

PETER ALAN BAMBERGER

Website: <http://en-coller.tau.ac.il/profile/peterb>

Google Scholar citations: 17750 h-index: 59

ACADEMIC DEGREES

B.S. - Industrial and Labor Relations, Cornell University, January, 1982.

M.S. - Organizational Behavior; minor in Collective Bargaining, Cornell University.
June, 1984.

Ph.D. - Organizational Behavior; minors in Human Resource Management and Near Eastern Studies, Cornell University, January, 1990.

ACADEMIC APPOINTMENT

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| 2019-present: | Dr. Kennedy Wong Distinguished Visiting Professor, Department of Management, Hong Kong Baptist University |
| 2018-present: | Prof. Simon I. Domberger Chaired Professor of Management & Organizations, Coller School of Management, Tel Aviv University |
| 2001-present: | Visiting Scholar and Research Director, Smithers Institute, School of Industrial and Labor Relations, Cornell University |
| 2017-2020: | Visiting Professorial Fellow, Department of Management, University of Melbourne |
| 2016-2018: | Visiting Chaired Professor, Department of Management & Marketing, Hong Kong Polytechnic University |
| 2010-2017: | Professor, Department of Organizational Behavior, Coller School of Management, Tel Aviv University |
| 2010 | Professor, Industrial Relations and Human Resource Management, Faculty of Industrial Engineering and Management, Technion: Israel Institute of Technology |
| 2000-2009: | Associate Professor, Industrial Relations and Human Resource Management, Faculty of Industrial Engineering and Management, Technion: Israel Institute of Technology |
| 1993-2000: | Senior Lecturer, Industrial Relations and Human Resource Management, Faculty of Industrial Engineering and Management, Technion: Israel Institute of Technology |

1994-1997: Visiting Assistant Professor, New York State School of Industrial and Labor Relations, Cornell University.

1991-present: Research Director, Smithers Institute, New York State School of Industrial and Labor Relations, Cornell University.

1990-1993: Lecturer, Industrial Sociology, Department of Sociology, Bar Ilan University.

Jan.-Aug. 1990: Post-Doctorate, Smithers Institute, Cornell University.

RESEARCH INTERESTS

Compensation and pay communication (pay secrecy/transparency); Cognitive implications of discrete workplace events (such as incivility, gratitude, injury); Peer relations in the workplace (Peer helping and help-seeking), Employee counterproductive behavior and emotional well-being (substance abuse, absenteeism, trauma, stress).

TEACHING EXPERIENCE

Coller School of Management, Tel Aviv University (2010-present)

Faculty of Industrial Engineering and Management, Technion (1993-2010)

Subjects taught: Organizational Behavior, Human Resource Strategy, Compensation, Organizational Theory, Organizational Citizenship Behavior, Critical Review

School of Industrial and Labor Relations, Cornell University

Subjects taught: Strategic Issues in Human Resource Management (2007 – present)

Nanyang Technological University – Singapore

Subject taught: Human Resource Strategy (2016-2021)

Peking University, Program in Applied Psychology -- Beijing, China

Subjects taught: Contemporary Issues in HR Strategy, Critical Review (2012-2013)

ESPC-European School of Management – Paris, France

Subject taught: Human Resource Management (2011-2015)

Tong Ji University -- Shanghai, China

Subject taught: Human Resource Management (2001- 2015)

Queens University Executive MBA – Kingston, ONT, Canada

Subject taught: Human Resource Management (2011)

ENPC-Paris Tech -- Paris, France

Subject taught: Human Resource Management (2002 - 2006)

Bar Ilan University

Subjects taught: Introduction to Sociology, Sociology of Work and Occupations, Deviance in the Work Place, Management of Scientists and Engineers in Industry, Human Resource Management. (1990-1993)

PUBLIC PROFESSIONAL ACTIVITIES

- 2021-2026 Academy of Management Executive Board Rotation (VP & President)
 2017-2020 Editor-In-Chief, *Academy of Management Discoveries*
 2014-2017 Representative-At-Large, Board of Governors of the Academy of Management; Chair of Journals Committee of AoM
 2013-2017 Founding Associate Editor, *Academy of Management Discoveries*
 2012-2013 Chairperson, Steering Committee on Human Resource Management, Science and Technology Administration, Israel Ministry of Education.
 2007-2010: Associate Editor, *Academy of Management Journal*
 1998-2002: Co-Editor, *Research in the Sociology of Organizations*, JAI Press.
 1993-1998: Associate Editor, *Research in the Sociology of Organizations*, JAI Press.

Editorial Board Memberships: Journal of Applied Psychology (2016 - ongoing); Journal of Business & Psychology (2008-ongoing); Work, Aging and Retirement (2014 – ongoing); Human Relations (2008 - 2015); Academy of Management Journal (2004-2013); Group and Organization Management (2002-2013).

Ad Hoc Reviewer: Administrative Science Quarterly, American Sociological Review, Applied Psychology: An International Review, British Journal of Industrial Relations, Industrial and Labor Relations Review, Industrial Relations, Journal of Management Studies, Human Relations, Human Resource Management Journal, Journal of Occupational Health Psychology, Organizational Behavior and Human Decision Processes, Organization Science, Personnel Psychology, Sex Roles, Work and Occupations, National Science Foundation; Bi-national Science Foundation, Israel Science Foundation, Swiss Science Foundation, Hong Kong Science Foundation.

ADMINISTRATIVE/SERVICE POSITIONS

- 2018- Department Chair, Department of Organizational Behavior, Collier School of Management, Tel Aviv University (TAU)
 2013-2017 Associate Dean (Research & Faculty), Collier School of Management, Tel Aviv University (TAU)
 2012-2018 Executive Director, H. Crown Institute for Business Research, TAU
 2006-2008: Associate Dean (Academic Programs), Technion
 1999-2002: Associate Dean (MBA), Technion

MEMBERSHIP IN PROFESSIONAL SOCIETIES

Academy of Management
 American Psychological Association
 Society for Industrial and Organizational Psychology
 Society for Organizational Behavior

HONORS

- August, 1988: Academy of Management, Doctoral Consortium
 Summer, 1988: Summer Research Fellowship: Graduate School, Cornell University
 June, 2001: Taub Award for Excellence in Research, Technion.

April, 2006:	Best Paper, HR Division of the Academy of Management
August, 2006:	Outstanding Reviewer Award for 2005-2006, Academy of Management Journal
April, 2007	Best Paper, HR Division of the Academy of Management
April, 2008	Best Paper, HR Division of the Academy of Management
March, 2012	Best Paper, HR Division of the Academy of Management
April, 2012	Elected as Fellow, Society for Industrial and Organizational Psychology
August, 2012	Outstanding Reviewer Award for 2011-2012, Human Relations
March, 2014	Elected as Member, Society for Organizational Behavior
August, 2014	Runner-up for Best Paper, <i>Academy of Management Journal</i>
August, 2017	Thomas A. Mahoney Mentoring Award, HR Division, Academy of Management
May, 2021	Elected as Member, Academy of Management Fellows

POST-DOCTORAL STUDENTS

Dvora Geller	“The impact of attachment anxiety and avoidance on co-worker helping.” 2005-2006 (Current Position: Senior Lecturer, College of Management)
Galit Armon	Human resource strategy and the likelihood of Startup survival in an economic downturn.” 2007-2009 (Current Position: Lecturer, Psychology, University of Haifa)
Ilanit Nahlieli	The Impact of Pay Communication on Employee Deception and Unethical Behavior, 2018-2019. (Current Position, Assoc. Professor, Tel Aviv Univ.)
Ronit M Rosenthal	“Alcohol misuse and the college to work transition.” 2019-2020. Visiting Scholar, Hebrew University
Olga Mondrus	“Alcohol misuse and the Soldiers separation from the military.” 2022-2024.
Ido Zigdon	“Metacognitive Influences on Performance in High-Stakes Situations: The Role of Prior Feedback and Feeling of Rightness.” 2025-2026.

GRADUATE STUDENTS

Completed:

Alon Hesgal	“Role stress in the total institution” MS , 1993, Bar Ilan Univ. (Current Position: Lecturer, Bar Ilan University).
Aviv Barhom	“Ethnicity and work-related risk factors” MS , 1994, Bar Ilan Univ.
Ayala Shwied	“Workaholism and drinking behavior” MS , 1996, Bar Ilan Univ.
Efrat Gal	“The antecedents of work-based critical incident stress” MS , Bar Ilan Univ. 1996
Margalit Tiroche	“The consequences of work-based critical incident stress” MS , 1998, Bar Ilan Univ.

- Maria Kimmel "Social integration and union commitment among Israeli university faculty" **MS**, 1996, Technion.
- Yifat Lieberman "Acceptance of peer assessment in a military organization" **MS**, 2000, Technion.
- Tali Oref-Chen "A longitudinal analysis of the social consequences of peer assessment under anonymous and non-anonymous conditions" **MS**, 2001, Technion.
- Avital Koren "Corporate Strategy, Corporate Social Capital and Performance of Startup Firms Founded in Israeli Technological Incubators" **MS**, 2002, Technion (with A. Fiegenbaum).
- Y. Berdichovsky "Sexual Harassment and Critical Incident Stress in the Workplace" **MS**, 2003, Technion.
- Carmit Meirovitz "Attachment theory and team relations: A Group Level Analysis" **MS**, 2004, Technion.
- Tamar Bar Niv "Cultural differences and the social consequences of peer assessment" **MS**, 2004, Technion.
- Idit Halperin "The combined effect of supervisory behavior and employee personality on employee drinking" **MS**, 2004, Technion.
- Orly Tzinbar "The link between team personality composition and coalition formation and defection in the context of peer assessment" **MS**, 2004, Technion.
- Tamir Neuman "Work-related risk factors and substance abuse among Israeli blue-collar workers" **MS**, 2004, Technion.
- Tzachi Bornstein "Network Density and Team-Related Outcomes" **MS**, 2004, Technion.
- Ella Koen Gender, ethnicity and the determinants of employee grievance filing" **MS**, 2005, Technion (with A. Kirschenbaum).
- Dana Avital "Peer Evaluation and Team Processes in a Hospital Context" **MS**, 2005, Technion (with M. Erez).
- Racheli Levy "The impact of individual- versus team-based incentives on helping and seeking" **MS**, 2005, Technion.
- Tamar Verach "The Impact of Pay Secrecy on Work-Related Attitudes and Behavior" **MS**, 2006, Technion (with M. Erez).
- Michal Levite "Attachment Theory and Helping Processes: The Association between Attachment Anxiety and Avoidance, and Help-Seeking and Help-Giving Behaviors in Teams" **MS**, 2006, Technion.
- Michal Admati "The reputation of professional service organizations" **PhD**, 2002. Technion. Recipient of Gutwirth Award, 1998.
- Michal Kimmel "Attachment Theory and the Development of Peer Relations in a Team Context" **PhD**, 2003. Technion.
- Dana Fiegin/Vashdi "The Prevalence of Supportive Relationships with Dissimilar Others: Individual, Group and Organizational Predictors" **MS**, 2002. Technion.
- "The impact of team reflexivity and peer assessment on staff- a and quality-related outcomes in a tertiary health care enter."

- PhD**, 2006 (co-supervisor with Miriam Erez), Technion.
Appointment as Lecturer, Public Administration at Haifa University, Fall, 2007.
- Recipient of: (a) Gutwirth Award, 2005; (b) Academy of Management – HR Division Dissertation. Proposal Award (\$5,000), 2005.
- Michal Biron “Group Norms and Absenteeism: How Social Influence, Social Learning, and Social Information Processing Affect Employee Attendance” **MS**, 2004. Technion.
“The personal and work-related implications of overtime.” **PhD**, 2007. Technion.
- Post-Doc at University of Tilburg.
 - Recipient of: (a) Academy of Management – HR Division Dissertation Proposal Award (\$5,000), 2006 ; (b) Tabb Award, 2007.
 - Appointment as Lecturer, Business Administration at Haifa University, Spring 2009.
- Danit Kram “The moderating effect of social support source and type on the stressor-strain relationship” **MS**, 2007. Technion.
- Inbal Nahum-Shani “Structural and Process Determinants of Helping” **PhD**, 2008. Technion.
- Recipient of: Academy of Management – HR Division Dissertation. Proposal Award (\$5,000), 2007.
 - Post-Doc at the University of Pennsylvania, Jan. 2009.
 - Appointment as Assistant Professor, Institute for Social Research, University of Michigan, Fall, 2010.
- Mickey Horowitz “Attachment, Team Interdependence and Helping” **MS** 2008.
- Pazit Chen-Hershfield “The Interactive Effects of Performance Evaluation and Pay Grade Promotion on Voluntary Turnover” **MS** 2008.
- Maya Golan “Emotional helping interactions among peers in organizations: Dynamics and Consequences” **PhD**, 2009.
- Appointment as Lecturer, Department of Industrial Engineering, Afeka College, Tel Aviv. Fall, 2010.
- Elena Belogolovsky “Pay Secrecy”. **PhD**, Completed, December, 2011.
- Recipient of: (a) of the Academy of Management – HR Division Dissertation Proposal Award (\$5,000), 2010; (b) Israel Foundations Trustees 2010 dissertation grant (\$8400); (c) 2010 Dissertation award of the Israel Industrial Relations Assoc. (NIS 1,500). Appointment as Asst. Professor, Personnel and Human Resource Management, ILR School, Cornell University, Fall 2012.
- Dikla Siegal “Retirement adjustment: A sense-making approach” **PhD**, Spring, 2013. Appointment as Fischbach Fellow and Visiting Scholar, Brandeis University. Appointment as Lecturer, Faculty of Human Services, Univ. of Haifa, Fall 2015.

Arik Riskin	“The impact of patient and co-worker rudeness on medical errors in intensive care” PhD, December, 2019 . Recipient of the Dissertation Proposal Award of the HR Division of the Academy of Management (\$5,000), 2015. Appointment as Assoc. Professor, Faculty of Medicine, Technion, 2019.
Mily Kaner	“Impact of Design Thinking on Training Efficacy,” MS, 2022
Oneg Shilo	“User response to AI Decision Aids”, PhD, Spring, 2024 . Post-doc at Tel Aviv University, 2024-5.

In progress:

Aya Zieger	“Causes and Consequences of Meta-Cognitive Miscalibration in Medical Teams,” PhD, Expected date of completion, 2026 .
Lev Bunin	“Peer Assessment and Deception” PhD, Expected date of completion, 2026 .
Gilad Doron	“The Impact of Competency-based Feedback” PhD, Expected date of completion, 2026 .
Yair Tamir	“The Impact of Structured Physical Activity on Employee Attention” PhD, Expected date of completion, 2028 .

RESEARCH GRANTS (Competitive Only)

1991-93	“Generating Criteria for Comparative Evaluation of Member Assistance Programs” National Institute on Drug Abuse (NIDA - NIH*). \$424,699 (co-PIs: S. Bacharach and W. Sonnenstuhl)
1994-97	“Workplace Risk Factors and Alcohol Problems” National Institute Alcoholism and Alcohol Abuse (NIAAA – NIH*). \$840,000. (co-PIs: S. Bacharach and W. Sonnenstuhl)
1999-04	“A Longitudinal Study of Retirement and Drinking Behavior” National Institute on Alcoholism and Alcohol Abuse (NIH*). \$1,833,158 (co-PIs: S. Bacharach and W. Sonnenstuhl).
2003-04	“Alcohol and Drugs in the Israeli Workplace” Total award - \$69,000. NIS 242,977 (\$54,000) awarded by the Israel Anti-Drug Authority. Matched with \$15,000 awarded by the Smithers Institute.
2004-07	“The impact of team reflexivity and peer assessment on team helping processes and effectiveness-related outcomes in a tertiary health care center” The Israel National Institute for Health Policy and Health Services Research (NIHP). NIS 361,845 (\$81,300) (co-PI: M. Erez).
2004-07	“Evaluation of a Peer Assistance Program in the Workplace” Israel Anti-Drug Authority. NIS 140,000 (\$31,500)
2005-09	"Work, Retirement and Drinking Among Blue Collar workers" (Five-year renewal of National Institute on Alcohol Abuse and Alcoholism grant 2R01AA011976). National Institute on

- Alcoholism and Alcohol Abuse (NIH*). \$1,293,003 (co-PIs: S. Bacharach and W. Sonnenstuhl).
- 2005-07 “The Impact of Earned Empowerment on Stress-related Outcomes among Customer Service Agents: A Laboratory Simulation. SeatLink, Inc., New York \$10,000.
- 2008-10 “Retirement-Eligible but not Retiring: A Longitudinal Study of the Organizational- and Job-related Factors Associated with the Retention of an Older Workforce” Society for Human Resource Management (SHRM) Foundation. \$165,000 (co-PI: S. Bacharach).
- 2010-12 “Work-related Risk factors and Substance Abuse among Commercial Drivers in Israel.” Israel Road Safety Authority. \$72,000.
- 2013-18 “Risk Factors for Drinking in the College to Work Transition.” National Institute on Alcoholism and Alcohol Abuse (NIH*). (1R01AA02211301A1) \$2,700,000 (co-PI: S. Bacharach)
- 2013-16 “Impact of Exposure to Rudeness on Medical Errors among Members of Intensive Care Medical Teams” Israel Science Foundation grant 1217/13. NIS 294,000 (\$82,400).
- 2016-19 “Workplace injury's impact on return to work and post-return work functioning: The role of cognition and emotion.” Israel Science Foundation grant 705/16. NIS 330,000 (\$87,800).
- 2018-2023 “Patterns of suicide-related behavior and cognition in veterans’ discharge-to-work transition: risk factors associated with alcohol use/misuse and depression.” Contract # W81XWH1920001, U.S. Army Medical Research and Material Command (USAMRMC). \$1,498,264 (co-PIs: S. Bacharach, M. Larimer, P. Bliese)
- 2020-2022 Good citizens or good citizens under pressure: An examination of newcomer helping behavior in reaction to veteran helping norms. Research Grant Council of Hong Kong. HK\$ 497,250 (\$64,000) (Co-PI with Katrina Lim [PI], Mark Bolino and Kun Yu).
- 2023-2026 Dedication in Flux: Understanding the Variance in Daily Gig Worker Engagement and its Consequences. Israel Science Foundation grant 212/23. NIS 458,000 (\$128,000). (co-PI Liat Eldor).
- 2023-2026 Performance Feedback Transparency. Deutsche Forschung Gemeinschaft (German Research Foundation) project number 529741405 Euro 238,000. (co-PI with Ingo Weller).
- 2025 Aging, Work Group Age Diversity and Performance Evaluation: The Moderating Effects of Evaluation Source and Unit-level Characteristics. EU COST Association. Euro 3,000.

2025-2027 Job Search Experiences after Incarceration: Resources, Demands, and Self-regulation in the Post-Institutional Transition. National Science Foundation (USA; Award Number: 2448654). \$500,000. (co-PI with Samuel Bacharach, Mo Wang and Mary Larimer).

PUBLICATIONS

Theses:

M.S. Thesis, Cornell University (1984).

“The Implementation of Shop-floor Quality of Work Life Programs in Smaller Organizations: An Exploratory Analysis”

Ph.D. Dissertation, Cornell University (1990).

“The Antecedents and Consequences of Role Stress: The Processes Leading to Turnover Intentions among Public Sector Professionals”

Refereed papers in professional journals (Note: With the exception of publications 1, 4 and 40, names appear in alphabetical order for all papers coauthored with S. Bacharach published through 2010;* indicates MSc student coauthor, ** indicates PhD student or post-doctoral co-author):

1. Peter Bamberger, Samuel Bacharach and Lee Dyer. “Human Resources Management and Organizational Effectiveness: High Technology Entrepreneurial Startup Firms in Israel.” *Human Resource Management*, 28, 3, 349-366, 1989.
2. Samuel Bacharach, Peter Bamberger and Sharon Conley. “Work Processes, Role Conflict and Role Overload: The Case of Nurses and Engineers in the Public Sector.” *Work and Occupations*, 17, 2, 199-228, 1990.
3. Samuel Bacharach, Peter Bamberger, Sharon Conley, and Scott Bauer. “The Dimensionality of Decision Participation in Educational Organizations: The Value of a Multi-domain Evaluative Approach.” *Educational Administration Quarterly*, 26, 2, 126-167, 1990.
4. Peter Bamberger, Lee Dyer and Samuel Bacharach. “Human Resource Planning in High Technology Entrepreneurial Startups.” *Human Resource Planning*, 13, 1, 37-44, 1990.
5. Samuel Bacharach and Peter Bamberger. “Exit and Voice: Turnover and Militancy Intentions in Elementary and Secondary Schools.” *Educational Administration Quarterly*, 26, 4, 316-344, 1990.
6. Samuel Bacharach, Peter Bamberger and Sharon Conley. “Organizational and Demographic Determinants of Teacher Militancy on Professional Issues: A Structural Equation Model.” *Industrial and Labor Relations Review*, 43, 5, 570-586, 1990.

7. Samuel Bacharach, Peter Bamberger, and Stephen Mitchell. "Work Processes, Role Conflict and Role Ambiguity: The Case of Elementary and Secondary Schools." *Educational Evaluation and Policy Analysis*, 12, 4, 415-432, 1990.
8. Samuel Bacharach, Peter Bamberger and Sharon Conley. "Negotiating the See-saw of Managerial Strategy: A Resurrection of the Study of Professionals in Organizational Theory." In S. Barley and P. Tolbert (Guest Eds.), *Research in the Sociology of Organizations: Special Issue on Professionals in Organizations*. Vol. 8, 1991.
9. Samuel Bacharach, Peter Bamberger and Sharon Conley. "Work-home Conflict Among Nurses and Engineers: Mediating the Impact of Role Stress on Burnout and Satisfaction at Work." *Journal of Organizational Behavior*, 12, 39-53, 1991.
10. Peter Bamberger and Bruce Phillips. "Organizational Environment versus Business Strategy: Parallel versus Conflicting Influences on Human Resource Strategy in the Pharmaceutical Industry." *Human Resource Management*, 30, 2, 153-182, 1991.
11. Peter Bamberger. "Re-inventing Innovation Theory: Critical Issues in the Conceptualization, Measurement, and Analysis of Technological Innovation." *Research in the Sociology of Organizations*, Vol. 9, 265-294, 1991.
12. Samuel Bacharach and Peter Bamberger. "Causal Models of Role Stress Antecedents and Consequences: The Importance of Occupational Differences." *Journal of Vocational Behavior*, 41, 13-34, 1992.
13. Samuel Bacharach and Peter Bamberger. "Describing Organizations by their Members: Alternative Approaches to the Examination of Demography in Organizations." In P. Tolbert (Guest Ed.), *Research in the Sociology of Organizations: Special Issue on Organizational Demography*, Vol. 10, 851-111, 1992.
14. Samuel Bacharach, Peter Bamberger and Bryan Mundell**. "Status Inconsistency in Organizations: From Social Hierarchy to Stress." *Journal of Organizational Behavior*, 14, 21-36, 1993.
15. Peter Bamberger and William Sonnenstuhl. "Peer Referral Networks and the Utilization of a Union-Based EAP." *Journal of Drug Issues*, 25, 2, 1-22, 1995.
16. Samuel Bacharach, Peter Bamberger and Bryan Mundell**. "Strategic and Tactical Determinants of Managerial Decision Criteria: Power and Decision Making in Public Sector Organizations." *Human Relations*, 48, 1-22, 1995.

17. Peter Bamberger and Alon Hesgal*. "Role Conflict in the Total Organization: Determinants of Instructor Role Conflict in Military Education and Training." *Journal of Education Administration*, 33, 3, 79-96, 1995.
18. Peter Bamberger. "Creativity and Innovation in Educational Organizations." *Advances in Research and Theories of School Management and Educational Policy*, 3, 159-201, 1995.
19. Samuel Bacharach and Peter Bamberger. "When Working Smarter Isn't Enough: Job Resources Inadequacy and Individual Performance at Work." *Human Resource Management Review*, 5, 2, 79-102, 1995.
20. Samuel Bacharach and Peter Bamberger. "Contested Control: Systems of Control and Their Implications on Ambiguity in Elementary and Secondary Schools." *Work and Occupations*, 22, 4, 439-466, 1995.
21. Peter Bamberger, Michal Admati-Dvir*, Gedaliahu Harel. "Gender-based Wage and Promotion Discrimination in Israeli High Technology Firms: Do Unions Make a Difference?" *Academy of Management Journal*, 38, 6, 1744-1761, 1995. Reprinted as a chapter in Samuel, Y. and Harpaz, I. (2004) *Work and Organizations in Israel*. New Brunswick, N.J.: Transaction Books.
22. Samuel Bacharach, Peter Bamberger and William Sonnenstuhl. "Member Assistance Programs: An Emergent Phenomenon in Industrial Relations." *Industrial Relations*, 35, 2, 261-275, 1996.
23. Peter Bamberger and William Sonnenstuhl. "Tailoring Union-wide Innovations to Local Conditions: The Implementation of Member Assistance Programs in the Airline Industry." *Labor Studies Journal*, 21, 3, 19-39, 1996.
24. Samuel Bacharach, Peter Bamberger and William Sonnenstuhl. "The Organizational Transformation Process: Dissonance Reduction and Logics of Action in the Aftermath of Deregulation." *Administrative Science Quarterly*, 41, 3, 477-506, 1996.
25. Peter Bamberger and Avi Fiegenbaum. "The Role of Strategic Reference Points in Explaining the Nature and Consequences of Human Resource Strategy." *Academy of Management Review*, 21, 4, 926-958, 1996.
26. Peter Bamberger and Aviv Barhom-Kidron*. "Spirits at Work in the Promised Land: Ethnic Identity, Work-related Risk Factors and Drinking Behavior Among Immigrants in Israel." *Journal of Applied Behavioral Science*, 34, 4, 445-467, 1998.
27. Peter Bamberger and Linda Donahue. "Employee Discharge and Reinstatement: Using Moral Hazard and Reintegrative Shaming Theories to Help Explain the Mixed Consequences of Last Chance Agreements." *Industrial and Labor Relations Review*, 53, 1, 3-20, 1999.

28. Peter Bamberger, Avraham Kluger and Roni Suchard*. "The Antecedents and Consequences Union Commitment: A Meta Analysis." *Academy of Management Journal*, 42, 3, 304-318, 1999.
29. Gedaliahu Harel, Peter Bamberger and Shai Tsafrir*. "Institutional Change and Union Membership." *Industrial Relations*, 39, 3, 460-485, 2000
30. Dafna Eylon and Peter Bamberger. "Empowerment Cognitions and Empowerment Acts: Recognizing the Importance of Gender." *Group and Organization Management*, 25, 4: 354-372, 2000.
31. Samuel Bacharach, Peter Bamberger and Valerie McKinney**. "Boundary Management Tactics and Logics of Action: The Case of Peer-Support Providers" *Administrative Science Quarterly*, 45, 704-736, 2000.
32. Samuel Bacharach, Peter Bamberger and William Sonnenstuhl. "Driven to Drink: Work-Related Risk Factors and Employee Problem Drinking" *Academy of Management Journal*, 45, 637-658, 2002.
33. Samuel Bacharach and Peter Bamberger. "Diversity and the Union: The Effect of Demographic Dissimilarity on Members' Union Attachment" *Group and Organization Management*, 29, 385-418, 2004.
34. Samuel Bacharach, Peter Bamberger, Dana Feigin-Vashdi** and William Sonnenstuhl. "Retirement, risky alcohol consumption and drinking problems among blue collar workers" *Journal of Studies on Alcohol*, 65, 537-545, 2004.
35. Samuel Bacharach and Peter Bamberger. "The power of labor to grieve: The impact of the workplace, labor market and power-dependence on employee grievance filing" *Industrial and Labor Relations Review*, 57, 518-539, 2004.
36. Peter Bamberger, Ido Erev, Michal Kimmel** and Tali Oref*. "The Effects of Peer Assessment on Individual Performance and Contribution to Group Processes" *Group and Organization Management*, 30, 344-377, 2005.
37. Samuel Bacharach, Peter Bamberger and Dana Feigin-Vashdi**. "Diversity and Homophily at Work: Supportive Relations among White and AfricanAmerican Peers" *Academy of Management Journal*, 48, 619-644, 2005. This paper was selected as one of the "CAHRS TOP 10" in December, 2006 by the Human Resources Division of the Academy of Management (see <http://www.hrdiv.org/hrdivision/communication.htm>).
38. Peter Bamberger. "Work-based Critical Incidents and Problem Drinking: Taking Intrusive Reactions, Traumatic Distress and the 'Kindling Effect' into Account" *Work and Occupations*, 32, 257-289, 2005.
39. Peter Bamberger, William Sonnenstuhl and Dana Vashdi**. "Screening Older Workers for Drinking Problems: Comparing CAGE and the

Drinking Problem Index Using a Sample of Retirement-Eligible Workers”
Journal of Occupational Health Psychology, 11, 119-134, 2006.

40. Peter Bamberger and Samuel Bacharach. “Abusive Supervision and Subordinate Problem Drinking: Resistance, Distress and the Moderating Effect of Personality” *Human Relations*, 59, 723-752, 2006.
41. Peter Bamberger and Michal Biron*. “Addressing Employee Substance Abuse Problems in the Context of Employer Denial: The Prevalence and Determinants of Workplace Substance Abuse Policies and Programs in Israel” *Journal of Drug Issues*, 36, 4, 755 – 786, 2006.
42. Peter Bamberger and Orly Bar Niv* “Intentional Rating Distortion and Peer Evaluation in Management Education: Why and How to Identify ‘GamePlayers’” *Journal of Learning in Higher Education*, 2, 77-87, 2006.
43. Dana Vashdi**, Peter Bamberger, Miriam Erez and Ahuva Melnik. “Briefing – Debriefing: Using a Reflexive Organizational Learning Model from the Military to Enhance the Performance of Surgical Teams” *Human Resource Management*, 46, 115-142, 2007.
44. Peter Bamberger. “Competitive appraising: A social dilemma perspective on the conditions in which multi-round peer evaluation may result in counterproductive team dynamics” *Human Resource Management Review*, 17, 1-18, 2007.
45. Peter Bamberger and Michal Biron*. Social Comparison and Absenteeism: Explaining the impact of referent norms on employee excessive absenteeism. *Organizational Behavior and Human Decision Processes*. 103, 179–196, 2007.
46. Samuel Bacharach, Peter Bamberger, Ayala Cohen and Etti Doveh. “Retirement, social support and drinking behavior: A cohort analysis of males with a baseline history of problem drinking” *Journal of Drug Issues*, 37, 2007.
47. Samuel Bacharach, Peter Bamberger and Valerie McKinney**. “Harassing Under the Influence: The Prevalence of Male Heavy Drinking, the Embeddedness of Permissive Workplace Drinking Norms, and the Gender Harassment of Female Coworkers” *Journal of Occupational Health Psychology*, 12, 232-250, 2007.
48. Samuel Bacharach and Peter Bamberger. “Organizational Context and PostEvent Distress: 9/11 and the New York City Firefighters” *Academy of Management Journal*, 50, 849 – 868, 2007.
49. Samuel Bacharach, Peter Bamberger, Dana Feigin-Vashdi** and William Sonnenstuhl. “Aging and Drinking Problems among Mature Adults: The Moderating Effects of Positive Alcohol Expectancies and Workforce Disengagement.” *Journal of Studies on Alcohol and Drugs*, 69: 151-159, 2007.

50. Samuel Bacharach, Peter Bamberger and Etti Doveh. "Firefighters, critical incidents, and drinking to cope: The adequacy of unit-level performance resources as a source of vulnerability and protection" *Journal of Applied Psychology*. 93(1) 155-169, 2008.
51. Peter Bamberger, Ela Kohn* and Inbal Nahum Shani**. Aversive Workplace Conditions and Employee Grievance Filing: The Moderating Effects of Gender and Ethnicity. *Industrial Relations*. 47 (2) 229-259, 2008.
52. Myers, B., Bamberger, P., and 20 international collaborators. "International Perspectives on the Legal Environment for Selection" *Industrial and Organizational Psychology*. 1, 206-246. 2008.
53. Myers, B., Bamberger, P., and 20 international collaborators. "Broadening International Perspectives on the Legal Environment for Personnel Selection" *Industrial and Organizational Psychology*. 1, 266-270. 2008.
54. Samuel Bacharach, Peter Bamberger, Dana Feigin-Vashdi** and William Sonnenstuhl. "Retirement and Drug Abuse: The Conditioning Role of Age and Retirement Trajectory" *Addictive Behaviors*, 33, 1610-1614. 2008.
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PLENARY OR INVITED TALKS SINCE 2015

1. May, 2015: “Work-related Critical Incident Involvement: Impact and Mitigation.” Keynote address at the **International Conference on Psychology, Management Science, and Coping with Emergencies**. Peking University, Beijing, China.

2. September, 2015: “Pay Secrecy and Corporate Governance.” Keynote address at **The 8th International Symposium on Corporate Governance**, Tainjin, China.
3. February, 2016: “Help – This is Stressful! Help Recipients, Help Providers and Stressor-Strain Relations.” **Hong Kong Polytechnic University**, Hong Kong.
4. June, 2016: “Doing Harm While Doing Good: The Nature, Antecedents and Consequences of Risky Instrumental Behavior in Organizations.” Keynote address at **Fourth International Symposium at the School of International Business of Shanghai University of Economic and Finance**, Shanghai, China.
5. August, 2016: “Team reflexivity and emotional well-being in manufacturing teams.” **University of Ghent**, Belgium.
6. November, 2016: “The Price of Partying: Does College Drinking Affect Employment Prospects?” Smithers Institute Symposium on Worksite Alcohol Research, **Cornell University**, Ithaca, NY.
7. February 2017: “Addressing the ‘Too Much Theory’ Problem in Management and Organizational Research: Abductive Reasoning and the Role of Academy of Management Discoveries.” **Hong Kong Polytechnic University**, Hong Kong.
8. April, 2017: “Team reflexivity and emotional well-being in manufacturing teams.” **University of South Florida**, Tampa, FL.
9. July, 2017: “Green governance and employee wellbeing: Sustainability practices within and without.” Keynote address at **The 9th International Symposium on Corporate Governance**, Tainjin, China.
10. Sept., 2017: “When ‘Good Soldiers’ Head South: The Impact of Abusive Supervision and Descriptive Cohort Helping Norms on Newcomers’ Coworker Helping Trajectories.” **University of Melbourne Business School**, Melbourne, Australia.
11. Nov. 2017: “Pay Secrecy: Where We’ve Been and Where We’re Going.” **ETH-Zurich**, Zurich, Switzerland.
12. Nov. 2017: “Addressing the ‘Too Much Theory’ Problem in Management and Organizational Research: Abductive Reasoning and the Role of Academy of Management Discoveries.” Invited talk presented at the **Stern School of Business**, NYU, New York, USA.
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14. March 2018: “How Abductive Reasoning Can Promote Robust and Reliable Research Practices” **National Science Foundation Conference on Promoting Robust and Reliable Research Practice in the Science of Organizations, Warrington College of Business, Univ. of Florida.**
15. June, 2018: Pay Secrecy: Where We’ve Been and Where We’re Going.” **Erasmus University, Rotterdam, Netherlands.**
16. July, 2018: “Pay Secrecy: Where We’ve Been and Where We’re Going.” **LMU, Munich, Germany.**
17. February, 2019: Impact of Incivility and Gratitude on Team Performance: **Hong Kong Baptist University, Hong Kong.**
18. April, 2019: “New Insights into Pay Transparency: Effects on Turnover and CWB”, **NUS, Singapore.**
19. June, 2019: “New Insights into Pay Transparency: Effects on Turnover and CWB”, **University of Amsterdam, Netherlands.**
20. November, 2019: “Pay Transparency and CWB”, **University of Minnesota.**
21. November, 2019: “Pay Transparency and CWB”, **University of Arkansas.**
22. November, 2019: “Pay Transparency and CWB”, **Tulane University.**
23. Jan. 2020: “Addressing the ‘Too Much Theory’ Problem in Management and Organizational Research: Abductive Reasoning and the Role of Academy of Management Discoveries.” Invited talk presented at the **Indian Academy of Management, IIM, Trichy, India.**
24. Jan. 2020: “Addressing the ‘Too Much Theory’ Problem in Management and Organizational Research: Abductive Reasoning and the Role of Academy of Management Discoveries.” Invited talk presented at the **African Academy of Management, IIM, Lagos, Nigeria**
25. March, 2020: “Pay Transparency and CWB”, **University of Exeter, UK.**
26. August, 2020: “Pay Transparency and CWB”, **Hong Kong Baptist University, Hong Kong.**
27. December, 2020. “Pay Transparency at the Firm Level: Turnover, Pay Compression and I-Deal Requests”, **University of Hainan, China.**

28. February, 2021. Pay Transparency, Pay Compression and Employee I-deal Requests. **University of Pittsburgh**.
29. March, 2021. "Rudeness can be deadly: workplace incivility, medical teams and patient safety", **University Hospital, Zurich**, Switzerland.
30. May, 2021. "Pay Transparency, Pay Compression and Employee I-deal Requests". **KU Leuven**, Belgium.
31. July, 2021. "Behavior Change Versus Stability During the College-to-Work Transition: Explaining the "Stickiness" of Alcohol Misuse at Career Entry", **Hong Kong Baptist University**, Hong Kong.
32. October, 2021. "Pay Transparency, Pay Compression and Employee I-deal Requests". **LMU-Munich Business School**, Germany.
33. November, 2021. "Pay Transparency, Pay Compression and Employee Ideal Requests". **Tilburg University**, Netherlands
34. March, 2022. "Pay Transparency, Pay Compression and Employee I-deal Requests". **INSEAD**, France.
35. July, 2022. "A Dual-Pathway Model of Team Interdependence and Member Well-being". **Hong Kong Baptist University**, Hong Kong.
36. Sept. 2022. "A Dual-Pathway Model of Team Interdependence and Member Well-being". **KU Leuven**, Belgium.
37. Nov. 2022. "Employee Psychoactive Substance Involvement". **Tilburg University**, Netherlands.
38. Feb. 2022. "Explaining the Impact of Pay Transparency on Employee Unethical Behavior towards Peers: The Role of Social Mindfulness". **Hong Kong Baptist University**, Hong Kong.
39. October 2022. "Exposing Pay". **KU Leuven**, Belgium.
40. October, 2022. "Exposing Pay." **Cornell University**.
41. March, 2023. Employment-Related Life Transitions: Implications on Employee Health & Wellbeing. **Tilburg University**, Netherlands.
42. April, 2023. "Exposing Pay." **University of Miami**.
43. July, 2023. "Political Dissimilarity in Organizations". **Hong Kong Baptist University**, Hong Kong.

44. November, 2023. “Political Dissimilarity in Organizations”. **African Business School**, Rabat, Morocco
45. February, 2024. “The Dynamic Nature of Helping During Role Transitions: How and Why Helping Trajectories Vary and Why It Matters”. **Hong Kong Baptist University**, Hong Kong.
46. May, 2024. “The Dynamic Nature of Helping During Role Transitions: How and Why Helping Trajectories Vary and Why It Matters”. **HKUST**, Hong Kong.
47. June, 2024. “The Nature and Power of Abductive Reasoning in Management Research”. **University of Edinburgh**, UK.
48. July, 2024. “Political Dissimilarity in Organizations”. **Shanghai JiaoTong Univ.**, Shanghai, China
49. September, 2024. “Boosting the Impact of Management Scholarship”. Opening Keynote, **Turkish Academy of Management**, Istanbul
50. September, 2024. “Sustainable HR”. Keynote, **British Academy of Management**, Nottingham Univ., UK
51. December, 2024. “Boosting the Impact of Management Scholarship”. Opening Keynote, **Slovenian Academy of Management**, Ljubljana, Slovenia
52. March, 2025. Having an Impact: Research with Passion, Stakeholders and Journals in Mind. Keynote, **EU Cost Association Training Workshop**, University of Lisbon, Lisbon, Portugal
53. May, 2025. “Boosting the Impact of Management Scholarship”. Opening Keynote, **Montenegro Academy of Management**, Budva, Montenegro.
54. June, 2025. “Sustainable Human Capital.” Peking University, Beijing.
55. June, 2025. “Boosting the Impact of Management Scholarship”. Opening Keynote, **Biennial Meeting of the IACMR**, Xian, China

Papers/Posters presented at Academic Conferences:

Available upon request