

CURRICULUM VITAE

Jone L. Pearce

The Paul Merage School of Business
University of California, Irvine
Irvine, CA 92697-3125
fax: (+1) 949-725-2839
jlpearce@uci.edu
<http://sites.uci.edu/jlpearce/>

EDUCATION

Ph.D., Yale University, Administrative Sciences.

M.A., Yale University, Administrative Sciences.

B.A., University of California, Berkeley; Psychology, summa cum laude.

ACADEMIC EMPLOYMENT

- 1979- Distinguished Professor of Organization and Management, The Paul Merage School of Business, University of California, Irvine (Emerita 2019- ;Professor, 1993-2008, Associate Professor 1985-1993; Assistant Professor 1979-1985)
- 2013-14 Professor of Organisational Behaviour, Department of Management, London School of Economics and Political Science
- 2008 Visiting Professor, Leonard N. Stern School of Business, New York University
- 2004-05 Hansen Visiting Professor, Business School, University of Washington
- 2002-04 Interim Dean, Graduate School of Management, University of California, Irvine
- 1994-96 Associate Dean, Graduate School of Management, University of California,
1990-92 Irvine
1984-85
- 1995 Visiting Professor, Faculty of Business Administration, Budapest University of Economic Sciences
- 1989 Visiting Professor, International Management Center, Budapest, Hungary
- 1978-79 Assistant Professor, Graduate School of Industrial Administration, Carnegie-Mellon University

CONGRESSIONAL TESTIMONY

April 26, 1984, Hearings on Federal Merit Pay Reform, United States House of Representatives Subcommittee on Compensation and Employee Benefits (of the Committee on Post Office and Civil Service)

RESEARCH GRANTS

- 2010-11 Beall Center for Innovation and Entrepreneurship
- 1990-93 National Science Foundation Grant (Decision, Risk and Management Science, SES389-21423)
- 1990 Irvine Faculty Research Fellowship
- 1987-88 Biotechnology Research and Education Program Grant
- 1983-84 Irvine Faculty Research Fellowship

FELLOWSHIPS AND AWARDS

- 2016 Elected to College of Fellows, British Academy of Management
- 2009 Elected Fellow, Association for Psychological Science
- 2007 Elected Fellow, American Psychological Association (and Division 14, Society for Industrial and Organizational Psychology)
- 2006 *Journal of Management Inquiry* Scholar, Western Academy of Management
Elected Fellow, International Association for Applied Psychology
- 2001 Elected Fellow, Academy of Management
- 1998 *Academy of Management Journal* Best Paper Award
- 1998 Academy of Management Human Resources Division Scholarly Achievement Award
- 1990-93 Honorary Visiting Professor, Chinese Academy of Management Science
- 1991 Recognition for Outstanding Service to the Research Methods Division of the Academy of Management

Faculty Service Award, Graduate School of Management, University of California, Irvine

Fellowships and Awards (continued)

1989	Fulbright Fellow (International Management Center, Budapest Hungary)
1986	Yoder-Heneman Personnel Research Award for the best empirical research paper in Human Resource Management, the American Society for Personnel Administration
1985	Ascendant Scholar, Western Academy of Management
1985	Outstanding Service Award, Graduate School of Management, University of California, Irvine
1984 1980	Teaching Excellence Award, Graduate School of Management, University of California, Irvine

PROFESSIONAL GOVERNING BOARD MEMBERSHIPS

2003-05	International Federation of Scholarly Associations of Management
1999-04 1995-98	Academy of Management
1993-01	Irvine Campus Housing Authority
1993-96	Western Academy of Management
1989-91	Association for Research on Nonprofit Organizations and Voluntary Associations

PROFESSIONAL ACTIVITIES

Editorial Service

2017-	Editorial Board, <i>Journal of Trust Research</i>
2017-	Senior Advisory Board, <i>Journal of Organizational Effectiveness</i>
2016-	Senior Disciplinary Co-Editor, Organizational Science, <i>Behavioral Science & Policy</i>
2008-	Series Editor, <i>Companions to Management</i> , Cambridge University Press
2005-	Editorial Board, <i>International Public Management Journal</i>
2004-	Advisory Board, <i>Organization and Management Journal</i>
2010-16	Associate Editor, Organizational Science, <i>Behavioral Science & Policy</i>
2006-12	Editorial Board, <i>Administrative Science Quarterly</i>

Editorial Service (continued)

2004-11	Editorial Board, <i>Academy of Management Perspectives</i>
1999-10	Editorial Board, <i>Human Relations</i>
2002-07	Consulting Editor, <i>Journal of Applied Psychology</i>
2000-01	Editorial Board, <i>Journal of Applied Management and Entrepreneurship</i>
1994-99	Editorial Board, <i>Journal of Organizational Behavior</i>
1993-99	Editorial Board, <i>Journal of Organizational Change Management</i>
1994-99	Book Review Advisory Panel, <i>Personnel Psychology</i>
1979-95	Associate Editor, <i>Citizen Participation and Voluntary Action Abstracts</i>
1982-92	Deputy Editor, <i>Nonprofit and Voluntary Sector Quarterly</i>

Service as a Reviewer

National Science Foundation (Social Psychology, Decision, Risk and Management Sciences, and Transformation to Quality Organizations Programs)

United States Information Agency, University Affiliates Program Review

Research Grants Council, Hong Kong, S.A.R.

Greek Ministry of Education

London School of Economics and Political Science

Academy of Management Learning and Education; Academy of Management Journal; Academy of Management Review; Administrative Science Quarterly; Applied Psychology: An International Review; British Journal of Management; Groups and Organization Management; Industrial and Labor Relations Review; Journal of Applied Psychology; Journal of International Business Studies; Journal of International Management; Journal of Management Inquiry; Journal of Occupational Behavior; Journal of Occupational and Organizational Psychology; Journal of Organizational Behavior, Journal of Management Studies; Journal of Vocational Behavior; Nonprofit Management & Leadership; Organization Science; Psychological Bulletin; Public Administration Review; The Academy of Management Executive; Cambridge University Press; Jossey-Bass Publishers; Lawrence Erlbaum Associates; Oxford University Press; Scott-Foresman Publishers

1996, 1998 and 2014 Western Academy of Management International Meeting

1982, 1986, 1988, 1989, 1990, 1991, 1992, 1993, 1994, 1995, 1996, 2018 Annual Academy of Management Meeting

1988, 1989, 1991, 1992, 1993, 1994, 1995 and 1996 Annual Western Academy of Management Meeting

Service as a Reviewer (continued)

1989, 1994, 1995 and 1996 Annual Conference of the Society for Industrial and Organizational Psychology (Division 14 of the American Psychological Association)

1987 Proposals for Research on Philanthropy, Volunteerism, and Nonprofit Initiative, Association of American Colleges

1983 Southwest Division of the Academy of Management Meetings, Organizational Behavior Area

1983 National Meeting of the American Institute for Decision Sciences, Organizational Behavior Track

Memberships:

Academy of Management (Fellow)

American Psychological Association (Fellow)

Association for Psychological Science (Fellow)

International Association for Applied Psychology (Fellow)

British Academy of Management (Fellow)

Western Academy of Management

Professional Service

2018, 2020
2021 Irish Research Council Postgraduate Research Awards, remote reviewer

2017-2018 Irish Research Council Laureate Awards, Social Sciences and Humanities Panel

2012-2018 Faculty Advisory Committee of Faculty of Business, Hong Kong Polytechnic University

2015 Visiting Committee, Department of Management and Organisation, National University of Singapore

2008-15 Scientific Council, Advance Grants Programme, European Research Council, European Commission

2014 Chair, Lifetime Achievement Award Committee, Organizational Behavior Division, Academy of Management

2011-14 Research Excellence Framework, Social Science Panel (United Kingdom)

2005-13 Fellow, Sunningdale Institute (United Kingdom)

Professional Service (continued)

- 2008-11 Practice Theme Committee, Academy of Management
- 2011 Governing Board Evaluation Committee, Academy of Management
- 2011 Best Dissertation Paper Award Committee, Organizational Behavior Division, Academy of Management
- 2008-10 London School of Economics, External Promotions Reviewer
- 2008-10 *Science You Can Use Book Series* (American Psychological Association), Editorial Review Board,
- 2004-10 Scientific Council, CentER, Tilburg University (The Netherlands)
- 2008-09 Committee-member, Organizational Behavior Division Outstanding Practitioner Publication 2008 Committee, Academy of Management
- 2007-09 Committee-member, Careers Division Lifetime Achievement Award, Academy of Management
- 2008 External Review Committee, Management Department, College of Business, San Diego State University
- 2003-05 Membership Committee (Chair, 04-05), Academy of Management Fellows
- 2003-04 Past-President, Academy of Management;
Chair of the Nominating and External Relations Committees and member of the Executive Committee
- 2003 AACSB Doctoral Faculty Commission
- 2002-03 President, Academy of Management;
Chair of the Executive Committee and member of the Nominating, Long Range Planning, Financial Strategies Committees, and Communications and External Relations Ad Hoc Committees
- 2001-02 President-Elect, Academy of Management;
Chair of the Divisions Committee, Member of the Executive and Nominating Committees
- 2000-02 Committee on the Future, International Association of Applied Psychology
- 2000-01 Program Chair, Academy of Management 2001 Washington D. C. Meeting;
Executive and Conference Committees

Professional Service (continued)

- 1999-00 Chair, Professional Development Workshop Program and member of the Program, Executive, Divisions and Financial Strategies Committees; Academy of Management
- 1998 Invited presentation, Leadership, National Training Conference, Nanjing University, China
- 1998 Visiting (Accreditation) Team, Western Association of Schools and Colleges for the California School of Professional Psychology, Los Angeles
- 1997-98 Chair, Financial Strategies and Long Range Planning Committees; Academy of Management
- 1996-97 Chair, Division Review and Awards Committees; Academy of Management
- 1995-96 President, Western Academy of Management
- 1994-95 Program Chair, 36th Annual Meeting, Western Academy of Management
- 1993-94 Program Committees, Annual Meetings of the Western Academy of Management
- 1991 Co-Chair, Doctoral and Junior Faculty Consortium, Western Academy of Management Annual Meeting
- 1987-89 Representative-at-Large, Research Methods Interest Group, Academy of Management
- 1988 Local Arrangements Committee, 1988 National Academy Meetings, Anaheim, California
- 1988 Presidential Nominating Committee, Western Division of the Academy of Management
- 1988 Strategic Planning Committee, Association of Voluntary Action Scholars
- 1981-86 Vice President (1985-86); Board of Directors, Association of Voluntary Action Scholars
- 1984-86 Representative from the Association of Voluntary Action Scholars to Psychology Section, American Association for the Advancement of Science
- 1983-86 History of Organization Behavior Project, Organizational Behavior Division, Academy of Management
- 1985 Nominating Committee, Organizational Behavior Division, Academy of Management

Professional Service (continued)

- 1983 Program Coordinator, 1983 Association of Voluntary Action Scholars and
 Association for Volunteer Administration National Conference, Research Session
- 1982-83 Education and Training Committee, Division 14 (Industrial and Organizational) of
 the American Psychological Association

Invited Research Presentations

- | | |
|--|---------------------------------------|
| Baruch College | University of California, Los Angeles |
| Budapest University of Economic Sciences | University of California, Riverside |
| California School of Professional
Psychology- San Diego | University of California, Santa Cruz |
| California State University, Bakersfield | University of Pennsylvania |
| California State University, Fullerton | University of South Carolina |
| Carnegie-Mellon University-University of
Pittsburgh Joint Colloquium Series | University of Washington |
| China Europe International Business School | Washington University (St. Louis) |
| CIBER, University of California, Los Angeles | Yale University |
| Concordia University (Montréal) | |
| ESSEC Business School (Paris) | |
| Greenwich University | |
| Harvard Business School | |
| Hong Kong Polytechnic University | |
| IESE University of Navarra (Barcelona) | |
| Kennedy School of Government, Harvard | |
| Kings College, London | |
| Lancaster University (UK) | |
| London Business School | |
| London School of Economics and
Political Science | |
| National University of Singapore | |
| New School University | |
| New York University | |
| Norwegian School of Economics and
Business Administration (NHH) | |
| Tilburg University (The Netherlands) | |
| Universiteit van Amsterdam | |
| University of British Columbia/Simon
University Joint Colloquium Series | |
| University College, Dublin | |
| University of Maryland | |
| University of North Carolina | |
| University of Southern California | |

Conference Presentations

- 2022 Panelist, Doctoral and Junior Faculty Consortium
Chair, *Professorship*
Western Academy of Management Annual Meeting
- Panelist, *Developing an Academic Career Doctoral Consortium*
Panelist, *Networking Café*
British Academy of Management Annual Meeting
- 2021 *Antecedents of Workplace Favoritism and Its Negative Consequences*
The 32nd International Congress of Psychology
- 2020 Panelist, *Broadening Our Sights to an Understanding of Workplace Favoritism*
Panelist, *Gender and Diversity in Organizations Doctoral Consortium*
Chair, *Corporate Responsibility and Sustainability*
Academy of Management Annual Meeting
- 2018 Panelist, *Publishing for Policy Impact*
European Academy of Management Annual Meeting
- Panelist, *Improving Lives via Responsible Research*
Academy of Management Annual Meeting
- 2017 Panelist, *The Future of Business Schools and Management Research*
British Academy of Management Annual Meeting
- The Journal Review Process*, Doctoral Consortium
Western Academy of Management Annual Meeting
- Panelist, *Translating Rigorous Research for Use by Policy Makers*
Panelist, *Exploring New Routes to Science Advocacy*
Panelist, *Energizing Senior Faculty Members*
Academy of Management Annual Meeting
- 2016 *Those with the Most Tenure Trust Their Organizations Least*
Eastern Academy of Management Annual Meeting
- 2015 *Successfully Reviewing Your Paper*
Western Academy of Management Annual Meeting
- Panelist, *Plenary: Is OB Research Relevant to Practice?*
Moderator, *Creating Long-term Value through Global Talent Management*
Academy of Management Annual Meeting
- 2014 *Invisible? The Bias Against National Origin*
London School of Economics Human Resources Conference

Conference Presentations (continued)

- 2014 *Optimal Distinctiveness Theory and Work Group Identification*
Panelist, International Management Mid-Career Faculty Consortium
Panelist, Evidence-based Management Caucus
Academy of Management Annual Meeting
- The Challenge of Transformational Leadership in a Transactional World*
Ernst & Young Financial Leadership Seminar
- 2013 Panelist, *Getting 'Managing Diversity' on the Business School Curriculum*
Panelist, *OB Research and Theory: Surfacing Problems and Proposing Solutions*
Panelist, *Queer in the Academy – 2003:2013:2023*
Academy of Management Annual Meeting
- 2012 *Has the Practical Value of Management Research Diminished in Recent Years?*
Panelist, Extending the Employee-Organization Relationship Literature to
 Reflect the World of Work
Western Academy of Management Annual Meeting
- Does Familiarity Breed Distrust in Organization?*
European Group for Organizational Studies Annual Meeting
- Discussant, *New Directions in the Employee-Organization Relationship for the
 21st Century*
Society for Industrial and Organizational Psychology Annual Conference
- Panelist, *Mid-Career Workshop*
Panelist, *Doctoral and Junior Faculty Consortium*
Academy of Management Annual Meeting
- 2011 *Power Distance: Competing Perspectives on Adapting Management Practices to
 Cultural Values*
Panelist, *Guiding Change in the Field of Management Science*
Panelist, International Management Division Doctoral Consortium
Academy of Management Annual Meeting
- Panelist, *Doctoral and Junior Faculty Consortium*
Western Academy of Management Annual Meeting
- Just Handmaidens to Bureaucracy: Making an Impact in Small Organizations*
Industrial and Organizational Behavior Annual Conference
- Facilitator, *GroupFest in Honor of Professor Richard Hackman*
Harvard Business School

Conference Presentations (continued)

- 2010 *Employees' Trust in their Organizations: Does Familiarity Breed Contempt*, 5th
Workshop on Trust, European Institute for Advanced Studies in Management

Chair, *Social Capital and Social Exchange*
Academy of Management Annual Meeting
- 2009 Chair, *Cross-cultural Effects on Organizational Outcomes*
Academy of International Business Annual Conference

Chair and Discussant, *Status: The Neglected Motive in Industrial/Organizational
Psychology?*
Academy of Management Annual Meeting

Discussant, *Outcomes of Volunteering for Employers, Working Volunteers, and
Not-for-Profit Organizations*
Society for Industrial and Organizational Psychology Annual Conference

Doctoral and Junior Faculty Consortium Panelist
Chair and Discussant, *Creative Thinking for Moving Forward*
Western Academy of Management Annual Meeting
- 2008 Panelist, *The Questions We Don't Ask*
Panelist, *How to Improve Your Chances of Publishing in a Top-tier Journal*
Academy of Management Annual Meeting
- 2007 *Rethinking What We Teach our Students*
Southwestern Academy of Management Annual Conference

Panelist, *Are We Teaching our Students the Right Things?*
Panelist, *Doctoral Consortium Panelist*
Organizational Behavior Teaching Annual Conference

*Tests of Similarity-Attraction and Status Incongruence Explanations for
Relational Demography Effects*
Panelist, *Making the Most of Your Sabbatical*
Organizational Behavior Not-so-Junior Mid-Career Faculty Development
Workshop Panelist;
Discussant, *Job Insecurity: Meanings, Measures, and Performance Outcomes*
Academy of Management Annual Meeting
- 2006 *Teaching Research-based Knowledge*
Panelist, *Doctoral/Junior Faculty Consortium*
Western Academy of Management Annual Meeting

Conference Presentations (continued)

- 2006 Keynote Address, *Government Practices and Dysfunctional Organizational Behaviors: The Chinese Case*
Biennial Conference of the International Association for Chinese Management Research
- Panelist, *The Interplay of the Emotional and Rational in Organizations*
Quadrennial Conference of the International Association of Applied Psychology
- Panelist, *International Perspectives on Leadership*
Panelist, *Scientist and Educator: Integrating our Divided Roles*;
Panelist, *Opportunities and Threats for Human Resources Management and Management Education*;
Chair and Discussant, *Organizational Trust and the Public Concern*;
Doctoral Consortium Panelist
Academy of Management Annual Meeting
- Organizations and the Eradication of Global Poverty*
Business as Agent of World Benefit Conference
- 2005 *Glass Ceiling Bias: Effects of Nonstandard Accent on Management Hiring*
Society for Industrial and Organizational Psychology Annual Conference
- Panelist, *The Role of Research in Business and Societal Transformations in the Academy of Management*
Eleventh Biennial International Conference of the Eastern Academy of Management
- Why the Rich get Richer: The Role of Organizations in the Wealth of Nations*
Panelist, *The Multiple Faces of Paternalism in Employment Relationships*
Chair and Discussant, *Human Resources in the 21st Century*
Panelist, *Doctoral Consortium*
Academy of Management Annual Meeting
- The Relevance of Business Schools in a Changing World*
The Future of the Business School Forum, Advanced Institute of Management Research and University of Warwick
- 2004 Keynote Address, *Organizing With (and Without) Governmental Rule of Law*
Southwestern Academy of Management Annual Meeting
- All-Academy Address, *Organizing With (and Without) Governmental Rule of Law*
Luncheon Address, *State of the Academy*
Midwest Academy of Management Annual Meeting

Conference Presentations (continued)

- 2004 Keynote Address, *The Challenge of Recognizing Wisdom in Organizations* Eastern Academy of Management Annual Meeting
- Keynote Address, *Organizational Issues in Transitional Economies: Creating Trust*
European Group for Organizational Studies Annual Meeting
- 2003 Presidential Address, *What Do We Know and How Do We Know It?;*
State of the Academy Address; *Governments, Reciprocal Exchange and Trust Among Business Associates*
Panelist, *Democracy in the Academy: Promoting Positive Professional Practice*
Panelist; *Crafting a Value Statement for HR Scholars and Educators*
Academy of Management Annual Meeting
- Panelist, *Doctoral Consortium*
AoM President's Conversation
Western Academy of Management Annual Meeting
- Chair and Discussant, *Top Teams, Strategy and Change*
British Academy of Management Annual Meeting
- Opening Address, *How Professional Associations Contribute to the Creation and Dissemination of Management Knowledge*
Doctoral Consortium Address, Publishing in Management
Associação Nacional dos Programas de Pos-Graduação em Administração
Annual Meeting
- Panelist, *Doctoral Consortium*
Junior Faculty Consortium Address, Politics 101
Luncheon Speech, *How the Academy Can Work for You*
Roundtable Discussions, *Dealing with Organizational Politics* Annual
Southern Academy of Management Annual Meeting
- Doctoral Workshop Address, What Distinguishes Celebrated Research from the Ignored: A Conversation;*
Panelist, *AACSB & EQUIS Accreditation*
Keynote Address, *The Effectiveness of Personal Relationships as a Substitute for the Rule of Law*
Australian and New Zealand Academy of Management Annual Conference
- 2002 Panelist, *Organizing and Bargaining Under Hostile, Erratic and Weak Governments*
Academy of International Business Annual Meeting

Conference Presentations (continued)

- 2002 *Comparing Structured and Unstructured Methods for Studying Organizational Transformation in Hungary, Lithuania and China*
European Group for Organizational Studies Annual Meeting
- Panelist, *Building Effective Networks Through the Academy of Management*
Panelist, *Entrepreneurial History Building in Action: Networking with the AoM and AACSB*
Chair, *Illegality, Impression Management, Favoritism, and Secrecy: Negative Elements in Networks*;
Academy of Management Annual Meeting
- Panelist, *Understanding September 11th from Global Perspectives*
Doctoral Consortium Panelist; Interviewee, *Inside the Ivory Tower*
Western Academy of Management Annual Meeting
- Panelist, *Using Technology to Leverage Learning Between Class Sessions*;
Western Association of Collegiate Schools of Business Annual Meeting
- 2000 Chair, *In Search of Government in Theories of Organizational Behavior and Strategy*
Panelist, Doctoral Consortium
Western Academy of Management Annual Meeting
- Keynote Address, *Governmental Boundaries and Management Social Capital: Mediating the Negative Relationship between an Employability Approach to Human Resources Management and Job Performance*
Chair, *Toward an Understanding of the Role of Government in Strategy and Organization* (selected as a Showcase Symposium);
Panelist, *Employment Relationships, Culture, and Work Modes within the Strategic Human Resources Architecture* (selected as a Showcase Symposium)
Academy of Management Annual Meeting
- 1999 Panelist, *Looking Forward: A Conversation with the Past-presidents of WAM*
Western Academy of Management Annual Meeting
- Panelist, *Consequences of Contingent Work: Beyond a Monolithic View*
Chair, *Caucus on States and Management*
Academy of Management Annual Meeting
- 1998 Panelist, *Doctoral Consortium*
Panelist, *Symposium: Expert Witnessing: Putting Knowledge on Trial*
Panelist, *Impacts through Collegial Support*
Panelist, *Impact: A Past-president's Forum*
Western Academy of Management Annual Meeting

Conference Presentations (continued)

- 1998 Panelist, *Psychological Contracts: Pitfalls and Opportunities*
Society for Industrial and Organizational Psychology Annual Meeting
- Dependence on Inter-organizational Relationships: Why Guanxi?*
Fourth Biennial International Conference of the Western Academy of Management
- The Actual Job Insecurity of Contingent Workers: Effects on Trust and Social Capital*
Is Trust a Cause or a Consequence?: Empirical Evidence
Workshop Presenter, *Research about Emerging Market Economies* Annual Academy of Management Annual Meeting
- Keynote Address, *Corporate Transformation Emerging Markets*
British Academy of Management Annual Meeting
- 1997 Panelist, *A Conversation: Making a Difference through Unexpected Impacts of Academic Encounters*
Western Academy of Management Annual Meeting
- Panelist, *Perspectives on Teaching*
Interdisciplinary Students of Organizations Conference
- Can Human Resources Directors be Trusted as Study Informants?*
Persistence in the Face of Revolutionary Change; Straining for Shared Meaning in Organization Science: The State of Trust
Academy of Management Annual Meeting
- 1996 Panelist, *Eastern European Issues*
Decision Sciences Institute Annual Meeting
- Legitimacy: An Analysis of Three Hungarian-West European Collaborations*
Global Perspectives on Cooperative Strategies Conference (European Perspectives)
- Discussant, *Symposium: The Psychological Contract, Boundaried or Boundaryless: Purification of a Construct*
Society for Industrial and Organizational Psychology Annual Meeting
- Is Competition Necessary to Gain Cooperation? A Cross-cultural Consideration Neo-traditionalism and Organizational Behavior*
Is Competition Necessary to Gain Cooperation? A Cross-cultural Consideration Neo-traditionalism and Organizational Behavior
Consortium Panelist, "Not So Junior" Faculty Mid-career Forum
Academy of Management Annual Meeting

Conference Presentations (continued)

- 1996 *The Psychological Contract: An Empirical Assessment*
Changes in Psychological Contracts Conference, Tilburg University
- 1995 Chair, *The Transformation of the Employment Contract: The Case of
Contingent Health Care Workers*
Academy of Management Annual Meeting
- Opening Session, *Scholarly Criticism of Management*
Chair, *Has Business Schools' Financial Dependence on Business Muted
Criticism of Business Practices? A Dean's Panel*
Western Academy of Management Annual Meeting
- 1994 *The Role of Trust in the Transformation of State-socialist Enterprises to
Successful Market Competitors*
Twenty-Third International Congress of Applied Psychology
- What Difference Does It Make? The Psychological Involvement of Members of a
Mixed Core-periphery Workforce*
*The Configuration of Human Resource Strategy and Structure: Comparing
Typologies-in-use*
Guanxi: Good Connections as Substitutes for Institutional Support
Panelist, *International Management Doctoral Consortium Annual
Academy of Management Annual Meeting*
- The Costs of Organizational Distrust; Discussant, Eastern Block Countries in
Transition*
Third Biennial Conference of the International Western Academy of Management
- Chair, *Ascendant Scholar Symposium*
Panelist, *Doctoral and Junior Faculty Consortium*
Western Academy of Management Annual Meeting
- 1993 *The Role of Human Resources Departments as Mediating Institutions in the
Maintenance of Institutional Trust*
Fifth International Conference: Managing in a Global Economy
- The Challenges of Management Development Training and Education in Eastern
Europe, Constructing the New 21st Century Organizations: Internal Structures*
Panelist, *Doctoral and Junior Faculty Consortium*
Western Academy of Management Annual Meeting
- Conversation Hour: Human Resources Management and Change in Former
Communist Countries*
Society for Industrial and Organizational Psychology Annual Meeting

Conference Presentations (continued)

- 1993 *The Effects of Pay Systems on Employees Perceptions of Others*
On the Transferability of Pedagogical Methods, Materials, and Practices to Post-Socialist Cultures
Discussant, *Research Methods Best Paper Session*
Panelist, *Organizational Behavior, Organization Development and Change, Organization & Management Theory Doctoral Consortium*
Academy of Management Annual Meeting
- 1992 *Adaptive Interaction Patterns in Socialist and Post-socialist Hungary: Institutional Trust*
Fourth Annual International Conference of The Society for the Advancement of Socio-Economics
- The Organizational Behavior of Contract Laborers and their Effects on Employees*
Western Academy of Management Annual Meeting
- Person-based Reward Systems: A Theory of Organizational Reward Practices in Reform-communist Organizations*
Second Biennial International Conference of the Western Academy of Management
- 1991 *The Back Door: Spontaneous Privatization in Hungary*
Public Versus Private Enterprise, International Center of Research and Information on the Public and Cooperative Economy
Université de Liège Conference
- The Psychological Effects of Detachment: The Experiences of Temporary Workers*
Society for Industrial and Organizational Psychology Annual Meeting
- Chair, *Systematic Empirical Research on the Transformation of Communist Enterprise*
Reconceptualizing the Employee-organization Relationship
Academy of Management Annual Meeting
- The Psychological Effects of Bureaucratic Decline*
Twenty-Second International Congress of Applied Psychology
- 1990 Chair, *Reforming Management Education in Reforming Socialist Countries*
The Performance and Affective Effects of Competition: Theoretical Rationale and Empirical Evidence
Academy of Management Annual Meeting

Conference Presentations (continued)

- 1990 *Socialism to Capitalism: Preliminary Observations of Hungarian Organizational Behavior*
Western Academy of Management Annual Meeting
- 1989 *Legal/Rational and Traditional Management: Empirical Comparison of Practices in Saudi Arabia and the United States*
Third International Conference: Managing in a Global Economy
- Invited Address, *Selecting for Collaboration and Loyalty: Ideas from Recent Organizational Behavior Theory*
Personnel Testing Council of Northern California Annual Conference
- A Goal Setting Experiment: Learning from Failure to Reject the Null Hypothesis*
Society for Industrial and Organizational Psychology Annual Meeting
Symposium Participant, *Expectations in Ph.D. Programs*
Organizational Behavior Teaching Annual Conference
- 1988 Symposium Participant, *Practitioners in Volunteerism Discuss Research*
Association of Voluntary Action Scholars Annual Meeting
- Human Resources Management Strategies in Large Bureaucratic Organizations*
Palace Politics and Radical Innovation
Academy of Management Annual Meeting
- Chair and Discussant, *Interviewing: Impacts on the Interviewer and Interviewee*
Western Academy of Management Annual Meeting
- Human Resource Management in Non-small Non-start-up High Technology Firms*
High-Technology Management Conference, University of Colorado at Boulder
- 1987 Chair, *Issues in Participation in Nonprofit and Voluntary Organizations*
Managing Volunteers: The Role of Ambiguity in Volunteer Motivation
Association of Voluntary Action Scholars Annual Meeting
- Formal Structure and Cooperative Interaction within Organizations*
Eleventh World Congress of Sociology
- Chair, *Child's View of Managerial Life*
Symposium Participant, *Reflections on the Field of Organizational Behavior Pay for Performance in the Organizational Context: An Evaluation of Three Compensation Systems for Managers*
Academy of Management Annual Meeting

Conference Presentations (continued)

- 1987 *Merit Pay: Analysis from an Organizational Perspective*
Western Academy of Management Annual Meeting
- 1985 Invited Presentation, Ascendant Scholars
Western Academy of Management Annual Meeting
- Coalitions in the Organizational Context*
Negotiations within Organizations Conference, Duke University
- 1984 Symposium Participant, *A History of the Organizational Behavior Division*
Academy of Management Annual Meeting
- Symposium Participant, *Are Objective Performance Appraisal Systems Possible?*
American Society for Public Administration Annual Conference
- 1983 *Labor that Is Worth Nothing: The Paradox of Volunteers*
Conference on Managing Voluntary Organizations, York University
- Contingent Pay for Managers and Organizational Performance: A Time Series Analysis*
Academy of Management Annual Meeting
- Effective Advisory Boards: A Test of the Generalizability of Group Dynamics Research*
Western Academy of Management Annual Meeting
- Symposium Participant, *Coalition Building: The Unexplored Dimension in Nonprofit Leadership*
Association of Voluntary Action Scholars Annual Meeting
- 1980 *Does Paying for Work Reduce Motivation? Results of a Field Test Comparing Volunteers and Employees*
Chairperson, *Motivating Volunteer and Citizen Participation*
Volunteer Unreliability: An Organizational Perspective
Association of Voluntary Action Scholars Annual Meeting
- Empirical Assessment of Merit Pay in Five Federal Organizations*
Annual Meeting of the American Society for Public Administration
Chairperson and Discussant, *Regulation: The Process and Its Consequences for Three Organizational Settings*
Western Academy of Management Annual Meeting
- Sufficiency of Justification: Field Test and Extension of a Hypothesis*
Academy of Management Annual Meeting

Conference Presentations (continued)

- 1980 *Strategic Management in Public Organizations: The Case of Civil Service Reform Employer-employee Exchange: A Marketplace Transaction within an Intimate Relationship*
Western Academy of Management Annual Meeting
- Chairperson, *The Civil Service Reform Act of 1978--Three Approaches to Evaluation Research*
Academy of Management Annual Meeting
- Chairperson and Discussant, *Organization-environment Relations*
Pacific Sociological Association Annual Meeting
- 1979 *I Don't Know Why I Work Here: The Psychological Contract in Voluntary Associations*
Causes and Consequences of Leaderlessness in Organizations
Association of Voluntary Action Scholars Annual Meeting
- Reflections on Uncertainty Encouragement*
Eastern Academy of Management Annual Meeting
- 1978 *The Avoidance of Leadership Positions by U.S. Volunteers*
Ninth World Congress of Sociology

PUBLICATIONS

Books

1. Pearce, J. L. (2021) *Organizational behavior real research for real managers*. (5th ed.) Irvine, CA: Melvin & Leigh. <https://www.melvinleigh.com/catalogue/management>
2. 认识组织行为：成为高效管理者/（美）忻榕，（美）凉·皮尔斯（Jone L. Pearce）著，—北京：机械工业出版社，2020.9 (Xin, K., & Pearce, J. L. 2020. *Organizational behavior*. Beijing: China Machine Press).

Most Influential Book of 2020 (in China, Publisher's Award)
3. Pearce, J. L. & Sowa, J. E. (2019) *Organizational behavior real research for public and nonprofit managers*. Irvine, CA: Melvin & Leigh. <http://www.melvinleigh.com/catalogue>
4. Pearce, J. L. (2017) *Organizational behavior real research for real managers*. (4th ed.) Irvine, CA: Melvin & Leigh. <http://www.melvinleigh.com/catalogue>

Books (continued)

5. Pearce J. L. (2012) *Organizational behavior real research for real managers*. (3rd ed.) Irvine, CA: Melvin & Leigh.
Reviewed in *Academy of Management Learning & Education*, 2014
6. Pearce, J. L. (Ed.) (2011) *Status in management and organizations*. Cambridge, UK: Cambridge University Press.
<http://www.cambridge.org/us/academic/subjects/management/organisation-studies/statusmanagement-and-organizations>
7. Pearce, J. L. (2009) *Organizational behavior real research for real managers*. (2nd ed.) Irvine, CA: Melvin & Leigh.
Won the Academy of Management Practice-relevant Scholarship Award, 2009
8. Pearce, J. L. (2006) *Organizational behavior real research for real managers: Individuals in organizations*. Irvine, CA: Melvin & Leigh.
9. Pearce, J. L. (2001) *Organization and management in the embrace of government*. Mahwah, NJ: Erlbaum. <http://www.psypress.com/books/details/9780805841015/>
Reviewed in *The Academy of Management Executive*, 2001;
Administrative Science Quarterly, 2002;
Personnel Psychology, 2002; and
Public Administration Review, 2002
10. Pearce, J. L. (1993) *Volunteers: The organizational behavior of unpaid workers*. London: Routledge. <http://sites.uci.edu/jlpearce/publications/>
Reviewed in *Nonprofit and Voluntary Sector Research*, 1994
Translated into Italian (*Volontariato*. Milano: Raffaello Cortina, 1994).
Excerpted as Chapter 29 in Ott, J. S. (2001) *Understanding nonprofit organizations: Governance, leadership, and management*. Boulder, CO: Westview Press.

Edited Journal Special Issues

11. Jones, T. M., Donaldson, T., Freeman, R. E., Harrison, J. S., Leana, C., Mahoney, J. T. & Pearce, J. L. (Eds.) (2016) Management theory and social welfare. *Academy of Management Review*. <http://dx.doi.org/10.5465/amr.2016.0012>

Edited Journal Special Issues (continued)

12. Pearce, J. L., De Castro, J. & Guillen, M. F. (Eds.) (2007) Influencing politics and political systems. *Academy of Management Review*. <http://www.jstor.org/stable/20159409>
13. Pearce, J. L. and Frese, M. (Eds.) (2000) Transitional economies in Eastern Europe. *Applied Psychology: An International Review*. <http://dx.doi.org/10.1111>
14. Pearce, J. L. (Ed.) (1993) Organizational change in the formerly communist countries of Europe. *Journal of Organizational Change Management*. <http://dx.doi.org/10.1108/>

Book Chapters

15. Randel, A. E., Zatzick, C. D. and Pearce, J. L. (forthcoming in 2017) Optimal distinctiveness and human resource development. In K. Black, R. Warhurst and S. Corlett (Eds.) *Identity as a Foundation to Human Resource Development*. New York: Routledge.
16. Pearce, J. L. (2012) Assumptions in employee-organization relationships: A critical perspective from the study of volunteers. In Shore, L. M., Coyle-Shapiro, J. A-M. & Tetrick, L. E. (Eds.) *The Employee-organization relationship: Applications for the 21st Century*. New York: Psychology Press/Routledge, 169-191.
17. Pearce, J. L. (2012) Revealing themes: Applying a positive lens to the chapters on poverty and low wage work. In K. Gordon-Biddle & J. Dutton (Eds.) *Using a positive lens to explore social change and organizations*. New York: Psychology Press/Routledge, 463-471.
18. Pearce, J. L. (2012) Creating evidence-based textbooks. In D. M. Rousseau (Ed.) *Handbook of evidence-based management: Corporations, classrooms and research*. New York: Oxford University Press, 377-386.
19. Pearce, J. L. and Henderson, G. R. (2000) Understanding acts of betrayal: Implications for industrial and organizational psychology. In C. L. Cooper and I. T. Robertson (Eds.) *International Review of Industrial and Organizational Psychology 2000*. London: John Wiley, 165-187.
20. Pearce, J. L. (2000) Employability as trustworthiness. In C. R. Leana and D. M. Rousseau (Eds.) *Relational wealth: A new model for employment in the 21st Century*. New York: Oxford University Press, 79-90.
21. Pearce, J. L. (1999) Appendix B: A conversation on writing in English by non-native speakers. In A. S. Huff. *Writing for scholarly publication*. Thousand Oaks, CA: Sage Publications, 143-154.

Book Chapters (continued)

22. Pearce, J. L. (1998) Job insecurity is important, but not for the reasons you might think: The example of contingent workers. In C. Cooper and D. M. Rousseau (Eds.) *Trends in Organizational Behavior*, 5, 31-46.
23. Pearce, J. L. (1997) The political and economic context of organizational behavior. In S. E. Jackson and C. L. Cooper, (Eds.) *Organizational behavior handbook*. New York: John Wiley, 29-41.
24. Pearce, J. L. and Branyiczki, I. (1997) Legitimacy: An analysis of three Hungarian-West European collaborations. In P. W. Beamish and J. P. Killing (Eds.), *Cooperative strategies: European perspectives*. San Francisco: The New Lexington Press, 300-322.
25. Pearce, J. L. and Čakrt, M. (1994) Ferox Manufactured Products. In D. S. Fogel (Ed.), *The reform of enterprises in emerging market economies: Cases from Czechoslovakia*, Boulder, CO: Westview Press, 85-102.

Reprinted in Marcic, D. and Puffer, S. M. (Eds.), (1994) *Management International: Cases, Exercises and Readings*. St Paul, MN: West.

26. Pearce, J. L., Branyiczki, I., and Bakacsi, G. (1993). Person-based reward systems: Reward practices in reform-communist organizations. In M. Maruyama (Ed.), *Management reform in Eastern and Central Europe*, Aldershot, UK: Dartmouth Publishing, 133-162.
27. Pearce, J. L. (1989) Rewarding successful performance. In J. L. Perry and Associates *Handbook of public administration*, San Francisco: Jossey-Bass, 401-411
28. Pearce, J. L. (1987) Making sense of volunteer motivation: The sufficiency of justification hypothesis. In R. M. Steers and L. W. Porter (Eds.), *Motivation and work behavior* (4th ed.) Englewood Cliffs, NJ: Prentice Hall, 545-554.
29. Pearce, J. L. (1987) Why merit pay doesn't work: Implications from organizational theory.
In D. B. Balkin and L. R. Gomez-Mejia (Ed.), *New perspectives in compensation*. Englewood Cliffs, NJ: Prentice Hall, 169-178.
Reprinted in R. M. Steers and L. W. Porter (Eds.) (1991) *Motivation and work behavior* (5th ed.) New York: McGraw-Hill, 498-506.
Reprinted in R. M. Steers, L. W. Porter and G. A. Bigley (Eds.) (1996) *Motivation and leadership at work* (6th ed.). New York: McGraw-Hill, 545-554.
30. Pearce, J. L., Stevenson, W. B., and Porter, L. W. (1986) Coalitions in the organizational context. In R. J. Lewicki, M. H. Bazerman, and B. Sheppard (Eds.), *Research on negotiation in organizations*, 1, Greenwich, CT: JAI Press, 97-115.

Book Chapters (continued)

31. Perry, J. L. and Pearce, J. L. (1985) Civil service reform and the politics of performance appraisal. In D. H. Rosenbloom (Ed.), *Public personnel policy: The politics of civil service*, Port Washington, NY: Associated Faculty Press, 146-160.
32. Pearce, J. L. (1985) Insufficient justification and volunteer motivation. In L. Moore (Ed.), *The motivation of volunteers*, Vancouver, B.C.: Voluntary Action Resource Center, 201-213.
33. Pearce, J. L. (1983) Participation in voluntary associations: How membership in a formal organization changes the rewards of participation. In D. H. Smith, J. Van Til, V. Pestoff and D. Zeldin (Eds.), *International perspectives in voluntary action research*, Washington, D.C.: University Press of America, 148-156.

Peer-Reviewed Research Articles

34. Portocarrero, F. F., Winkler, A-L. P. & Pearce, J. L. (forthcoming) Broadening our understanding of human resource management for improved environmental performance. *Business & Society*. <https://doi.org/10.1177%2F00076503211053250>
35. McCarthy, K., Pearce, J. L., Morton, J. & Lyon, S. (2020) Do you pass it on? The effects of perceived incivility on task performance and the performance evaluations of others. *Organization Management Journal*, 17, 1541-6518. <https://sites.uci.edu/jlpearce/files/2020/02/Rude-Email-andPerformanceFinalPublicationOMJ.pdf>
36. Ofer, E. L., Coyle-Shapiro, J. A-M. & Pearce, J. L. (2019) Eyes wide open: Perceived exploitation and its consequences. *Academy of Management Journal*, 62, 1989-2018. <https://journals.aom.org/doi/abs/10.5465/amj.2017.1421>
37. Rao, A. N. and Pearce, J. L. (2016) Should management practice adapt to cultural values? *Cross Cultural & Strategic Management*, 23, 257-286. <http://dx.doi.org/10.1108/CCSM-032014-0035>
38. Huang, L. & Pearce, J. L. (2015) Managing the unknowable: The effectiveness of early-stage investor gut-feel in entrepreneurial investment decisions. *Administrative Science Quarterly*, <http://dx.doi.org/10.1177>
39. Pearce, J. L. (2015) Cronyism and nepotism are bad for everyone: The research evidence. *Industrial and Organizational Psychology*, 8, 41-44. <http://dx.doi.org/10.1017/iop.2014.10>
40. Pearce, J. L. (2013) How can we create collaborative design knowledge in politicized contexts? *Journal of Organizational Design*, 2, 38-40. <http://dx.doi.org/10.7146/jod.15517>
41. Huang, L., Fridger, M. and Pearce, J. L. (2013) Political skill: Explaining the effects of nonnative accent on managerial hiring and entrepreneurial investment decisions. *Journal of Applied Psychology*, 98, 1005-1017. <http://dx.doi.org/10.1037/a0034125>

Peer-Reviewed Research Articles (continued)

42. Huang, L., Frideger, M., and Pearce, J. L. (2014) How non-native speakers can crack the glass ceiling. *Harvard Business Review*, 28. [doi: 96090567](https://doi.org/10.1016/j.hbr.2014.05.001)
43. Pearce, J. L. and Huang, L. (2012) The decreasing value of our research to management education. *Academy of Management Learning and Education*, 11, 247-262. <http://dx.doi.org/10.5465/amle.2011.0554>
Finalist, Outstanding *Academy of Management Learning and Education* 2012 Article
44. Pearce, J. L., Huang, L. (2012) Toward an Understanding of What Actionable Research Is. *Academy of Management Learning and Education*, 11, 300-301 (response to comments on above article) <http://amle.aom.org/content/11/2/300.extract>
45. Pearce, J. L. and Xu, Q. J. (2012) Rating performance or contesting status: Evidence against the homophily explanation for supervisor demographic skew in performance ratings. *Organization Science*, 23, 373-385. <http://dx.doi.org/10.1287/orsc.1100.0585>
46. Pearce, J. L., Xin, K. M., Xu, Q. J., Rao, A. N. (2011) Managers' context: How government capability affects managers. *British Journal of Management*, 22, 500-516. <http://dx.doi.org/10.1111/j.1467-8551.2011.00756.x>
47. Pearce, J. L., Dibble, R. and Klein, K. (2009) The effects of governments on management and organization. *Academy of Management Annals*, 3, 503-542. <http://dx.doi.org/10.1080>
48. Pearce, J. L. (2007) Organizational behavior unchained. *Journal of Organizational Behavior*, 28, 811-814. <http://www.jstor.org/stable/30162594>
49. Pearce, J. L. (2007) We are who we teach: How teaching experienced managers fractures our scholarship. *Journal of Management Inquiry*, 16, 104-110. <http://dx.doi.org/10.1177/>
50. Pearce, J. L. (2005) Organizational scholarship and the eradication of global poverty. *Academy of Management Journal*, 48, 970-972. <http://www.jstor.org/stable/20159720>
51. Rao, A. N., Pearce, J. L., and Xin, K. (2005) Governments, reciprocal exchange and trust among business associates. *Journal of International Business Studies*, 36, 104-118. <http://dx.doi.org/10.1057/palgrave.jibs.8400116>
52. Pearce, J. L. and Randel, A. (2004) Expectations of organizational mobility, workplace social inclusion and employee job performance. *Journal of Organizational Behavior*, 25, 81-98. <http://www.jstor.org/stable/4093645>
53. Pearce, J. L. (2001) How we can learn how governments matter to management and organization. *Journal of Management Inquiry*, 10, 103-112. <http://dx.doi.org/10.1177/>

Peer-Reviewed Research Articles (continued)

54. Pearce, J. L., Ramirez, R. R. and Branyiczki, I. (2001) Leadership and the pursuit of status: Effects of globalization and economic transformation. In W. S. Mobley and M. McCall (Eds.) *Advances in Global Leadership*, 2, 153-178. <http://dx.doi.org/10.1287>
55. Pearce, J. L., Branyiczki, I. and Bigley, G. A. (2000) Insufficient bureaucracy: Trust and commitment in particularistic organizations. *Organization Science*, 11, 148-162. <http://dx.doi.org/10.1002>
56. Porter, L. W., Pearce, J. L., Tripoli, A. M. and Lewis, K. M. (1998) Differential perceptions of employers' inducements: Implications for psychological contracts. *Journal of Organizational Behavior*, 19, 769-782. <http://dx.doi.org/doi:2010.5465/AMR>
57. Bigley, G. A. and Pearce, J. L. (1998) Straining for shared meaning in organization science: Problems of trust and distrust. *Academy of Management Review*, 23, 405-421. <http://dx.doi.org/10.1111>
Among highest 10% most frequently cited papers in the ANBAR International Management Database
58. Pearce, J. L., Bigley, G. A., and Branyiczki, I. (1998) Procedural justice as modernism: Placing industrial/organizational psychology in context. *Applied Psychology: An International Review*, 47, 371-396. <http://dx.doi.org/10.1111>
59. Tsui, A. S., Pearce, J. L., Porter, L. W. and Tripoli, A. M. (1997) Alternative approaches to the employee-organization relationship: Does investment in employees pay off? *Academy of Management Journal*, 40, 1089-1121. <http://dx.doi.org/10.2307/256928> .
Selected the Best Paper of the 1997 Volume of the *Academy of Management Journal*
Selected the Academy of Management's Human Resources Divisions for the 1998 Scholarly Contribution Award
60. Xin, K. and Pearce, J. L. (1996) Guanxi: Connections as substitutes for formal institutional support. *Academy of Management Journal*, 39, 1641-1658. <http://dx.doi.org/10.2307/257072>
61. Tsui, A. S., Pearce, J. L., Porter, L. W. and Hite, J. P. (1995) Choice of employee-organization relationship: Influence of external and internal organizational factors. *Research in Personnel and Human Resources Management*, 13, 117-151.
62. Pearce, J. L., Branyiczki, J. and Bakacsi, G (1994) Person-based reward systems: A theory of organizational reward practices in reform-communist organizations. *Journal of Organizational Behavior*, 15, 261-282. <http://www.jstor.org/stable/2488449>
Reprinted in J. Berács and A. Chikán (Eds.) (1999) *Managing Business in Hungary*, Budapest: Akadémiai Kiadó, 279-308.

Peer-Reviewed Research Articles (continued)

63. Al-Aiban, K. M. and Pearce, J. L. (1993) The influence of values on management practices: A test in Saudi Arabia and the United States. *International Studies of Management and Organization*, 23, 35-52. <http://www.jstor.org/stable/40397250>
64. Pearce, J. L. (1993) Toward an organizational behavior of contract laborers: Their psychological involvement and effects on employee coworkers. *Academy of Management Journal*, 36, 1082-1096. <http://www.jstor.org/stable/256646>
65. Pearce, J. L. and Branyiczki, I. (1993) Revolutionizing bureaucracies: Managing change in Hungarian state-owned enterprises. *Journal of Organizational Change Management*, 6, 53-64. <http://dx.doi.org/10.1108>
Reprinted in *Managing Business in Hungary*, J. Berács and A. Chikán (Eds.), (1999) Budapest: Akadémiai Kiadó, 309-323.
66. Branyiczki, I., Bakacsi, G., and Pearce, J. L. (1992) The back door: Spontaneous privatization in Hungary. *Annals of Public and Cooperative Economics*, 63, 303-316. <http://dx.doi.org/10.1111>
67. Pearce, J. L. and Gregersen, H. B. (1991) Task interdependence and extrarole behavior: A test of the mediating effects of felt responsibility. *Journal of Applied Psychology*, 76, 838-844. [doi: 9201200110](http://dx.doi.org/10.1037/0275-8014.76.5.838)
68. Pearce, J. L. and Page Jr., R. A. (1990) Palace politics: Resource allocation in radically innovative firms. *Journal of High Technology Management Research*, 1, 193-205. <http://dx.doi.org/10.1016>
69. Roberts, K. H. et al. (1990) Reflections on the field of organizational behavior. *Journal of Management Systems*, 1, 25-38.
70. Pearce, J. L., and Porter, L. W. (1986) Employee responses to formal performance appraisal feedback, *Journal of Applied Psychology*, 71, 211-218. <http://dx.doi.org/10.1037>
Reprinted in R. M. Steers and L. W. Porter (Eds.) (1991) *Motivation and Work Behavior*. New York: McGraw-Hill, 560-572.
71. Pearce, J. L., and Rosener, J. (1985) Advisory board performance: Managing ambiguity 36-47. <http://dx.doi.org/10.1177>
Reprinted in R. D. Herman and J. Van Til (Eds.) (1989) *Nonprofit boards of directors*, New Brunswick, NY: Transaction Books, 36-47.

Peer-Reviewed Research Articles (continued)

72. Stevenson, W. B., Pearce, J. L., and Porter, L. W. (1985) The concept of “coalition” in organization theory and research, *Academy of Management Review*, 10, 256-268. <http://www.jstor.org/stable/257967>
73. Pearce, J. L., Stevenson, W. B., and Perry, J. L. (1985) Managerial compensation based on organizational performance: A time series analysis of the effects of merit pay, *Academy of Management Journal*, 28, 261-278. <http://www.jstor.org/stable/256200>
74. Pearce, J. L., and Peters, R. H. (1985) A contradictory norms view of employer-employee exchange, *Journal of Management*, 11, 19-30. <http://dx.doi.org/10.1177>
75. Pearce, J. L. (1983) Job attitude and motivation differences between volunteers and employees from comparable organizations, *Journal of Applied Psychology*, 68, 646-652. <http://dx.doi.org/10.1037>
76. Pearce, J. L. and Perry, J. L. (1983) Comparing volunteers and employees in a test of Etzioni's compliance typology, *Journal of Voluntary Action Research*, 12, 22-30.
77. Pearce, J. L., and Perry, J. L. (1983) Federal merit pay: A longitudinal analysis, *Public Administration Review*, 43, 315-325.

Reprinted in E. Cheumsky (Ed.) (1985) *Public administration classics*. Washington, D.C.: The American Society for Public Administration, 95-116. Selected as one of the 75 Most Influential Articles since journal inception.
78. Perry, J. L., Hanzlik, C., and Pearce, J. L. (1982) Effectiveness of merit pay pool management, *Review of Public Personnel Administration*, 2, 5-12. <http://dx.doi.org/10.1177>
79. Pearce, J. L. (1982) Leading and following volunteers: Implications for a changing society. *Journal of Applied Behavioral Sciences*, 18, 385-394. <http://dx.doi.org/10.1177>
80. Pearce, J. L. (1981) Bringing some clarity to role ambiguity research. *Academy of Management Review*, 6, 665-674. <http://www.jstor.org/stable/257646>
81. Pearce, J. L. (1980) Apathy or self interest? The volunteer's avoidance of leadership roles, *Journal of Voluntary Action Research*, 9, 85-94.
82. Hackman, J. R., Pearce, J. L., and Wolfe, J. C. (1978) Effects of changes in job characteristics on work attitudes and behaviors: A naturally-occurring quasi-experiment, *Organizational Behavior and Human Performance*, 21, 289-304. <http://dx.doi.org/10.1016>

Peer-Reviewed Research Articles (continued)

83. Oldham, G. R., Hackman, J. R., and Pearce, J. L. (1976) Conditions under which employees respond positively to enriched work, *Journal of Applied Psychology*, 61, 395-403.
<http://dx.doi.org/10.1037>

Published Conference Proceedings

84. Pearce, J. L. (2013) International collaborations in doctoral education. In *2013 Higher Education Teaching and Learning Conference Proceedings*. Orlando, FL.
85. Pearce, J. L., Tripoli, A. M., Tsui, A. S. & Porter, L. W. (1997) Can human resources directors be trusted as study informants? In D. H. Kent (Ed.) *Europe towards the 21st Century: Convergence and divergence*. Eastern Academy of Management, 280-285.
86. Pearce, J. L., Bigley, G. A. and Branyiczki, I. (1996) Neo-traditionalism and organizational behavior. In J. B. Keys and L. N. Dosier (Eds.) *Best papers proceedings: Fifty-sixth annual meeting of the Academy of Management*, Cincinnati, OH: Academy of Management, 284-287.
87. Xin, K. and Pearce, J. L. (1994). Guanxi: Good connections as substitutes for institutional support. In D. P. Moore (Ed.) *Best papers proceedings: Fifty-fourth annual meeting of the Academy of Management*, Dallas, TX: Academy of Management, 163-167.
88. Pearce, J. L. (1993) The role of human resources departments as mediating institutions in the maintenance of institutional trust. In E. Kaplan and R. Pieper (Eds.) *Managing in a global economy V*. Eastern Academy of Management, 69-72.
89. Al Aiban, K. M. and Pearce, J. L. (1989) Legal/rational and traditional management: Empirical comparison of practices in Saudi Arabia and the United States. In D. H. Holt et al. (Eds.), *Managing in a global economy III*, Amherst, MA: University of Massachusetts, 233-237.
90. Pearce, J. L. (1987) Managing volunteers: The role of ambiguity in volunteer motivation. In R. D. Herman (Ed.) *Politics, public policy and the voluntary sector*, Kansas City, MO: University of Missouri-Kansas City, 323-339.
91. Pearce, J. L. (1983) Labor that is worth nothing: The paradox of volunteers. In M. S. Moyer (Ed.), *Managing voluntary organizations*, Toronto, Ontario: York University, 94-97.
92. Pearce, J. L. (1981) Sufficiency of justification: Field test and extension of a hypothesis. In K.H. Chung (Ed.) *Academy of Management Proceedings*. Academy of Management, 141-145.

Applied Articles

93. Aguinis, H., David, G. F., Detert, J. R., Glynn, M. A., Jackson, S. E., Kochan, T., Kossek, E. E., Leana, C., Lee, T. W., Morrison, E., Pearce, J. L., Pfeffer, J., Rousseau, D., and Sutcliffe, K. M. (2017) Using organizational science research to address U.S. Federal agencies' management and labor needs. *Behavioral Science Policy Journal*, 2, 3-12.
<https://behavioralpolicy.org/article/using-organizational-science-research-to-address-u-federal-agencies-management-labor-needs/>
94. Branyiczki, I., Pearce, J. L., and Bakacsi, G. (1992) A Centralizált konzultatív vezetési megközelítés szerepe az állami vállalatok sikeres piacorientált szervezetté alakításában. *Vezetéstudomány*, XXII (3), 56-60.
95. Huang, L., Frideger, M., & Pearce, J. L. (2014) How non-native speakers can crack the glass ceiling. *Harvard Business Review*, June, 28. [doi: Ebsco](#)
96. Pearce, J. L. (1991) From socialism to capitalism: The effects of Hungarian human resources practices. *The Academy of Management Executive*, 5, 75-88.
<http://www.jstor.org/stable/4165038>
Reprinted in M. Maruyama (Ed.) (1993) *Management reform in Eastern and Central Europe*, Aldershot, UK: Dartmouth Publishing, 111-131.
97. Perry, J. L., and Pearce, J. L. (1983) Initial reactions to federal merit pay. *Personnel Journal*, 62, 230-237.

Invited Articles, Essays, Book Reviews, and Reports

98. Pearce, J. L. (forthcoming). Obsession or kindness? *Journal of Management Inquiry*,
99. Pearce, J. L. and Klein, K. (2017) Distinguished scholars invited essay: Are secret proceedings why longer tenured employees trust their organizations least? *Journal of Leadership and Organizational Studies*, 1-13. <https://doi.org/10.1177/1548051817721850>
100. Pearce, J. L. (2016) Ask the business-school ranking media to walk their talk. *Journal of Management Education*, 40, 722-725. [doi: 10.1177/1052562916653225](https://doi.org/10.1177/1052562916653225)
101. Jones, T. M., Donaldson, T., Freeman, R. E., Harrison, J. S., Leana, C., Mahoney, J. T., and Pearce, J. L. (Eds.) (2016) Management theory and social welfare: Contributions and challenges. *Academy of Management Review* 41, 1-13.
<http://dx.doi.org/10.5465/amr.2016.0012>
102. Pearce, J. L. (2008) Bureaucracy and trust. *International Public Management Journal*, 11, 481-485. <http://dx.doi.org/10.1080>

Invited Articles, Essays, Book Reviews, and Reports (continued)

103. Pearce, J. L. (2007) Review of *Paths to Power: How Insiders and Outsiders Shaped American Business Leadership*. By A. J. Mayo, N. Nohira and L. G. Singleton in *Administrative Science Quarterly*, 52, 489-491. [doi: EBSCO](#)
104. Pearce, J. L. (2004) Review of *The Employment Relationship* by J. A-M. Coyle-Shapiro, L. M. Shore, M. S. Taylor, and L. E. Tetrick in *Administrative Science Quarterly*, 49, 474-476. <http://www.jstor.org/stable/4131444>
105. Pearce, J. L. (2004) Presidential address: What do we know and how do we really know it? *Academy of Management Review*, 29, 1-5.
106. Pearce, J. L. (2004) Why trust? Why distrust? *Multi-level Issues in Organizational Behavior and Processes*, 3, 149-157. [doi:emeraldinsight/10.1016/](#)
107. Pearce, J. L. (2003) Introduction: Former Enron vice president Sherron Watkins on the Enron collapse. *Academy of Management Executive*, 17, 119-120. <http://dx.doi.org/10.5465>
108. Pearce, J. L. (2003) Foreword to Boyacigiller, N., Goodman, R., and Phillips, M. *Crossing cultures: Insights from master teachers*. New York: Routledge.
109. Bartunek, J. M., Cummings, T. G., Pearce, J. L., Rousseau, D. M., Tung, R. L., Van de Ven, A.H., Urbanowicz, N. and Loncar, T. M. (2003) Leading what seems to be (to its leaders, at least) to be an incentiveless, learningless organization that sometimes appears (to its leaders, at least) to work. *Journal of Management Inquiry*, 12, 105-114. <http://dx.doi.org/10.1177>
110. Olian, J. D., et al. (2003) Sustaining scholarship in business schools. St. Louis, MO: AACSB
111. Pearce, J. L. Foreword to Doh, J. P. and Teegen, H. (2003) *Globalization and NGOs: Transforming business, governments and society*. Westport, CT: Praeger.
112. Pearce, J. L. (2002) Review of *Managing organizational change in transition economies*. D. R. Denison (Ed.) in *Administrative Science Quarterly*, 47, 566-567. <http://www.jstor.org/stable/3094853>
113. Pearce, J. L. (2001) Less epistemology; More government and social status. *Human Relations*, 54,85-89. <http://dx.doi.org/10.1177>
114. Pearce, J. L. (2000) Review of *Managing radical organizational change* by K. L. Newman and S. D. Nollen in *British Journal of Industrial Relations*, 38, 164-167. <http://dx.doi.org/10.1111>

Invited Articles, Essays, Book Reviews, and Reports (continued)

115. Pearce, J. L. (1998) Review of *Face, harmony, and social structure: An analysis of organizational behavior across cultures* by C. Earley in *Personnel Psychology*, 51, 1029-1032. <http://dx.doi.org/10.1111>
116. Pearce, J. L. (1998) Review of *Psychological contract* by D. M. Rousseau in *Administrative Science Quarterly*, 43, 184-186. <http://www.jstor.org/stable/2393595>
117. Pearce, J. L. (1996) Review of *The human resource challenge of international joint ventures* by D. J. Cyr in *Personnel Psychology*, 49, 717-721. <http://dx.doi.org/10.1111>
118. Pearce, J. L. (1995) A reviewer's introduction to staging the new romantic hero in the old cynical theatre: On managers, roles and change in Poland. *Journal of Organizational Behavior*, 16, 628-630. <http://dx.doi.org/10.1002>
119. Pearce, J. L. (1988) Review of *The nonprofit sector: A research handbook* by W. W. Powell (Ed.) in *Contemporary Psychology*, 33, 518.
120. Pearce, J. L. (1987) Review of *Nonprofit organization governance* by K. W. Astor in the *Journal of Voluntary Action Research*, 16, 77-78. <http://dx.doi.org/10.1177>
121. Pearce, J. L. (1985) Review of *Public personnel update* by M. Cohen and R. T. Golembiewski in *Journal of Policy Analysis and Management*, 4, 622. <http://dx.doi.org/10.1002>
122. Pearce, J. L. (1983) Review of *The logic of organization* by A. Kuhn and R. D. Beam in the *Academy of Management Review*, 8, 698-699. <http://www.jstor.org/stable/258271>