 428-436 with E. van Sluijs.

Managing Quality: The Total Quality Management Primer (Reading, MA: Addison-Wesley) with D. Harris.

Managing Human Resources 4e (St. Paul: West Publishing).

Case Problems in Management and Organizational Behavior 4e (St. Paul: West Publishing).

Personnel and Human Resource Management Australia 2e. (Syndey: Harper & Row) with P. Dowling, J. Smart and V. Huber.

1991

"Characteristics of the External Environment: Projections and Implications for Human Resource Management" in Human Resource Management in an Information Age (Washington, D.C., BNA/ASPA)

"Strategic Performance Measurement and Management in MNCs: An Example of Pepsi-Cola International," Human Resource Management, Fall, 365-392, with J. R. Fulkerson and P. J. Dowling.

"Deming Quality Improvement: Implications for Human Resource Management as Illustrated in a Small Company," Human Resource Planning, 4, 191-209 with D. Harris.

"External Sources of Information for Human Resource Management," R.S. Schuler (ed.) Human Resource Management in the Information Age (Washington, D.C.: BNA/ASPA), 1-42.

"The Formation of an International Joint Venture: Davidson Instrument Panel Textron," Human Resource Planning, 14, 51-60 with P. Dowling, D. Welch and H. DeCieri and S.E. Jackson. Reprinted in M. Mendenhall and G. Oddou, International Human Resource Management (Boston: Kent, 1991).

"Human Resource Management and Industrial Relations," in R. Blanpain (ed.) Comparative Labour Law and Industrial Relations in Industrialized Market Economies 4e. (Holland: Kluwer) with P. Dowling.

1990

"Human Resource Planning: Challenges for Industrial/Organization Psychologists,"American Psychologist, 45, 223 239, with S.E. Jackson.

"Repositioning the Human Resource Function: Transformation or Demise,"Academy of Management Executive, 4, 49-60.

Personnel and Human Resource Management 4th ed. (St. Paul: West Publishing) with V.L. Huber.

"Human Resource Strategy: Focusing on Issues and Actions," Organizational Dynamics, Summer, 4-20, with J. Walker.

International Dimensions of Human Resource Management (Boston: PWS-Kent) with Dowling. Nominated for SHRM's Best Book of the Year Award for 1991.

1989

"The Role of Job Design and Job Analysis in the Strategic Human Resource Management Model" in Human Resource Management in the Health Care Sector (Westport, CT, Quorum Books) with A. S. Sethi

"Organizational Characteristics as Predictors of Personnel Practices," Personnel Psychology, 42, 727-785 with S.E. Jackson and J.C. Rivero.

"Determinants of Human Resource Management Practices and Industrial Relations Implications," Journal of Management, 15, 89-99, with S.E. Jackson.

"Strategic Human Resource Management and Industrial Relations," Human Relations, 42, 157-184.

"Scanning the Environment. Planning for Human Resource Management and Organizational Change" Human Resource Planning, 12, 257-276.
Effective Personnel Management 3rd ed. (St. Paul: West Publishing) with N. Beutell and S.A. Youngblood.

Personal Computer (PC) Projects for Effective Personnel Management 2nd ed. (St. Paul: West Publishing) with N. Beutell.

Human Resource Management a Strategic Choice Model (Westport, CT: Quorum Books) with A.S. Sethi (eds.).

Human Resource Management in the Health Care Sector (Westport, Ct., Quorum Books) with A.S. Sethi, eds.

"Customerization of the Clinical Laboratory," Clinical Laboratory Management Review, Sept./Oct., 59-68.

1988

"A Case Study of the HR Department at Swiss Bank Corporation: Customerization for Organizational Effectiveness," Human Resource Planning, December, 1-23. Reprinted in Asia Pacific Human Resource Management, December.

"Managing to Fit Your Competitive Strategy," in J.W. Jones, B.D. Steffy and D.W. Bray (eds.) Applying Psychology in Business: The Manager's Handbook (Lexington, MA: Lexington Books) with S.E. Jackson.

Readings in Personnel and Human Resource Management 3rd ed. (St. Paul: West Publishing) with S.A. Youngblood and V.L. Huber (eds.).

Personnel Human Resource Management in Australia (Cambridge, MA: Harper & Row) with P. Dowling and J. Smart.

"Linking Remuneration Practices to Innovation as a Competitive Strategy," Human Resource Management Australia, May, 142-165 with S.E. Jackson.

"Customerization: The Ticket to Better HR Business", Personnel June, pp 36-44

1987

"Personnel and Human Resource Management Choices and Organizational Strategy," Human Resource Planning, March, 1-19.

"Organizational Strategy and Organizational Level as Determinants of Human Resource Management Practices," Human Resource Planning, September, 125-142 with S.E. Jackson.

"Linking Competitive Strategies with Human Resource Management Practices," Academy of Management Executive, August, 207-219 with S.E. Jackson.
"Managing Stress in Turbulent Times," in A.W. Riley, S. Zaccaro and R. Rosen (eds.) Occupational Stress and Organizational Effectiveness (New York: Praeger) with S.E. Jackson and D.J. Vredenburgh.

Personal Computer (PC) Projects for Personnel and Human Resource Management (St. Paul: West Publishing) with N. Beutell.

Personnel and Human Resource Management 3rd ed. (St. Paul: West Publishing). Reprinted by HWA TAI Book Company, Taiwan.

Personnel and Human Resource Management in Canada (St. Paul: West Publishing) with S.L. Dolan.

Canadian Readings in Personnel and Human Resource Management (St. Paul: West Publishing) with S.L. Dolan (eds.).

"Matching Effective HR Practices with Competitive Strategy," Personnel, September, 18-27 with S.P. Galante and S.E. Jackson.

1986

Gestion des resources humaines (Ottawa: Reynald Goulet) with S. Dolan and L. Chretien.

"Toward an Understanding of the Burnout Phenomenon," Journal of Applied Psychology, 71, 630-690, with S.E. Jackson and R.L. Schwab.

"Managing Stress Through PHRM Practices: An Uncertainty Interpretation," in K.M. Rowland and G.R. Ferris (eds.) Research in Personnel and Human Resource Management (Greenwich, Conn: JAI Press, Inc.), 183-224, with S.E. Jackson.

"Fostering and Facilitating Entrepreneurship in Organizations: Implications for Organization Structure and Human Resource Management Practices," Human Resource Management, Winter, 607-630.

"Educator Burnout: Sources and Consequences," Education Research Quarterly, 10, 14-30, with R.L. Schwab and S.E. Jackson.

Case Problems in Management 3rd ed. (St. Paul: West Publishing) with D. Dalton.

Case Problems in Personnel and Human Resource Management (St. Paul: West Publishing) with S.A. Youngblood.

Auditing the Personnel Function (Alexandria, VA: American Society for Personnel Administration) with G. Biles.

Effective Personnel Management 2nd ed. (St. Paul: West Publishing) with S.A. Youngblood. Reprinted by Harper & Row, Singapore.

Strategic Management of Technostress in an Information Society (Toronto: CJ Hogrefe Inc.) with A.S. Sethi and D.H.Caro.

1985

"A Meta-Analysis and Conceptual Critique of Research on Role Ambiguity and Role Conflict in Work Settings," Organizational Behavior and Human Decision Processes, 36, 16-78 with S.E. Jackson.

"Key Strategic Questions for Human Resource Management," in W.D. Guth (ed.) Handbook of Business Strategy--1985/1986 Yearbook (New York: Warren, Gorham, and Lamont, Inc.) with J.J. Martocchio and I.C. MacMillan.

“Gaining a Competitive Edge Through Human Resources”, Personnel, with I. C. MacMillan.

"Integrative Transactional Process Model of Coping with Stress in Organizations," in T.A. Beehr and R.S. Bhagat (eds.) Human Stress and Cognition in Organizations: An Integrative Perspective (New York: Wiley), 347-374.

1984

Handbook of Organizational Stress Coping Strategies (Cambridge, Balliner) with A. S. Sethi

"Gaining a Competitive Advantage Through Human Resource Management Practices," Human Resource Management, 23, 241-256, with I.C. MacMillan. Reprinted in F. Foulkes, Strategic Human Resource Management, (Englewood Cliffs: Prentice-Hall, 1986).

"Stress in Organizations: Human Resource Challenge and Opportunity," in A.P. Brief (ed.) Managing Human Resource in Retail Organizations (Lexington, Mass.: Lexington Books), 95-104.

"An Integrative Transactional Process Model of Stress in Organizations," in A.P. Brief (ed.) Managing Human Resources in Retail Organizations (Lexington, Mass.: Lexington Books), 105-124.

Personnel and Human Resource Management 2nd ed. (St. Paul: West Publishing).

Personnel and Human Resource Management International Edition.

Readings in Personnel and Human Resource Management 2nd ed. (St. Paul: West Publishing) with S.A. Youngblood (eds.).

"Professional HRM: Changing Functions and Problems," in R.S. Schuler and S.A. Youngblood (eds.) Readings in Personnel and Human Resource Management (St. Paul: West Publishing) with S.J. Carroll.
"Organizational and Occupational Stress and Coping: A Model and Overview," in R.S. Schuler and S.A. Youngblood (eds.) Readings in Personnel and Human Resource Management 2nd ed. (St. Paul: West Publishing).

“Organizational Stress and Coping: A Model and Overview”, A.S. Sethi and R.S. Schuler eds. Handbook of organizational Stress Coping Strategies (Cambridge, MA; Ballinger Publishing Company.

1983

"Role Conflict and Ambiguity Scales: Reality and Artifacts?," Journal of Applied Psychology, 68, 334-337, with R.J. House and E. Levanoni.

"Organizational Crisis Part I: Definition and Conceptualization," Human Relations, 36, 1141-1160, with T.A. Milburn and K.A. Watman. Prepared under a grant from the Office of Naval Research, T.A. Milburn, PI.

"Organizational Crisis Part II: Strategies and Responses," Human Relations, 36, 1161-1180, with T.A. Milburn and K.A. Watman. Prepared under a grant from the Office of Naval Research, T.A. Milburn, PI.

"Leader Expertise as a Moderator of the Effects of Instrumental and Supportive Leader Behavior: A Test of the Path-Goal Theory," Journal of Management, 9, 173-185, with P.M. Podsakoff and W.D. Todor.

Human Resources Management in the 1980s (Washington, D.C.: The Bureau of National Affairs, Inc.) with S.J. Carroll (co-editors).

"Preventing Employee Burnout," Personnel, March-April, 58-68, with S.E. Jackson.

Effective Personnel Management (St. Paul: West Publishing Company).

Case Problems in Management 2nd ed. (St. Paul: West Publishing Company) with D.R. Dalton and E.F. Huse.

"Professional HRM: Changing Functions and Problems," in S.J. Carroll and R.S. Schuler (eds.) Human Resource Management in the 1980s (Washington, D.C.: The Bureau of National Affairs, Inc.) with S.J. Carroll.

Proceedings of the Twentieth Annual Eastern Academy of Management (Pittsburgh, Eastern Academy of Management), with D. Vredenburgh (eds.).
"Organizational and Occupational Stress and Coping: A Model and Overview," Proceedings of the Conference on the Management of Work and Personal Life: Problems and Opportunities, Montreal, Canada.

1982

"A Constructive Replication and Extension of a Role and Expectancy Perception Model of Participation in Decision Making" Journal of Occupational Psychology, 55, 109-118, with C. Lee.

"An Integrative Transactional Process Model of Stress in Organization," Journal of Occupational Behavior, 3, 3-19.

"Dealing with the Effects of Work-Related Stress," American Journal of Medical Technology, March, 177-182.

"Occupational Health in Organizations: Strategies for Personnel Effectiveness," Personnel Administrator, January, 47-57.

"Personnel and Human Resource Management Research, Practice and Teaching an Applied Approach," in R.D. Freedman, C. Cooper and S. Stumpf (eds.) Management Education: Issues in Theory, Research and Practice (New York: Wiley Interscience) with E. Zubritzky.

"Current and Future Perspectives on Stress," in A. Sikula, Personnel and Administration and Human Resource Management (Santa Barbara: John Wiley).

1981

"Role Conflict and Role Ambiguity: Integration of the Literature and Directions for Future Research," Human Relations, 34, 43-74.

"Merging Prescriptive and Behavioral Approaches for Office Layout," Journal of Operations Management with L. Ritzman and V. Davis. Reprinted in Production and Inventory Management Journal, 3, 131-142.

"Middle Range Theories: Clusters of Clusters of Organizational Phenomenon," in L.F. Moore and C.C. Pinder (eds.) Middle Range Theory and the Study of Organizations (Boston: Martinus, Nighoff Publishing).

Managing Job Stress (Boston: Little, Brown and Company) with A.P. Brief and M. Van Sell.

"Taking the Pain Out of the Performance Appraisal Interview," Supervisory Management, 8, August, 8-13.

"Stress Management for College Administrators," Educational Record, 62, 14-18.

"A Constructive Replication and Extension of a Role and Expectancy Perception Model of Participation in Decision Making," Proceedings, Eastern Academy of Management, Binghamton, N.Y., with C. Lee.

Personnel and Human Resource Management (St. Paul: West Publishing).

Book of Applied Readings in Personnel and Human Resource Management (St. Paul: West Publishing) with J.M. McFillen and D. Dalton (eds.).

"Occupational Health in Organizations: A Measure of Personnel Effectiveness," in R.S. Schuler, J.M. McFillen and D. Dalton (eds.) Book of Applied Readings in Personnel and Human Resource Management (St. Paul: West Publishing).

"Word Processing Productivity and Measurement," Proceedings, the 1981 Federal Office System Expo, Washington, D.C., with J. Hurwitz.

1980

"Definition and Conceptualization of Stress in Organization," Organizational Behavior and Human Performance, 23, 184-215.

"A Role and Expectancy Perception Model of Participation in Decision Making," Academy of Management Journal, 23, 331-340.

"Goal Specificity Difficulty and Leader Initiating Structure as Strategies for Managing Role Stress," Journal of Management, 6, 177-187, with C. Lee.

1979

"A Role Perception Transactional Process Model for Organizational Communication-Outcome Relationships," Organizational Behavior and Human Performance, 23, 268-291.

"The Nature of the Task as a Moderator of the Relationship Between Extrinsic Feedback and Employee Responses," Academy of Management Journal, 22, 157-162, with J.S. Kim.

"Effective Use of Communication and Employee Stress," Personnel Administrator, 24, 40-48.

"Managing Stress Means Managing Time," Personnel Journal, December, 851-885.

"Male and Female Routes to Managerial Success," Personnel Administration, 24, 35-38, 43-44.

Case Problems in Management (St. Paul: West Publishing Company) with E.F. Huse.

"Effects of Goal Setting and Leader Initiating Structure on Perceptions of Role Conflict and Ambiguity," Proceedings, Midwest Academy of Management, Cleveland, with C. Lee.

"Role and Expectancy Perception Model of Participation in Decision Making," Proceedings, Eastern Academy of Management. This paper was selected as the best paper presented at the annual meeting.

1978

“Stress, its Causes, it’s Symptoms and it’s Management” Bulletin of Business Research, The Ohio State University, August, 1978

"Employee Expectancy Perceptions as Explanatory Variables for the Effectiveness of Participation in Decision Making," Psychological Reports, 43, 651-656, with J.S. Kim.

"Relation of Discretionary and Nondiscretionary Leadership to Performance and Satisfaction in a Complex Organization," Human Relations, 31, 507-523, with J.G. Hunt and R.N. Osborn.

"Relationships of Extrinsic Feedback to Job Satisfaction and Internal Motivation in Stimulating and Non-Stimulating Tasks," Proceedings, Midwest Academy of Management, Bloomington, with J.S. Kim.

"Interaction of Task and Structure and the Influence on Employee Responses," Proceedings, Midwest AIDS, Cincinnati.

1977

"Role Perceptions, Satisfaction and Performance Moderated by Organizational Level and Participation in Decision Making," Academy of Management Journal, 20, 159-165.

"The Effects of Role Perceptions on Employee Satisfaction and Performance Moderated by Employee Ability," Organizational Behavior and Human Performance, 18, 98-107.

"Role Conflict and Ambiguity as a Function of the Task-Structure Technology Interaction," Organizational Behavior and Human Performance, 20, 66-74.

"Role Conflict and Ambiguity: A Scale Analysis," Organization Behavior and Human Performance, 20, 111-128, with R.J. Aldag and A.P. Brief.

"Moderating Effects of Job Involvement and Growth Need Strength on Task-Outcome Relationships," Journal of Business Research, 5, 293-309.

"Male and Female Routes to Managerial Success," Bulletin of Business Research, The Ohio State University, August.

"Organizational and Individual Dimensions of Change," Bulletin of Business Research, The Ohio State University, November.

"Role Perceptions and the Communication-Outcome Relationships," (abstract), Proceedings, National Academy of Management, Orlando with H. Greenbaum.

"A Suggested Reconciliation of the Inconsistent Moderating Effects of Growth Need Strength," Proceeding, Midwest Academy Management, Milwaukee.

"Empirical Indices of Role Stress," Proceedings, Midwest Academy of Management, Milwaukee, with R. Aldag and A. Brief.

"Role Conflict and Ambiguity as a Function of theTask-Structure-Technology Interaction," Proceedings, Eastern Academy Management, Hartford, with W.B. Hoffman.

1976

"Participation with Supervisor and Subordinate Authoritarianism: A Path-Goal Theory Reconciliation," Administrative Science Quarterly, 21, 320-325.

"More Communication and Information: Beneficial Results at All Levels of the Organization," IEEE Transactions on Engineering Management, 23, 124-129, with L.F. Blank.

"Path-Goal Theory of Leadership," in Frontiers of Leadership Hunt and Larson (Eds.), Kent State University Press.

"Role Perceptions, Satisfactions and Performance Moderated by Organization Level and Employee Participation in Decision Making," Proceedings, Eastern Academy of Management, with J.S. Kim.

"The Effects of Role Perceptions on Employee Satisfaction and Performance Moderated by Employee Ability," Proceedings, Eastern Academy of Management, with J.S. Kim.

1975

"Leader Reward or Sanctions Behaviors in Public Utility: What Difference Does It Make?," Proceedings, National Academy of Management, with J.G. Hunt.

"Organizational Practices and Discretionary-Nondiscretionary Leadership in a Complex Organization," Proceedings, National Academy of Management, with J.G. Hunt and R.N.Osborn. Received Best Paper Award.

"Role Conflict, Role Ambiguity and Job Satisfaction and Employee Performance: A Partial Reconciliation of Previous Research," Journal of Applied Psychology, 69, 683-687.

"Managerial Careers, Male-Female Outcome Importance and Instrumentalities: A Note of Pessimism," College Student Journal, with J.P. Muczyk, 9, 333-340.

"Determinants of Job Involvement: Organizational or Individual," Proceedings, National Academy of Management, New Orleans, August.

"The Relationships Among Race, Socio-Economic Background and Job Attitudes," Proceedings, Midwest Academy of Management, Ann Arbor.

"Participatory Leadership and Subordinate Authoritarianism: A Reconciliation," Proceedings, Midwest Academy of Management, Ann Arbor.

"Teaching Implications of Some Organizational Research on Minorities and Women," Proceedings, Midwest Academy of Management, Ann Arbor.

"Role Conflict, Role Ambiguity and Job Satisfaction and Employee Performance," Proceedings, Eastern Academy of Management, University Park, Pennsylvania, with P. Schaller.

"Managerial Careers, Male-Female Outcome Importance and Instrumentalities: A Note of Pessimism," Proceedings, Eastern Academy of Management, University Park, Pennsylvania, with J.P. Muczyk.

1974

"Male-Female Organizational Perceptions and Attitudes Controlling for Job Content," Proceedings, National AIDS, Atlanta.

"Sex and Job Outcome: Where the Differences are," Proceedings, National Academy of Management, Seattle.

"Leader Consideration, Leader Initiation Structure and Subordinate Authoritarianism," Proceedings, Western AIDS.

"The Path-Goal Theory of Leadership," Proceedings, Eastern AIDS.

1973

"Worker Background and Job Satisfaction," Industrial and Labor Relations Review, 26, 851-853.

Visiting Scholar Positions

2007- 2015

Lancaster University Management School

University of Zurich

2008

National University of Ireland Galway

1996-2009

University of Zurich

GSBA Zurich

Nanyang Technological University, Singapore

1996

City University of Hong Kong, Hong Kong, December 13-16.

1991

Texas A & M University, College Station, April, 4 - 5.

University of Newcastle upon Tyne, Newcastle, England, January 26 - February 12.

1990

University of Pittsburgh, December 9.

University of Zurich, November 11.

Presentations

2015

"Managing Talent: Multi-level Perspectives," Lancaster University Management School, Lancaster, England, September 16.

"Managing Talent: Multi-level Perspectives," EIASM Conference on Global Talent Management, Barcelona, Spain, September 25.

2014

"Conducting Research in South Asia: Thinking Ahead and Being Different," Academy of Management, Philadelphia, August 1.

"Carrots without the Sticks: Global Talent Management in the Context of Guaranteed Employment," Academy of Management, Philadelphia, August 2.

2013

"Global Talent Management: Framework and Future Directions," Academy of Management, Orlando, August 6.

2012

"HRM and Innovation: A Global Talent Management Challenge," Keynote Speaker, IFSAM, Limerick, Ireland, June 28.

"International HRM," PDW Symposium Academy of Management, Boston, August 4.

"Hot Topics in HRM Research," PhD Workshop, University of Zurich, September 6.

2011

"Innovation as a Global Talent Challenge," HRM/Innovation Conference, University of Twente, Twente, The Netherlands, November 8.

"Global Talent Challenges and Strategic Human Resource Management," 26th Workshop of Strategic Human Resource Management, Keynote Address, May 16, Reykjavik, Iceland

'Multinational Perspectives on Teaching Strategic HRM," Academy of Management, San Antonio, Texas, August 13.

"Global Competencies: East and West, The Pursuit of the Complementarities," Academy of Management, San Antonio, Texas, August 13.

2010

"Managing Global Talent Challenges through Global Talent Management," Lancaster Management School, June 8, Lancaster, England.

"Global Talent Challenges: Focus for Global Talent Management," 11th International Human Resource Management Conference, June 9-12, Birmingham, England..

"Human Resource Management Practices in the Middle East," Annual Academy of Management Conference, August 6-11, Montreal, Canada.

2009

"The Global Talent Management Challenge: Drivers and HR Actions for Attaining and Sustaining Competitive Advantage," Santa Fe, New Mexico: 10th International Human Resource Management Conference, June 21-24 with I. Tarique.

"Global Talent Management : Challenges, Drivers and HR Actions," Chicago: Academy of Management, August 10 with I. Tarique.

"International Perspectives on Strategic HRM," PDW, Academy of Management, Chicago, August 8.

"Global Talent Management," GSBA Congress at ETH, Zurich, Switzerland, September 11.

2008

"Gaining Competitive Advantage through HR? We Were Studying that as far back as 1984," Interview published in HR Strategy, Bright & Company, The Netherlands, May.

"Global Realities and Trends: Implications for IHRM," University of Vienna, May 16 with S. E. Jackson.

"Global Realities and Trends: Implications for IHRM," University of Graz, Austria, May 19 with S. E. Jackson.

"Comparative Human Resource Management," Anaheim, CA, Academy of Management, August 9.

"Developments in Human Resource Management," Lancaster University, England, September 3.

"Global Realities and Trends for MNEs: Implications for IHRM," National University of Ireland, September 11.

2007

"Realities and Trends for MNEs/SMEs from Globalisation: Implications for IHRM," GSBA Congress at the ETH, Zurich, March 2.

"International Human Resource Management: Research, Policy and Practice in Global Enterprises," at SIOP, New York City, April 29.

"Suggestions for Academic Research and Careers in IHRM," at the Eastern Academy of Management, New Brunswick, May 17.

"Globalisation: Realities and Trends for MNEs/SMEs and Implications for International Human Resource Management," Keynote Address at the 9th IHRM Conference, Tallinn, Estonia, June 14.

"Current Research and Teaching Issues in IHRM," 9th IHRM Conference, Tallinn, Estonia, June 13.

"Research Developments in IHRM," at the Academy of Management Conference, Philadelphia, August 7.

"Theory and Application of Global Realities for MNEs/SMEs in IHRM," at the Academy of Management Conference, Philadelphia, August 8.

2006

"International Human Resource Management: Realities and Trends for MNEs and Implications for IHRM, HR Professionals and Your Career," at the Rutgers SHRM 2006 Business Conference, March 24.

2005

"International Human Resource Management: Issues and Activities," Cranfield School of Management September 14 with S. E. Jackson.

"Market Entry via International Joint Ventures: Issues to Consider" GSBA Congress at ETH, Zurich, Switzerland October 4 with G. Bachtold,

"A New Vision of Managing R&D Consortia in the 21st Century," Academy of Management Conference, Honolulu, Hawaii, August 6 with I. Tarique, A. Eisner and N. Rahman.

"Understanding Cultural Differences in International Joint Ventures," Baruch College, New York City, April 7 with I. Tarique.

2004

"SIHRM Orientations and Functional HRM Practice Integration in MNEs with RHQs Regarding Their Affiliates in the PRC," Academy of Management, New Orleans, August 9 with P. Sparrow and W. Braun.

"Managing Human Resources in IJVs," Academy of Management, New Orleans, August 7.

"Managing HR Issues in Cross-Border Alliances," Rutgers Business School, Camden, NJ, April 16 with I. Tarique.

"Managing HR (People) Issues in International Mergers and Acquisitions," GSBA Congress at ETH, Zurich, Switzerland, March 12.

2003

“Managing Human Resources in IJVs and International Mergers and Acquisitions,” ESADE Business School, Barcelona, Spain, October 27.

2001

"Superlative Recruiting and Retention Practices," Averett College, College of Business, April 9.

"HR Issues and Activities in IJVs and Mergers and Acquisitions," Amsterdam, GITP Conference, April 29-May 3.

"Impact of Country Culture in International Joint Ventures," Global HRM Conference," Barcelona, June 20.

"HR Issues in Mergers and Acquisitions," ILO Conference, Geneva, June 25.

"Teaching International HRM," Academy of Management, Washington, D.C., August 4.

2000

“Teaching International HRM,” Academy of Management, Toronto, Canada, August 5.

“HR Issues and Activities in International Joint Ventures,” Strathclyde University, Glasgow, Scotland, May 2.

“HR Issues and Activities in International Joint Ventures,” Sheffield University, Sheffield, England, May 5.

“HR Issues and Activities in International Joint Ventures,” Cardiff Business School, Cardiff, Wales, May 9.

“HR Issues and Activities in International Joint Ventures,” Wharton School, University of Pennsylvania, Philadelphia, April 5.

“Survival, Growth, and Profitability: Superlative Recruitment and Retention,” Nanyang Technological University, Singapore, January 12

“Survival, Growth and Profitability: Superlative Recruitment and Retention,” Singapore HR Institute, Singapore, January 14.

1998

“The New World of HR,” City University of Hong Kong, Hong Kong , June 12

“The Four Task Model of Human Resource Management,” Rutgers University, Piscataway, October 22.

1997

“The New World of HR,” HR Consortium, Academy of Management, Boston, August 9.

“The New World of HR,” University of Zurich, Zurich, Switzerland, June 13.

1996

“Strategic Human Resource Management,” Hong Kong Industrial Relations Association, Hong Kong, December 14.

“Innovations in Teaching Human Resource Management,” Innovative Teaching in HR/IR Conference, Atlanta, June 7-8.

“Structure of HR,” Ph.D., HR Consortium, Academy of Management, Cincinnati, August 12.

“International HRM,” Ph.D. IM Consortium, Academy of Management, Cincinnati, August 11.

1995

“Technical and Strategic Human Resource Management Effectiveness as Determinants of Firm Performance,” Academy of Management, Vancouver, August 13 with S. Jackson and M. Huselid.

1994

"High Performance Workplace Practices: Contingent and Noncontingent Aspects," HR Conference, Queens University, Kingston, Ontario, September 24.

"The Changing Role of HR: Systematically Linking with the Business," Academy of Management, Dallas, Texas, August 14.

"Managing Stress Through Personnel and Human Resource Management Practices," International Congress of Applied Psychology, Madrid, Spain, July 20.

"Business Strategy and HR Management: A Profile of the AT&T Global Business Communications Systems," Wharton School, University of Pennsylvania, Philadelphia, June 3, with S. Nellis and M. Plevel.

"The Changing Nature of the Human Resources Function in the 21st Century," National Foreign Trade Council, New York, June 21.

1993

"Managing Career Transitions in Academe: Issues, Challenges and Options," Academy of Management Meeting, Atlanta, August 7.

"Staffing Research and Practice: A Macro/Strategic Perspective," Academy of Management Meeting, Atlanta, August 7.

"Measuring Performance in New Organizational Realities: Assessment and Suggestions for Future Research," Academy of Management Meeting, August 11.

"The State of HR Today in the World Today and the Year 2000," Greater New York Human Resource Association, Middletown, N. Y., April 14.

"The State of HR Today in the World Today and the Year 2000," Georgia Tech University and the Greater Atlanta Human Resource Association, Atlanta, April 5. Special Guest Beebee Speaker.

"Approaching SHRM in Service-Based Firms and in Global Environments," University of Illinois, March 3.

"The 5-P Model and other Hot Buttons for World Class HR Departments," Charles Tandy American Enterprise Center, Texas Christian University, November 12.

"Approaching SHRM in Service-Based Firms and in Global Environments," Department of Management, Texas Christian University, November 12.

"Strategic Human Resource Management: Linking People to the Business," University of New Haven, New Haven, Conn., October 6.

"Strategic Human Resource Management: Linking People to the Business," Department of Psychology, New York University, November 16.

1992

"Human Resource Priorities for Competitive Advantage," Cardiff Business School, Cardiff, England, July 6.

"Integrating Human Resource Management with the Needs of the Business," Sheffield University, Sheffield, England, July 7.

"Human Resource Strategy: People Related Business Issues," Manchester Business School, Manchester, England, July 9.

"Integrating Human Resource Management with the Needs of the Business," London Business School, London, England, July 14.
"Organizing and Reorganizing Human Resource Departments," Human Resource Planning Society, Chicago, July 21.

"Change, Challenge and Partnership," Asociasion Nacional de Relaciones Industriales Y Administracion de Personal, Caracus, Venezula, February 17.

"The HR Function in Effective Firms in Highly Competitive Environments Worldwide," Society for Industrial and Organizational Psychologists, Montreal, May 4.

1991

"International Human Resource Management," University of Newcastle, Newcastle upon Tyne, England, January 28.

"Strategic Human Resource Management," Louisiana State University, Boston Rouge, February 25.

"Human Resource Management as a Contingent Practice," Academy of Management, Miami, August 12.

"International Training and Career Development in U.S. MNCs," Academy of Management, Miami, August 13.

"From a Command Economy to a Demand Economy: Emerging Issues in Operations and Human Resource Management in Eastern Europe," Academy of Management, Miami, August 12.

"The Role of the U.S. in the United Nations' International Labor Organization," Public Television Broadcast, NBR, September 2.

“Linking HR with the Strategic Needs of the Business," Baruch College, October 3.

"Addressing Issues of the Aging Workforce as People-Related Business Issues," AARP, Washington, D.C., October 18.

1990

"Strategic Human Resource Management," University of Pittsburgh, Pittsburgh, Pa., December 5.

"Comparative U.S. and European HRM," University of Zurich, November 11.

"Environmental Scanning for Human Resource Management," Environmental Scanning Association San Francisco, May 4.

"Linking Competitive Strategy and Human Resource Management Practice," Katholieke Universiteit, Leuvens, Beligum, May 25.
"HRM Priorities and Practice in Service-Based Organizations: A Role Theory Perspective," Universite' d' Aix-Marseille, France, June 5 and June 8.

"Human Resource Planning: Toward the Development of Human Resource Strategy for Human Resource Mobilization," European Institute for Advanced Studies in Management, Brussels, March 9.

"General Principles and Contexual Contingencies for I/O Practitioners and Scientitst, "Miami, April 21.

"Concerns in International Human Resource Management," Academy of Management, San Francisco, August 15.

1989

"Personnel Practices and Organizational Strategy," SIOP Conference, Boston, April 29.

"Current Trends in Human Resource Management," Board of Directors, HRPSNYC, New York, August 4.

"Matching HR Practices with Corporate Strategy" Academy of Management, Washington, D.C., August 14.

"International Human Resource Management Issues," Babson College, October 17.

"Repositioning the Human Resource Function: Model and Application, Executive Study Conference, Orlando, December 1.

1988

"Using Human Resource Practices to Gain Competitive Advantage," Conference of the American Society for Training and Development, Washington, D.C., October 7.

"Managing the Older Worker in Organizations," American Association of Retired Persons, Washington, D.C., October 21.

"Merging Human Resources Strategies with Corporate Strategy," Seminar at the University of

Montreal, November 11.

"Measuring Organizational Differences in Personnel and Human Resource Management," Society for Industrial and Organizational Psychologists Meeting, Dallas, April 22, with S.E. Jackson.

"Linking Human Resource Management and Corporate Strategy," presented at: Monash University, Melbourne, June 22.

International Personnel Management Association, Australia, Sydney, June 21.

"Human Resource Planning and Strategy," Ph.D. Consortium for PHR Division of the National Academy of Management, August 13.

"International Dimensions of Human Resource Management," World Trade Institute, New York, March 25, July 12 and November 3.

1987

"Competitive Strategies and Human Resource Management Practices," National Academy of Management, August 10, with S.E. Jackson. Received Best Paper Award.

"Personal Computer Usage in Teaching Personnel and Human Resource Management," National Academy of Management, August 12, with N. Beutell.

"Human Resource Practices and Industrial Relations Implications," Midwest Academy of Management, April 17 with S.E. Jackson.

1986

"Personnel and Human Resource Management Practices and Organizational Strategy," presentations at the:

University of Melbourne, Melbourne, October 14.

University of South Australia, Adelaide, October 15.

University of New South Wales (Australian Graduate School of Management), Sydney, October 17.

"Personnel: Toward the Year 2000," International Personnel Management Association, Adelaide, South Australia, October 15.

"Entrepreneurship and Human Resource Management Practices," Human Resource Planning Society Meeting, Ft. Lauderdale, March 4.

"Organizational Determinants of Stress," Society for Industrial and Organizational Psychologists Meeting, Chicago, April 11.

"Human Resource Management Practices and Corporate Strategy," Academy of Management Meeting, Chicago, August 15.

"Pitfalls and Strategies in College Textbook Writing," Eastern Academy of Management, Philadelphia, May 8.

"Stress Research: Making It Matter," National Academy of Management, August 13.

1985

"Future Opportunities for the Eastern Academy of Management," Presidential Address at the Eastern Academy of Management, Albany, May 9.

"Human Resource Management in the United States," International meeting of the Eastern Academy of Management, Tilburg, The Netherlands, June 11.

"Current and Future Issues in Human Resource Management," Midwest Academy of Management, Champaign, IL., April 19.

“Human Resource Management Practices to Foster and Facilitate Entrepreneurship," National Academy of Management, August 12.

1984

"Role of Human Resource Management in Reorganization," National Academy of Management, Boston, August 14.

"Current State of Stress Research, Practice and Theory in the United States," VII International Congress of Cross-Cultural Psychology, Acapulco, Mexico, August, 30, with Susan E. Jackson.

"Human Resource Management Practices and Corporate Strategy," Baruch College, City University of New York, February 16.

"Tie Compensation to Desired Behaviors," Graduate School of Business, New York University, April 26.

1983

"Stress in Organizations: State of the Literature," Baruch College, City University of New York, March 22.

"Stress and Coping in Organizations," Department of Psychology, New York University, April 15.

"Organizational and Occupational Stress and Coping: A Model and Overview," Symposium on the Management of Work and Personal Life, McGill University, April 29.

"Leader Expertise as a Moderator of Leader Behavior: A Test of Path-Goal Theory Boundary Condition," Eastern Academy of Management, Pittsburgh, May 21, with P.M. Podskoff and W.D. Todor.
"Stress in Organizations: Human Resource Challenge and Opportunity," Retail Management Institute, New York University, June 17.

1982

"Role and Importance of Uncertainty in Organizational Behavior and Theory," presented at the University of Toronto, February 1.

"An Empirical Examination of the Construct Validity of the Rizzo, House, and Lirtzman Role Scales: Toward a Clarification of the Nature of Role Conflict," Midwest Academy of Management, Columbus, O., with R. House and E. Levanoni.

"Role and Importance of Uncertainty in Organizational Behavior," Midwest Academy of Management, Columbus, Oh.

"Strategies for Dealing with Role Stress," Midwest Business Administration, Chicago, IL, with C. Lee.

"Communication and Performance in the Real World, Simulation and Laboratory," American Psychological Convention, Washington, D.C., August 27.

1981

"Word Processing Productivity and Measurement," the 1981 Federal Office Systems Expo, Washington, D.C., with J. Hurwitz.

"A Constructive Replication and Extension of a Role and Expectancy Perception Model of Participation in Decision Making," Eastern Academy of Management, Binghamton, N.Y. with C. Lee.

"Getting the Pain Out of the Performance Appraisal Interview," Midwest Business Administration Association, Chicago.

"Sociopsychological Approaches for Office Design," Eastern Academy of Management, Binghamton, N.Y.

"Office Technology and Human Factors in the Federal Government," National Academy of Management, San Diego, with M. Lozano.

"Definition and Conceptualization of Stress in Organizations," presented at: New York University, New York; Baruch College of Business, New York; George Washington University, Washington, D.C.; University of Florida, Gainesville, Florida.

1980

"Empirical Indices of Coping with Job Stress: Problems and Directions for Research," Midwest Academy of Management, Cincinnati, with Janina C. Latack and Mary Van Sell.

"Conceptualizing and Measuring Stress in Organizations," Research Workshop on Occupational Stress, New University, Toronto, Canada.

"Definition and Conceptualization of Stress in Organizations," Research Workshop on Occupational Stress, York University, Toronto, Canada.

"Stress in the Education Setting," Research Conference on Stress: An Examination of Variables of Research Significance, the Ohio State University, Columbus.

1979

"Effects of Goal Setting and Leader Initiating Structure on Perceptions of Role Conflict and Ambiguity," Midwest Academy of Management, Cleveland, with C. Lee.

"Role and Expectancy Perception Model of Participation in Decision Making," Eastern Academy of Management, Newport.

“Communications and Communicating in Organizations," Midwest Business Administration Association, Chicago.

"Research and Teaching in Organizational Theory and Behavior," Organizational Behavior Teaching Conference, Cincinnati.

1978

"Middle Range Theories: Clusters of Clusters of Organizational Phenomenon," Middle Range Theory Conference, Vancouver, British Columbia.

"Interaction of Task and Structure and the Influence of Employee Response," Midwest AIDS, Cincinnati.

"Relationship of Extrinsic, Feedback to Job Satisfaction and Internal Motivation in Stimulating and Non-Stimulating Tasks," Midwest Academy of Management, Bloomington, with J.S. Kim.

1977

"Role Perceptions as the Crucial Environment for the Employee in the Organization," Murray Guest Lecturer, College of Business, University of Iowa.

"A Suggested Reconciliation of the Inconsistent Moderating Effects of Growth Need Strength," Midwest Academy of Management, Milwaukee.

"Empirical Indices of Role Stress," Midwest Academy of Management, Milwaukee, with R. Aldag and A. Brief.

"Role Conflict and Ambiguity as a Function of the Task-Structure-Technology Interaction," Eastern Academy of Management, Hartford, with W. Hoffman.

"A Review of the External Values and Attitudes of Business Students Toward Business and Unions," at the National Academy of Management, Orlando, with R. Ritti.

"The Influence of Role Perceptions on the Communication-Outcome Relationships," at the National Academy of Management, Orlando, with H. Greenbaum.

1976

The following four papers were presented at the National Academy of Management meeting, Kansas City:

"Interactive Effects of Participation in Decision making and the Goal Setting Process on Employee Satisfaction and Performance," with J.S. Kim.

"Leader Reward or Sanctions Behavior in a Public Utility. What Difference Does it Make?" with J.G. Hunt.

"The Management Motive Among Male College Students," with J.P. Muczyk.

"Organizational Practices and Discretionary-Nondiscretionary Leadership in a Complex Organization," with J.G. Hunt and R.N. Osborn.

"Role Perceptions, Satisfaction and Performance Motivated by Organizational Level and Employee Participation in Decision Making," Midwest Academy of Management, St. Louis.

"Contingencies of the Effectiveness of Participation in Decision Making and Goal Setting," Eastern Academy of Management, Washington, D.C., with J.S. Kim.

"The Effect of the Work Experience on College Student Motivation to Pursue a Managerial Career," Eastern Academy of Management, Washington, D.C., with J.P. Muczyk.

"The Effects on Role Perceptions of Employee Satisfaction and Performance Moderated by Employee Ability," Eastern Academy of Management, Washington, D.C., with P.D. Schaller.

1975

"Role Perceptions, Employee Satisfaction and Performance," Presented at a colloquium at the Ohio State University, July 25.

"Role Conflict, Role Ambiguity and Job Satisfaction and Employee Performance: A Partial Reconciliation of Previous Research," Eastern Academy of Management, April 10-12, University Park.

"Managerial Careers, Male-Female Outcome Importance and Instrumentalities: A Note of Pessimism," Eastern Academy of Management, April 10-12, University Park, with J.P. Muczyk.

"The Relationship Among Race, Socio-Economic Background and Job Attitudes," Midwest Academy of Management, April 24-26, Ann Arbor.

"Participatory Leadership and Subordinate Authoritarianism: A Reconciliation," Midwest Academy of Management, April 24-26, Ann Arbor.

1974

"The Path-Goal Theory of Leadership: Some Support and Suggestion," Northeast AIDS meeting, May 23-24, Philadelphia.

"Sex and Job Outcomes: Where the Differences are," National Academy of Management, August, Seattle, Washington.

"Male-Female Organizational Perceptions and Attitudes Controlling for Job Content," National AIDS, October 30-November 1, Atlanta.

"Task Perceptions and Leader Behavior Perceptions: Do Males and Females Differ?" Midwest Business Administration Association meeting, April 5, Chicago.

"Role Behavior, Job Involvement, Participation in Decision Making: Do Males and Females Differ?" Midwest AIDS, May 10-11, Minneapolis.

"Leader Consideration, Leader Initiating Structure and Subordinate Authoritarianism," Western AIDS Meeting, March 22, San Francisco.

Sponsored Research

“Transfer of Knowledge Across Highly Diverse Work Units,” Funded by the School of Management and Labor Relations for $6,000, 2007, with Susan E. Jackson.

"Comparisons of HR Practices Across Thirty Four Countries," funded by the Society for Human Resource Management for $20,000, 2001, with James Sesil, Rutgers and Chris Brewster of Cranfield University, England.

"International Joint Ventures and Human Resource Management Issues," funded by the Human Resource Planning Society for $2,000, 1990. Renewed in 1992 for an additional $1,000. "Human Resource Management Practices and Corporate Strategy," funded by the Human Resource Planning Society for $6,250,986. Human Resource Management Practices to Stimulate Entrepreneurship," funded by the Center for Entrepreneurship for $5,000, New York University, 1984.

"Personal Computer Applications to Human Resource Management," funded by the Graduate School of Business for $5,000, New York University, 1984.

"Relationship Between Business Strategy and Human Resource Management," funded by the College of Business for $10,000, New York University, 1982.

An Investigation into the Definition and Conceptualization of Stress in Organizations," funded by a small grant from the College of Administrative Science for $500.00, the Ohio State University, 1979.

"Toward the Development of a Behavioral Theory of Spatial Arrangement," with L.P. Ritzman, Funded by a grant from the College of Administrative Science for $2,700.00, the Ohio State University, 1979.

"A Longitudinal and Cross Sectional Analysis of the Effects of Organizational Structure and Leader Behavior on Employee and Work Unit Satisfaction and Performance," with J.S. Kim, funded by a University Small Research Grant, the Ohio State University, 1977-78 with a budget of $4,000.00.

"Cross Sectional and Longitudinal Analysis of the Effects of a Change in Spatial Arrangements on Role Conflict and Ambiguity: Toward a Theory of Spatial Arrangements," funded by the Dean's Research Professorship, 1978, the Ohio State University.

"Longitudinal Analysis of the Impact of Role Perceptions, Participation and Ability on Employee Satisfaction and Performance," funded by the Center for Research, the Pennsylvania State University, 1975-1976 for $600.00.

Journals and Book Companies

Contributing Editor to "Collection of the Best in OB" articles, Cary Cooper (ed.): Sage Pub.

Contributing Editor to "Collection of the Best in HRM" articles, Neil Andersen (ed.): Sage Pub.

Chief Editorial Consultant, European Journal of International Management (2006-Present)

Consulting Editor, Journal of Occupational and Organizational Psychology (1998-2004).

Editorial Review Board Member of Academy of Management Review (1993-1996)

Editorial Review Board Member of European Management Journal (1993-1999)

Editorial Review Board Member of the International Journal of Human Resource Management (1991-Present).

Editorial Review Board Member of the Academy of Management Executive (1985-1988; 1988-1991; 1995-1998, three terms).

Editorial Review Board Member of Organizational Dynamics (1991-Present).

Editorial Review Board Member of Journal of Organizational Behavior (1992-Present).

Editorial Review Board Member of Journal of International Management (1993-Present).

Editorial Review Board Member of Journal of World Business (1996-Present)

Editorial Review Board Member of the Journal of International Management Reviews (1999-Present)

Editorial Review Board Member of the British Journal of Management (2005-Present)

Editorial Review Board Member of the Journal of Organizational Transformation & Social Change (2006-Present)

Editorial Review Board Member of the Journal for Market-Focused Management (1996-2006)

Editorial Review Board Member of Organization Science (1989-1991).

Editorial Review Board Member of Human Resource Planning (1989-2005).

Editor of Human Resource Planning (1987-1990).

Editorial Review Board Member of the Academy of Management Journal (1979-1982; 1982-1985, two terms).

Editorial Review Board Member of Asia Pacific Journal of Human Resources (1987-Present).

Editorial Review Board Member of the Journal of Management (1979-1982; 1982-1985; 1985-1989, three terms).

Editorial Review Board Member for Group and Organizational Dynamics (1982-1985; 1985-1989, two terms).

Editorial Review Board Member for HR Reporter (1988-1991).

Editorial Review Board Member for Journal of High Technology Management Research (1988-2006).

Editorial Review Board Member for Human Resource Management (1985-2006).
36

Associate Editor of the Journal of Operations Management (1979-1982).

Reviewer for Human Relations.

Reviewer for Psychological Bulletin.

Reviewer for Management Sciences.

Reviewer for Organizational Behavior and Human Performance.

Reviewer for Journal of Occupational Psychology.

Reviewer for Kent Wadsworth Publishing Company.

Reviewer for Dryden Publishing Company.

Reviewer for Psychological Reports and Perceptual and Motor Skills.

Reviewer for Research Proposals for the U.S. Department of Labor.

Reviewer for Allyn and Bacon Book Company.

Reviewer for Houghton & Mifflin Book Company.

Reviewer for Journal of Applied Psychology.

Reviewer for Personnel Psychology.

Reviewer for West Publishing Company.

Reviewer for Journal of Management Studies.

Reviewer for Journal of Management.

Reviewer for Little, Brown and Company.

Reviewer for Academy of Management Journal.

Reviewer for Administrative Science Quarterly.

Reviewer for Academy of Management Review.

Reviewer for Journal of Occupational Behavior.

Membership

Academy of Management Fellows
British Academy of Management Fellows
SIOP Fellows
Sigma Iota Epsilon
Beta Gamma Sigma
Academy of Management
American Psychological Association Fellows

Professional Service

2012-2015

Review Board Member of Eight Academic Journals
Serves as Chief Editorial Consultant on the *European Journal of International Management*
Visiting Scholar at the Lancaster University Management School
Visiting Scholar at the University of Zurich

2011

Review Board Member of Eight Academic Journals
Serves as Chief Editorial Consultant on the *European Journal of International Management*
Visiting Scholar at the Lancaster University Management School
Visiting Scholar at the University of Zurich

2010

Review Board Member of Ten Academic Journals
Serves as Chief Editorial Consultant on the *European Journal of International Management*
Visiting Scholar at the Lancaster University Management School

2009

Review Board Member on Ten Academic Journals
Serves as Chief Editorial Consultant on the *European Journal of International Management*
Visiting Scholar at the Lancaster University Management School

2008

Review Board Member on Ten Academic Journals
Serves as Chief Editorial Consultant on the *European Journal of International Management*

2007

Review Board Member on Ten Academic Journals
International Advisory Board Member of the Sage Publication of Major Works in IHRM
International Advisory Board Member of the Sage Publication of Major Works in OB
Regional Representative for the 8th IHRM Conference, Tallinn, Estonia (2007)

2006

Regional Representative for the 8th IHRM Conference, Tallinn, Estonia (2007)
International Advisory Board Member of the Sage Publication of Major Works in HRM
Review Board Member on Ten Academic Journals

2005

Member of the Center for HRM at the Open University
Member of the Center of IHRM at Cranfield University
Reviewer for the IM Division of the AoM
Reviewer for the HR Division of the AoM

2004

Member of the Center for HRM at the Open University
Member of the Center of IHRM at Cranfield University
Reviewer for the IM Division of the AoM
Reviewer for the HR Division of the AoM

2003

Member of the Center for HRM at the Open University
Member of the Center of IHRM at Cranfield University
Chair of the International Committee of the HR Division of the Academy of Management
Member of the Committee for the IHRM Conference in Limerick, Ireland, June 4-6

2002

Evaluator for the Research Grants Council of Hong Kong
Evaluator for the Research Assessment Evaluation (RAE) Exercise of the UK
Chair of the International Committee of the HR Division of the Academy of Management
Member of the Center of IHRM at Cranfield University
Member of the Center for HRM at the Open University
Member of Crème at Cranfield University
Member of the Committee for the IHRM Conference in Limerick, Ireland, June 4-6, 2003

2001

Member of the Best OB Paper Selection Committee for JOB
Member of the Center for HRM at the Open University
Member of the Center of IHRM at Cranfield University
Member of the International Area of the HR Division's Committee to Develop Web-based materials of the member of the Division
Reviewer for the International Division of the Academy of Management
Member of the International Committee of the HR Division of the Academy of Management

2000

Member of the Center of IHRM at Cranfield University

External Examiner, HR Management Program, Nanyang Technological University
Member of the International Area of the HR Division's Committee to Develop Web-based materials for the members of the division
Reviewer for the Society of Industrial and Organizational Psychology Meetings
Reviewer for the Academy of Management, HR Division Meetings

1999

External Examiner, HR Management Program, Nanyang Technological University
Reviewer for National Academy of Management, IB Division
Reviewer for SIOP

1998

External Examiner, HR Management Program, Nanyang Technological University
Reviewer for National Academy of Management, HR Division
Reviewer for National Academy of Management, IB Division
Reviewer for SIOP

1997

External Examiner, HR Management Program, Nanyang Technological University
Reviewer for National Academy of Management, HR Division
Reviewer for National Academy of Management, IB Division
Participant in Ph.D. Consortium, HR Division, Academy of Management
Participant in Pre-Conference Workshop, IB Division, Academy of Management

1996

External Examiner, HR Management Program, Nanyang Technological University
Reviewer for National Academy of Management, HR Division
Reviewer for National Academy of Management, IB Division
Participant in Ph.D. Consortium, HR Division, Academy of Management
Participant in Pre-Conference Workshop, IB Division, Academy of Management
Conference Advisory Board Member for Innovative Teaching in HR/IR Conference

1995

Reviewer for National Academy of Management, HR Division
Reviewer for National Academy of Management, IB Division

1994

Reviewer for National Academy of Management, HR Division

Chairperson at National Academy of Management, HR Division

1993

Chairperson at National Academy of Management, International Management Division
Discussant at National Academy of Management, Personnel and HR Division
Reviewer for National Academy of Management, International Management Division
Reviewer for the Eastern Academy of Management
Reviewer for the National Academy of Management, HR Division
Participant in the Career Ph.D. Consortium at the National Academy of Management

1992

Reviewer for National Academy of Management, International Management Division
Reviewer for the Eastern Academy of Management
Reviewer for the National Academy of Management, Personnel and HR Division

1991

Reviewer for National Academy of Management, International Management Division
Reviewer for the Eastern Academy of Management
Reviewer for the National Academy of Management, Personnel and HR Division

1990

Reviewer for Midwest Academy of Management
Reviewer for Eastern Academy of Management
Reviewer for National Academy of Management, International Management Division

1989

Editor of Human Resource Planning
Reviewer for Midwest Academy of Management
Reviewer for Eastern Academy of Management
Board of Directors of the Human Resource Planning Society
Reviewer for the National Academy of Management - the PHR and Consultation Divisions

1988

Board of Governors for the Eastern Academy of Management
Board of Directors of the Human Resource Planning Society
Editor of Human Resource Planning
Reviewer for the Midwest Academy of Management
Reviewer for the National Academy of Management History Division
Reviewer for the National Academy of Management Personnel and Human Resource Division
Participant in the PHR Ph.D. Consortium at the National Academy of Management

1987

Board of Governors for the Eastern Academy of Management
Board of Directors of the Human Resource Planning Society
Editor of Human Resource Planning
Reviewer for the Midwest Academy of Management
Reviewer for the National Academy of Management
Reviewer for the Eastern Academy of Management

1986

Board of Governors of the Eastern Academy of Management
Reviewer for the Eastern Academy of Management
Reviewer for the Organization Development Division of the
National Academy of Management
Chair and Session Organizer for the American Psychological Association
Reviewer for the National Academy of Management
Reviewer for the 1986 World Conference of the International Council for Small Business

1985

Board of Governors of the Eastern Academy of Management
Reviewer for the Eastern Academy of Management
Reviewer for the Organizational Development Division of the National Academy of Management
Reviewer for the Eighth Leadership Symposium

1984

President, Eastern Academy of Management

1983

President-Elect, Eastern Academy of Management
Reviewer for the Personnel and Human Resource Division of the National Academy of Management
Chairperson at the National Academy of Management
Vice President Program, Eastern Academy of Management

1982

Vice President Program, Eastern Academy of Management
Reviewer for the Eastern Academy of Management
Reviewer for the Personnel and Human Resource Division of the National Academy of Management

Reviewer for the Seventh Biennial Leadership Symposium
Chairperson at the National Academy of Management
Chairperson at the Eastern Academy of Management
Board of Governors for the Eastern Academy of Management
Reviewer for the National Academy of Management, OB Division
Discussant at the National Academy of Management, OB Division
Reviewer for the Midwest Academy of Management

1981

Board of Governors for the Eastern Academy of Management
Reviewer for the Eastern Academy of Management
Chairperson at the Midwest Business Administration Association
Reviewer for the Midwest Business Administration Association

1980

Reviewer for the Division of Personnel and Human Resources, National Academy of Management
Discussant at the National Academy of Management
Discussant at the Eastern Academy of Management
Chairperson at the Midwest Academy of Management
Vice-President of Membership of the Eastern Academy of Management Representative at Large, OB Division of the National Academy of Management
Campus Representative for AIDS
Reviewer for the National Academy of Management, OB Division
Discussant at the National Academy of Management, OB Division
Reviewer for the Midwest Academy of Management

1976

Reviewer for the Midwest Academy of Management
Reviewer for the Eastern Academy of Management

1975

Discussant at the SIU Leadership Symposium, Carbondale, Illinois, March 20-21.

College/Departmental Service

2011/2012/2013/2014/2015

Served on the departmental recruiting committee
Prepared Reader's Report for Rebecca Kehoe's Review
Prepared T&P Report for Mingwei Liu

Facilitated arrangements with Rejkjavik University for SMLR faculty teaching opportunities
Facilitated discussions with Renmin University (in conjunction with Professor Lepak and Dean Finegold) for potential faculty exchanges and programs
Created and taught a new elective course entitled "HRM and Innovation"
Prepared and taught a new class, HR II, Fall Semester
Faculty Roundtable Participant

2010/2011

Mentored Bill Castellano in preparing to teach IHRM for our graduates and undergraduates
PII Committee Evaluator for Mark Huselid
Faculty Roundtable Participant
Faculty Roundtable Participant, January 2011

2008/2009

Chair, Personnel Policies Committee of the NB Faculty Council (Spring semester)
Lecturer in David Finegold's First-Year Seminar Proposal: "The World is Flat: The Global Economy and its Impact on New Jersey and You"

2007/2008

Chair, Personnel Policies Committee of the NB Faculty Council
Co-Chair, ER-HR Dialogue Seminar Series for SMLR

2006-2007

Member of the PII Committee for Professor Joseph Blasi
Member of the PII Committee for Professor Kenneth Kendall
Member of the PII Committee for Professor Briance Mascarenhas
Chair, Personnel Policies Committee of the NB Faculty Council
Department Representation on the Faculty Council
Faculty presenter at the New Student Orientation
Co-chair of the ER-HR Joint Symposium Series

2005-2006

Department Representative on the Faculty Council
Member of the Rules, Nominations and Review Committee
Member of the Library Committee
Faculty presenter at the New Student Orientation

2002-2004

Director, MHRM Program (until June 2004)
Chair of the Admissions Committee
Co-Chair, New Student Orientation
Member of the Nominating Committee for the Daniel Gorenstein Award
Co-Chair of the Commencement Ceremonies for Spring 2004 Graduation
Member of the Library Committee
Member of the Rules, Nominations and Review Committee
Faculty presenter at the New Student Orientation

2001-2002

Member of the Nominating Committee for the Daniel Gorenstein Award
Member of the PL/AD Committee
Director of the Masters in HRM Program
Chair of the Admissions Committee

2000-2001

Director and Founder, Center for Global Strategic Human Resource Management
Member, PLAD Committee
Member, Daniel Gorenstein Memorial Award Committee
Member of the Recruiting Committee

1999-2000

Director and Founder, Center for Global Strategic Human Resource Management
Member, PLAD Committee
Member, Daniel Gorenstein Memorial Award Committee
Presenter for the SMLR Alumni Association
Co-Chair of the Department' Recruiting Committee

1998-1999

Director and Founder, Center for Global Strategic Human Resource Management
Director, Overseas Credit Programs
Core Faculty, Core MBA Program, Block 6
Block Leader, Core MBA Program
Interviewer, Dean’s Scholarship Committee

1997-1998

Interviewer, Dean’s Scholarship Committee

1996-1997

Faculty Coordinator, Core MBA Program
Core Faculty Member, Block 1
Member of Stern MBA Admissions/Advisory Committee

1995-1996

MET Advisor
Co-Leader, PEAK Workshop
Member of Stern MBA Admissions/Advisory Committee
Block Leader, Block 1 Core MBA
Faculty Coordinator, Core MBA Program

1994-1995

Member of Stern MBA Admissions/Advisory Committee
Block Leader, Block 1 Core MBA

1993-1994

Member of Stern Research Committee
Member of Stern MBA Admissions/Advisory Committee
Faculty Marshall, Stern School
Member, NYU Sponsored Research Committee

1992-1993

Member of Stern Grievance Committee
Member of Organization Behavior Core Course Committee

1991-1992

Member of University Research Grant Committee
Chair of the Summer Research Proposal Committee
Member of Organizational Behavior Core Course Committee
Member of Elective Courses Committee
Member of Stern Grievance Committee

1989-1990

Member of the Stern School Grievance Committee
Chair of the Summer Research Proposal Committee
Member of University Research Grant Committee

1988-1989

Member of the Policy Action Committee for the Department of Management
Chair of the Summer Research Proposal Committee
Member of the Recruiting Committee
Member of MBA Committee
Member of University Research Grant Committee

1987-1988

Member of the Policy Action Committee for the Department of Management
Chair of the Summer Research Proposal Committee
Member of the Recruiting Committee

1985-1986

Member of the Ad-hoc Review Committee for the MBA Program
Member of the Standards and Admissions Committee for the Executive MBA Program
Member of the MBA Committee
Member of the Department of Management Task Force Committee
Member of the Recruiting Committee for the Organizational Behavior Sub-group
Member of the Recruiting Committee for the Strategy-Policy Sub-group

1984

Member of the Ad-hoc Review Committee of the MBA Program
Member of the Standards and Admissions Committee for the Executive MBA Program
Member of the MBA Committee

1983

Member of the MBA Committee
Member of the Ad-hoc Review Committee of the MBA Program

1982

Member of the Ph.D. Committee
Member of the MBA Committee

1981

Member of the MBA Committee
Member of the Ph.D. Committee
Faculty Advisor to the University of Maryland Personnel Club

1980

Faculty Advisor to the University of Maryland Personnel Club

Served as Referee and Judge for the Second Annual Tau Pi Phi Business Case Contest at Otterbein College, April 18-19
Presented outstanding service award.
Presented Stress Workshop at Buckeye Women's Association, April 17.
Presented a radio program on stress in Hospitals on OSU's University Hospital Outreach Network, March 17 and April 2.

Presented a Symposium on Management for the American Red Cross Blood Services, Central Ohio Region, May 17.

1979

Contributor to Partners Journal with an article "Stress in Organizations"
Member of the Ph.D. Committee
Member of the Undergraduate Business Policy Committee
Co-Chairperson of the Search Committee for the Joint Faculty Position with Women's Studies
Chairperson of the OB Recruiting
Served as Referee for the First Annual Tau Pi Phi Business Case Contest at Ohio Dominican College, April 17-18.

1978

Co-Chairperson of the Search Committee for the Joint Faculty Position with Women's Studies
Chairperson of the OB Recruiting
Chairperson of the Faculty of Management Science Symposium series
Representative for the College at several lunches and dinners for parents of freshmen at OSU
Member of the Ph.D. in business Administration Advisory Committee
Presented a seminar on "Leadership" to Columbus Jaycees, March 7, 1978
Contributor to the Columbus Dispatch with an article entitled, "Stress: Don't Let It Manage You." April 27, 1978.
Contributor to the Bulletin of Business Research Center for Business and Economic Research with an article entitled, "Stress in Organizations," August.
Contributor to the Citizen-Journal with an article entitled, "List Goals, Tasks to Use Time Best." February, 24, 1978, with Don Baird.

1977

Contributor to the Bulletin of Business Research, Center for Business and Economic Research, the Ohio State University. Two articles published are:
"Male and Female Routes to Managerial Success," August 1977. This article in shortened form was distributed to newspapers throughout Ohio.
"Organizational and Individual Dimensions of Change," November 1977.
Contributor to WOSU radio broadcasting program OSU Review. Discussed issues related to male and female careers in organizations. This radio interview as broadcast by WOSU and distributed to and broadcast by radio stations in out-state Ohio.

Chairperson to the Citizen-Journal with an article entitled, "Communication at Work Important," October 24, 1977, with Don Baird.
Presented a seminar on "The Quality of Work in America," to APICS in Huntington, Pennsylvania, January, 1977.

1976-1977

Ph.D. Exam Coordinator for the OB Department at the Pennsylvania State University
Ph.D. Admissions Coordinator for the OB Department at the Pennsylvania State University
Faculty Advisor to the Penn State Management Club

1975-1976

Member of the Undergraduate Policy Committee at the Pennsylvania State University for the College of Business
Member of the Standards Committee at the Pennsylvania State University for the College of Business Representative of the College of Business at the College of Health, Physical Education, and Recreation
Member of the ad hoc committee for International Women's year at the Cleveland State University

1974

Wrote a report for the Cleveland Commission on Higher Education in conjunction with Equal Employment Opportunity Commission and the Cleveland State University entitled, "A Study of the Need for an Institute of Industrial Relations for Northern Ohio," 76 pp.
Worked with DCASR in Cleveland as an informal selector of candidates for this Federal Agency.

Education

School	**Degree**	**Date**	**Major**
Michigan State University.	Ph.D. December,	1973	Organization Theory*
	"Dissertation Title: Path-Goal Theory of Leadership"		
Michigan State University.	M.L.I.R.	December, 1971	Collective Bargaining
Michigan State University	M.B.A.	August, 1968	Personnel Mgmt.
Michigan State University	B.A. (with honors)	June, 1967	Political Science

*Minors: Sociology, Labor Relations, Finance

Courses Taught

Undergraduate

Human Resource Management and the Firm
Introduction to Management
Organizational Behavior
Introduction to Personnel Management
Advanced Personnel Management
Wage and Salary
Job Analysis

MBA

Human Resource Strategy
Comparative Human Resource Management
Organization Behavior
Human Resource Management
Personnel Management
Career Management
Interpersonal Relations
Organizational Theory and Design
Organization Development
Selection
Training and Development

Ph.D./DBA

Performance Appraisal Seminar
Individuals in Organization Seminar
Human Resource Management Seminar
Advanced Seminar in Organizational Behavior
International Human Resource Management

International and Executive Teaching

Organizational Behavior in Executive MBA Program, NYU
Human Resource Management in Financial MBA Program, NYU
Personnel and Corporate Strategy in Executive MA Program, American University
Comparative Human Resource Management, Singapore and Indonesia, Rutgers University

Strategic Human Resource Management, Singapore, Rutgers University
Human Resource Management in Executive MBA Program, Zurich
Strategic Human Resource Management in Executive MBA Program, NYU
Strategic Human Resource Management in IMB, Lausanne, Switzerland

Cases and Role Plays Written for Teaching

• Centerpulse Living Case for GSBA Zurich Won the "Best Living Case Award"
• Yes, We Have No Fresh Pastries
• Futures at the New York Stock Exchange
• Seeing the Forest and the Trees
• Job Redesign at Aid Association for Lutherans (AAL)
• Bringing the Personnel Department to the Business
• Aztec: Staffing with the Right People
• Link or Lose: Human Resource Management and Corporate Strategy
• A Broader View Seizes More Opportunities
• Mirror, Mirror on the Wall: Connecting Up with the Business
• What Keeps Southwest Airlines Flying So High?

The following three cases published in D. Ricks and B.J. Punnett, International Business (PWS-Kent: Boston, 1992).

• How May We Serve You?
• Frost, Inc. in Great Britain
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• Are You Staying?
• Managing Workforce Diversity: People-Related Business Issues at the Barden Corporation
• Seeing the Forrest and the Trees
• Bringing HR into the Business
• Frost, Inc. In Britain
• A Broader View Seizes More Opportunities

Prepared a customized case book for use in Core Block teaching for Organizational Behavior, entitled Cases for Management and Organizational Behavior: Stern Edition (St. Paul: West Publishing, 1995).

Representation on Ph.D. and Master's Committees and Thesis Advising

Debbie Gainer, Independent Study, 2011, Rutgers, MHRM
Keunho Bae, Independent Study, 2010, Rutgers, MHRM
Angelina Sciorra, Independent Study, 2010, Rutgers, MHRM
Gina Fay, Independent Study, 2009, Rutgers, MHRM
Debra DeSilva, 2009, PhD, Member
Robert Knight, 2009, MS, Chair
Barbara Optiz, 2009, Member
Madhura Tare, Independent Study, 2008, Rutgers, MHRM
Mark P. Troesch, 2008, MA, Chair
Yuan Jiang, 2007-09, PhD, Member
Yuan Jiang, 2007, MA, Member
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Clemens Brugger, 2007, MA, Chair
Graf Karl-Andre, 2007, MA, Chair
Jacqueline Fendt, 2006, PhD, External Advisor
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Illya E. Trentelman, 2002, MBA, Chair
Beat Hans Haering, 2002, MBA, Chair
Daniel Suter-Kollmar, 2001, MBA, Chair
Liz Douthitt, 2001, Ph.D., Member
Ibraiz Tarique, 2001, Master's, Member
Werner Braun, 2000, Ph.D. Member
Gaby Widmer, 1999, MBA, Chair
Al Torreseen, 2000, Ph.D., Member
Fausto Lazaro Hilario, 1998, Ph.D., Member
Karl M. Soehnlein, 1998, Ph.D., Member
Eileen Gigliotti, 1996, Ph.D., Member
Nikolia Rogovsky, 1995, Ph.D., Member
Jin Lin, 1995, Ph.D., Member
John Michel, 1994, Ph.D., Member
Drew Harris, 1994, Ph.D., Member
Manfred Stania, MBA, Chair
Cynthia Lee, 1982, Ph.D., Member
Bryan James Smith, 1982, Ph.D., Member
Nat Slavin, 1980, Ph.D., Member
James McGowan, 1980, Ph.D., Member
Nelda Marlene Morrison, 1979, M.S., Member
Vickie Lee Rogers, 1979, M.S., Member
Stephen Roy Garchow, 1979, M.S., Member
Christine A. Sakal, 1978, M.S., Member
John James Lynch, 1978, M.S., Member

Bill Hoffman, 1977, MBA, Chair