

PETER ALAN BAMBERGER

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

### **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**

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 Professor, New York State School of Industrial and Labor Relations, Cornell University.

1991-2001: Senior Research Associate, Smithers Institute, New York State School of Industrial and Labor Relations, Cornell University. Responsible for grant writing; Co-investigator in three projects funded by the Department of Health and Human Services.

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- 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, Coller School of Management, Tel Aviv University (TAU)  
 2013-2017 Associate Dean (Research & Faculty), Coller 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, Senior Lecturer, Coller School of Management, 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.

### GRADUATE STUDENTS

#### Completed:

Alon Hesgal	“Role stress in the total institution” <b>MS</b> , 1993, Bar Ilan Univ. (Current Position: Lecturer, Bar Ilan University).
Aviv Barhom	“Ethnicity and work-related risk factors” <b>MS</b> , 1994, Bar Ilan Univ.
Ayala Shwied	“Workaholism and drinking behavior” <b>MS</b> , 1996, Bar Ilan Univ.
Efrat Gal	“The antecedents of work-based critical incident stress” <b>MS</b> , Bar Ilan Univ. 1996
Margalit Tiroche	“The consequences of work-based critical incident stress” <b>MS</b> , 1998, Bar Ilan Univ.
Maria Kimmel	“Social integration and union commitment among Israeli university faculty” <b>MS</b> , 1996, Technion.
Yifat Lieberman	“Acceptance of peer assessment in a military organization” <b>MS</b> , 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 center.” **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

**In progress:**

Aya Zieger	“Cognitive and Meta-Cognitive Implications of Incivility on Resource Seeking,” <b>PhD</b> , Expected date of completion, 2024.
Sharon Mishkovsky	“Determinants of Coworker Responses to Employee Disability,” <b>PhD</b> , Expected date of completion, 2025.
Lev Bunin	“Peer Assessment and Deception” <b>PhD</b> , Expected date of completion, 2026.
Gilad Doron	“Performance Feedback Transparency” <b>PhD</b> , Expected date of completion, 2026.

### **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).

## 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. Myors, B., Bamberger, P., and 20 international collaborators. "International Perspectives on the Legal Environment for Selection" *Industrial and Organizational Psychology*. 1, 206-246. 2008.
53. Myors, 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.
  55. Samuel Bacharach, Peter Bamberger, Michal Biron\*\* and Mickey Horowitz\*. "The Impact of Perceived Agency in Retirement on Retiree Drinking Behavior: The Moderating Effects of Pre-Retirement Job Satisfaction." *Journal of Vocational Behavior*, 73, 376-386. 2008.
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  58. Dvora Geller\*\* and Peter Bamberger. "Bringing Avoidance and Anxiety to the Job: Attachment Style and Instrumental Helping Behavior among Peers" *Human Relations*, 62, 1803-1827. 2009
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  61. Samuel Bacharach, Peter Bamberger and Michal Biron\*\*. "Alcohol Consumption and Workplace Absenteeism: The Moderating Effect of Social Support" *Journal of Applied Psychology*, 95, 334-348. 2010.
  62. Peter Bamberger and Elena Belogolovsky\*\*. "The Impact of Pay Secrecy on Individual Task Performance" *Personnel Psychology*. 63, 965-996. 2010.
- Media Citation: Forbes,**
63. Inbal Nahum-Shani\*\* and Peter Bamberger. "Explaining the Variable Effects of Social Support on Work-based Stressor-Strain relations: The Role of Perceived Imbalance in Support Exchange" *Organizational Behavior and Human Decision Processes*. 114, 49-63. 2011
  64. Inbal Nahum-Shani\*\*, Peter Bamberger and Samuel Bacharach. "Social Support and Individual Well-Being: The Conditioning Effects of Reciprocity Patterns" *Journal of Health and Social Behavior*. 52, 123-139. 2011.

65. Inbal Nahum-Shani\*\* and Peter Bamberger. "Work Hours and Supportive Relations Among Older Adults: The Conditioning Effect of Retirement" *Journal of Organizational Behavior*. 32, 345–369. 2011.
66. Michal Biron\*\* and Peter Bamberger. "More than lip service: Linking the Level of Empowerment Initiatives to individual wellbeing and performance" *International Journal of Human Resource Management*. 22, 258-278. 2011.
67. Michal Biron\*\*, Peter Bamberger and Tamir Noyman. "Work-Related Risk Factors and Employee Substance Use: Insights from a Sample of Israeli BlueCollar Workers." *Journal of Occupational Health Psychology*. 16, 247-263. 2011.
68. Dvora Geller\*\* and Peter Bamberger. "The Impact of help-seeking on Individual Task Performance: The Moderating Effect of Help-seekers' Logics of Action." *Journal of Applied Psychology*. 97, 487-497. 2011. (Equal Authorship).
69. Dana Feigin-Vashdi\*\*, Peter Bamberger and Samuel Bacharach. "The Effects of Job Control and Situational Severity on the Timing of Help-Seeking." *Journal of Occupational Health Psychology*. 17, 206-219. 2012 (Equal Authorship).
70. Elena Belogolovsky\*\*, Peter Bamberger and Samuel Bacharach. "Workforce Disengagement Stressors, Marginalization and Retiree Problem Drinking: The Mediating Effects of Sleep Problems and the Moderating Effects of Gender." *Human Relations*. 65, 705-728. 2012.
71. Michal Biron\*\* and Peter Bamberger. "Aversive Workplace Conditions and Absenteeism: Taking Referent Group Norms and Supervisor Support into Account." *Journal of Applied Psychology*. 97, 901-912. 2012.
72. Dana Vashdi\*\*, Peter Bamberger and Miriam Erez. "Can Surgical Teams Ever Learn? The Role of Coordination, Complexity, and Transitivity in Action Team Learning." *Academy of Management Journal*, 56:945-971. 2013. Selected as a Finalist for the 2014 AMJ Best Paper Award.
73. Dikla Segel-Karpas\*\*, Peter Bamberger and Samuel Bacharach. "Income Decline and Retiree Well-Being: Role of Attachment." *Psychology and Aging*, 28, 1098-1107. 2013.
74. Arik Riskin\*\* and Peter Bamberger. "Developing Team Reflexivity as a learning and working tool for medical teams." *Refuah* (In Hebrew) 153(3-4), 206-9. 2013.
75. Peter Bamberger and Samuel Bacharach. "Predicting Retirement Upon Eligibility: An Embeddedness Perspective." *Human Resources Management*, 53, 1-22. 2014.

76. Elena Belogolovsky\*\* and Peter Bamberger. "Signaling in Secret: Pay for Performance and the Incentive and Sorting Effects of Pay Secrecy." *Academy of Management Journal*. 57, 6, 1706–1733. 2014.
- Media Citation:** *Forbes, Harvard Business Review, Inc., Time, Wall Street Journal*
77. Peter Bamberger. "Winding Down and Boozing Up: The Complex Link between Retirement and Alcohol Misuse." *Work, Aging and Retirement*. 1, 92111. 2015.
78. Peter Bamberger and Ayala Cohen. "Driven to the Bottle: Work-Related Risk Factors and Alcohol Misuse Among Commercial Drivers." *Journal of Drug Issues*. 45, 2, 180-201. 2015.
79. Songqi Liu, Mo Wang, Peter Bamberger, Junqi Shi, & Samuel Bacharach, "The Dark Side of Socialization: A Longitudinal Investigation of Newcomer Alcohol Use." *Academy of Management Journal*. 58, 2, 334-355. 2015.
80. Maya Golan\*\* and Peter Bamberger. "Mapping the Emergent Choreography of Assistance: The Dynamics of Dyadic Peer Helping Relations in Organizations." *Academy of Management Discoveries*. 1, 2, 121-152. 2015.
81. Arik Riskin\*\*, Amir Erez, Trevor Foulk, Amir Kugelman, Ayala Gover, Irit Shoris, Kinneret Riskin & Peter Bamberger. The Impact of Rudeness on Medical Team Performance: A Randomized Trial. *Pediatrics*, 136(3), 487495. 2015.
82. Dikla Segel-Karpas\*\*, Peter Bamberger & Samuel Bacharach. "The Prevalence and Distribution of Aging-Friendly Human Resource Practices." *International Journal of Aging and Human Development*. 81 (1-2): 120-148. 2015.
83. Elena Belogolovsky, Peter Bamberger, Valeria Alterman & David Wagner. "Looking for assistance in the dark: Pay secrecy, expertise attribution and efficacious help-seeking among members of newly formed work groups." *Journal of Business and Psychology*, 31(4), 459-477. 2016
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88. Peter Bamberger, Dvora Geller & Etti Doveh. "Assisting upon entry: Helping Type and Approach as Moderators of How Role Conflict Affects Newcomer Resource Drain." *Journal of Applied Psychology*, 102(12), 1719-1732. 2017.
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97. Songqi Liu, Peter Bamberger, Mo Wang, Junqi Shi & Samuel Bacharach, "When Onboarding Becomes Risky: Extending Social Learning Theory to Explain Newcomers' Adoption of Heavy Drinking with Clients." *Human Relations*, 73(5), 682–710. 2020.
98. Arie Riskin\*\*, Peter Bamberger, Amir Erez & Aya Zieger. "Discrete Incivility Events and Team Performance: A Cognitive Perspective on a Pervasive HR Issue." *Research in Personnel and Human Resources Management*. 38, 225-260. 2020.

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99. Ariane Froidevaux\*\*, Jaclyn Koopmann, Mo Wang, and Peter Bamberger. "Is Student Loan Debt Good or Bad for Employment upon Graduation from College? Investigation of Countervailing Mechanisms." *Journal of Applied Psychology*. 105(11), 1246-1261. 2020.

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101. K. Kniffin, M. van Vugt, J. Narayanan, F. Anseel, J. Antonakis, S. Ashford, A.B. Bakker, P. Bamberger et al., "COVID-19 and the Workplace: A Review and Preview of Impacts for Employees, Teams, and Organizations." *American Psychologist*. 76(1), 63-77.2021.

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103. Ilanit Simantov-Nachlieli\*\* & Peter Bamberger. "Pay Transparency and Employee Counterproductive Workplace Behavior." *Journal of Applied Psychology*. 106(2), 230-249. 2021.
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105. Ronit Montal-Rosenberg\*\*, Peter Bamberger, Mo Wang, Inbal Nahum-Shani, Mary Larimer & Samuel Bacharach, "Supervisor Undermining and Subordinates' Problematic Drinking: The Role of Social Isolation, Depression and Moral Disengagement." *Journal of Drug Issues.*, 53(1), 37-60. 2022.
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110. Andreas Schwab, Herman Aguinis, Peter Bamberger, Gerrard P. Hodgkinson, Debra L. Shapiro, William H. Starbuck & Anne S. Tsui. How Replication Studies Can Improve Doctoral Student Education." *Journal of Management – Scientific Reports*, 1(1) 18-41. 2023.
111. Habte Belete, Tilahun Belete, Samuel Bacharach, Kathleen Ann Briggs, & Peter Bamberger. "Alcohol Use Disorder Among Textile Workers: Evidence from Ethiopia". *Journal of Drug Issues*. 2023 In Press.
112. Valeria Alterman & Peter Bamberger. "Navigating the Practical Complexities of Pay Transparency: Implications for Employers and Public Policy". *Compensation and Benefits Review*. 56(1), 37-48. 2023.

113. Michelle Brown, Peter Bamberger, John Shields & Paul Bliese, "Fairness Uncertainty and Pay Information Exchange: Why and When Employees Disclose Pay to Pay Information Websites.", *Journal of Organizational Behavior*. 44(9), 1362-1379. 2023.
114. Dana Vashdi, Jingqui Chen & Peter Bamberger, "A Dual-Pathway Model of Team Interdependence and Member Well-being: The Moderating Effects of Team Goal Orientation and Mediating Effects of Member Social Support and Emotional Exhaustion." In Press, *Journal of Business and Psychology*.
115. Jake Gale, Amir Erez, Peter Bamberger, Arie Riskin, Dana Vashdi, Pauline Schilpzand & Trevor Foulk. "Rudeness and Team Performance: Adverse Effects Via Member Social Value Orientation and Coordinative Team Processes." In Press, *Journal of Applied Psychology*.

***Submitted:***

116. Ilanit Simantov-Nachlieli & Peter Bamberger. "Beyond Fairness: The Impact of Pay Transparency on Employee Integrity via Social Mindfulness." Revise and Resubmit, *OBHDP*.
117. Jingqiu Chen, Dana Vashdi, Qingyue Fan\*\* & Peter Bamberger. "Design thinking and manufacturing team performance: The role of team emergent states and task complexity." Revise and Resubmit, *Journal of Applied Psychology*.
118. Inbal Nahum-Shani, Jamie Yap, Peter Bamberger, Mo Wang, Mary Larimer & Samuel Bacharach, "The (In)Stability of Work-based Risk Factors for Drinking Over Time: Insights from a Two-Wave Analysis of Emerging Adults Over the Course of Initial Career Entry." Revise and Resubmit, *Human Relations*.
119. Max Reinwald, Rouven Kanitz, Julia Backmann, Martin Hoegl & Peter Bamberger. "Political Dissimilarity Effects at Work during U.S. Elections: A Dynamic Perspective." Revise and Resubmit, *Organization Science*.
120. Ilanit Simantov-Nachlieli\*\*, Peter Bamberger, Songqi Liu, Mo Wang & Jingqui Chen. "Risky Instrumental Behavior: Conceptualization, Measurement Development, and Validation." *Journal of Vocational Behavior*.

***In Preparation or Under Initial Review:***

1. Liangting Zhang, Peter Bamberger & Judy Tang. "The Dynamic Nature of Helping and Voicing During Role Transitions: A Comparative Study of Organizational Newcomers and Transitioning Incumbents."

2. Xiang Zhou\*\*, Shuisheng Shi\*\*, Felix Boelligen\*\*, Peter Bamberger & Jason Shaw, "Cognitive Implications of Over-Met and Under-Met Bonus Expectations."

### Book Chapters:

3. Peter Bamberger, Michal Admati-Dvir\* and Gedaliahu Harel. Gender-based Wage and Promotion Discrimination in Israeli high-technology firms: Do unions make a difference. Pp. 315-322 in Y. Samuel and I. Harpaz (eds.), *Work and Organizations in Israel*. New Brunswick, NJ: Transaction. 2004.
4. Peter Bamberger. Peer Assessment: A Social Dilemmas Perspective. Pp. 31-54 in S. Reddy (ed.), *Multi-Source Performance Assessments: Perspectives and Insights*. Hyderabad: ICFAI Books. 2005
5. Paul R. Sackett, Peter Bamberger, and 20 international collaborators. (In Press). Group differences, fair employment legislation, and personnel selection practices: An international comparison. In J. Farr and N. Tippins (Eds.). *Handbook of Personnel Selection*. Mahwah, NJ: Erlbaum. 2008.
6. Galit Armon-Ben Yaacov\*\* and Peter Bamberger. "Challenges in Staffing Cross-cultural Virtual teams: Assessing the Efficacy of Alternative Modes of Team Member Selection" Pp. 61-89 in M.K. Mandal (ed.), *In Search of the Right Personnel*. Delhi: Macmillan. 2008.
7. Maya Golan\*, Yael Bacharach and Peter Bamberger, "Peer Assistance Programs in the Workplace: Social Support Theory and the Provision of Effective Assistance to Employees in Need." Pp. 169-187 in Houdmont, J. and Leka, S. (Eds.), *Perspectives on Occupational Health Psychology*. London: Wiley-Blackwell. (2010).
8. Elena Belogolovsky\*\* and Peter Bamberger. "Panacea or Pandora's Box: The Role of Fairness Perceptions and Interpersonal Competitiveness in Determining How Pay Secrecy Affects Individual Task Performance." In A. Ortenblad (Ed.), *Handbook of Research on Management Ideas and Panaceas: Adaptation and Context*. Northampton, MA: Edward Elgar. 2015.
9. Peter Bamberger & Rona Cafri\*. "Ready to Retire: Work, Stress and Sleep Quality among Older Adults." In C. Barnes, J. Barling, & D. Wagner (Eds.) *Sleep and Work*. New York: Oxford. 2015.
10. Peter Bamberger. Pay Transparency: Conceptualization and Implications for Employees, Employers, and Society as a Whole. In *Oxford Encyclopedia of Business and Management*. Oxford University Press. Forthcoming.
11. Michael R. Frone & Peter Bamberger. Alcohol and Illicit Drug Use in the Workforce and Workplace. In *Handbook of Occupational Health Psychology*. American Psychological Association. Forthcoming.

**Authored Books:**

12. Samuel Bacharach, Peter Bamberger and William J. Sonnenstuhl. *Member Assistance Programs: The Role of Labor in the Prevention and Treatment of Substance Abuse*. Ithaca, NY: Cornell University Press. 1994.
13. Peter Bamberger and Ilan Meshulam. *Human Resource Strategy: Formulation, Implementation and Impact*. Thousand Oaks, CA: Sage. 2000. (Reviewed in *Academy of Management Review*, 2000, Vol. 25: 883-884; *Industrial and Labor Relations Review*, 2001, Vol. 54: 720-721; *Personnel Psychology*, 2001, Vol. 54, No. 3).
14. Samuel Bacharach, Peter Bamberger, and William J. Sonnenstuhl. *Mutual Aid and Union Renewal: Cycles of Logics of Action*. Ithaca, New York: Cornell University Press. 2001. (Reviewed in *Contemporary Sociology*; 2002, Vol. 31, 704-705; *Administrative Science Quarterly*, 2003, Vol. 48, 149-152; *Industrial and Labor Relations Review*, 2003, Vol. 56, 552-553).
15. Peter Bamberger, Michal Biron and Ilan Meshulam. *Human Resource Strategy: Formulation, Implementation and Impact*. 2<sup>nd</sup> Edition. New York: Routledge. 2014.
16. Peter Bamberger & Samuel Bacharach. *Retirement & the Hidden Epidemic: The Complex Link Between Aging, Work Disengagement and Substance Misuse...and What to Do About It*. New York: Oxford University Press. 2014.
17. Peter Bamberger. *Exposing Pay: How Pay Transparency and Disclosure Impacts Employees, Employers and the Societies in Which We Live*. Under Contract with Oxford University Press. 2023.
18. Peter Bamberger, Michal Biron, Corine Boon & Elaine Farnsdale. *Human Resource Strategy: Formulation, Implementation and Impact*. 3<sup>rd</sup> Edition. New York: Routledge. 2024.

**Edited Volumes:**

19. Peter Bamberger, Miriam Erez and Samuel Bacharach (eds.), *Research in the Sociology of Organizations, Special Issue on the Cross-cultural Analysis of Organizations*. Greenwich, CN: JAI Press. 1996.
20. Peter Bamberger and William Sonnenstuhl (eds.), *Research in the Sociology of Organizations, Special Issue on Deviance in and of Organizations*. Greenwich, CN: JAI Press. 1998.

**AMJ and AMD -- From the Editors:**

21. Peter Bamberger. Beyond Contextualization: Using Context Theories to Narrow the Micro-Macro Gap in Management Research. *Academy of Management Journal*, 51, 839-846. 2009.
22. Peter Bamberger and Michael G. Pratt. Moving Forward by Looking Back: Reclaiming Non-traditional Research Contexts and Samples in Organizational Scholarship. *Academy of Management Journal*, 55, 665-671. 2010.
23. Peter Bamberger and Soon Ang. The Quantitative Discovery: What Is It and How To Get It Published. *Academy of Management Discoveries*, 2: 1–6. 2015.
24. C. Chet Miller and Peter Bamberger. Exploring Emergent and Poorly Understood Phenomena in the Strangest of Places: The Footprint of Discovery in Replications, Meta-analyses and Null Findings. *Academy of Management Discoveries*, 2, 313–319. 2016.
25. Peter Bamberger. Publishing Construct Validity Research in *Academy of Management Discoveries*. *Academy of Management Discoveries*, 3, 235–238. 2017.
26. Peter Bamberger. AMD - Clarifying What We're About and Where We're Going. *Academy of Management Discoveries*, 4, 1-10. 2018.
27. Peter Bamberger. On the Replicability of Abductive Research in Management and Organizations: Internal Replication and Its Alternatives. *Academy of Management Discoveries*, 5, 103-106. 2019.

#### **Publications in Non-peer Reviewed Outlets:**

28. Bonnie Hayden, Man-Nok Wang, Leon Lam & Peter Bamberger. "Research: The Unintended Consequences of Pay Transparency - How companies can avoid three common pitfalls." *Harvard Business Review*. 2022.  
[https://hbr.org/2022/08/research-the-unintendedconsequences-of-pay-transparency?utm\\_campaign=hbr&utm\\_medium=social&utm\\_source=linkedin](https://hbr.org/2022/08/research-the-unintendedconsequences-of-pay-transparency?utm_campaign=hbr&utm_medium=social&utm_source=linkedin)
29. Andrea Derler, Peter Bamberger, Manda Winlaw & Cuthbert Chow. "When New Hires Make More, Top Performers Resign First." *Harvard Business Review*. March, 2024. In Press.

#### **PLENARY OR INVITED TALKS**

1. November, 1989: Learning to Drink in the Workplace: A Process Model of Work-Based Risk Factors and Problem Drinking." Presented at the Second Annual Smithers Foundation Conference on Alcoholism and Occupational Health, Ithaca, NY.
2. September, 2001: Work-related Risk Factors and Employee Drinking Behavior. Presented at the Conference on Research Advances in Work-

site Alcohol Research. **National Institute of Alcoholism and Alcohol Abuse** (NIH). New York, New York.

3. May, 2002: Current Trends in Work-site Alcohol Research. Presented at the **Smithers Foundation 50th Anniversary Colloquium: Alcoholism Research and Policy – Where Do We Go From Here?** New York, New York.
4. February, 2004: Worksite Substance Abuse Research in Israel. Presented at the, “Addressing Psychosocial Problems at Work” Conference. **International Labour Organization -- Program on Safety and Health at Work**. New York, New York.
5. April, 2007: “NYC Firefighters and Organizational Support and Control Climates: A Context Theory of the Consequences of Involvement in Traumatic Work-related Events.” Invited talk presented at the Graduate Seminar in Management of the Smith School of Business, **University of Maryland** (April 25, 2007)
6. May, 2007: “NYC Firefighters and Organizational Support and Control Climates: A Context Theory of the Consequences of Involvement in Traumatic Work-related Events.” Invited talk presented at the Departmental Seminar of the Graduate Program in Applied Psychology of **University of North Carolina** (May 1, 2007).
7. June, 2007: ““NYC Firefighters and Organizational Support and Control Climates: A Context Theory of the Consequences of Involvement in Traumatic Work-related Events.” Invited talk presented before the Department of Management of the Walton School of Business, **University of Arkansas** (July, 16, 2007)
8. August, 2007: “Social Dilemmas and Peer Evaluation.” Invited talk presented at a Professional Development Workshop on Peer Evaluation as part of the **Annual Meeting of the Academy of Management**, Philadelphia (Aug. 3, 2007).
9. March 2008: “Pay Secrecy” Invited talk presented before the Department of Management of the School of Business, Fudan University, Shanghai, China (March 25, 2008).
10. April 2008: “Evaluating Theory in HR Research.” Master tutorial presented as part of the Doctoral Consortium of the 21<sup>st</sup> **Annual Conference of the Society for Industrial and Organizational Psychology**, San Francisco, CA.
11. April 2008: “Pay Secrecy”, Department of Management of the School of Business, **Syracuse University**, Syracuse, NY (April, 17, 2008).



12. June 2008: "Pay Secrecy", Department of Human Resource Studies (Faculty of Social and Behavioral Sciences), **Tilburg University**, The Netherlands (June 4, 2008).
13. August, 2008: "Generating and Testing Theory in CMS." Master tutorial presented at a Professional Development Workshop on Critical Management Studies as part of the **Annual Meeting of the Academy of Management**, Anaheim, CA (Aug. 9, 2008)
14. August, 2008: "Using Theory to Improve Your Chances of Publishing in a Top-Tiered Journal." Master tutorial presented at a Professional Development Workshop of the Organizational Behavior Division as part of the **Annual Meeting of the Academy of Management**, Anaheim, CA (Aug. 10, 2008).
15. September, 2008: "The predictive validity and social consequences of peer assessment." Keynote address delivered at "Emerging Frameworks and Issues in the Staffing of Knowledge-Based Organizations;" **Indian Society for Reliability Engineering, Quality and Operations Management**, New Delhi, INDIA (Sept. 17-20, 2008).
16. November, 2008: "Peer Assistance in the workplace." Master tutorial presented at the 8th Conference of the **European Academy of Occupational Health Psychology** (Nov. 12-14, 2008), University of Valencia, Spain.
17. February, 2009: "Aging, Retirement and Alcohol Misuse" National **Institute of Alcoholism and Alcohol Abuse (National Institutes of Health)**. Washington, D.C. (Feb. 19, 2009).
18. June, 2009: "Alcohol Consumption and Workplace Absenteeism: The Moderating Effect of Social Support." **Canadian Centre for Occupational Health and Safety**. Halifax, NS, CANADA.
19. January, 2011: "Can Action Teams Ever Learn", **ESCP-Europe**, Paris, France.
20. March, 2011: "Can Action Teams Ever Learn", **Queens University**, Kingston, ONT, Canada.
21. September, 2011: "Can Action Teams Ever Learn", **University of Florida**, Gainesville, FL.
22. January, 2012: "Can Action Teams Ever Learn", **University of Michigan**, Ann Arbor, MI.
23. September, 2012: "Effective Scholarly Review" Workshop for Junior Faculty, Applied Psychology Division of the Chinese Council on Higher Education, **Peking University**, Beijing, China

24. September, 2013: “Building Better Theory” Workshop for Junior Faculty, Applied Psychology Division of the Chinese Council on Higher Education, **Peking University**, Beijing, China
25. September, 2013: The Dark Side of Socialization: A Longitudinal Investigation of Newcomer Alcohol Use.” Management Department, **Jiao Tong University**, Shanghai, China.
26. October, 2013: The Dark Side of Socialization: A Longitudinal Investigation of Newcomer Alcohol Use.” Graduate Program in Applied Psychology of **University of North Carolina**
27. February, 2014: The Dark Side of Socialization: A Longitudinal Investigation of Newcomer Alcohol Use.” Departmental of Personnel & HRM, **Cornell University**.
28. June 2014: Ready to Retire? Work and Sleep Quality among Older Adults. **Work and Sleep Conference, Queens University**, Kingston, ONT, Canada.
29. July, 2014: Designing and Executing Powerful Qualitative Research in Organizational Science. Master Tutorial for Ph.D. students, Antai College of Economics and Management, **Jiao Tong University**, Shanghai, China.
30. September, 2014: “Onboarding with an Alcohol-Focused Work-Style: The Impact of Veteran Peer Sensegiving on Newcomer Emergent Behavior Patterns.” **Nanyang University**, Singapore.
31. September, 2014: “Science, Art or Just Keeping up with the Jones: Towards and Evidence-based Practice of HR Management.” Keynote address at the **Society for Human Resource Management – China**, Beijing, China.
32. 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.
33. September, 2015: “Pay Secrecy and Corporate Governance.” Keynote address at **The 8<sup>th</sup> International Symposium on Corporate Governance**, Tainjin, China.
34. February, 2016: “Help – This is Stressful! Help Recipients, Help Providers and Stressor-Strain Relations.” Business School of the **Hong Kong Polytechnic University**, Hong Kong.
35. 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.

36. August, 2016: “Team reflexivity and emotional well-being in manufacturing teams.” Department of Psychology, **University of Gent**, Belgium.
37. November, 2016: “The Price of Partying: Does College Drinking Affect Employment Prospects?” Smithers Institute Symposium on Worksite Alcohol Research, **Cornell University**, Ithaca, NY.
38. February 2017: “Addressing the ‘Too Much Theory’ Problem in Management and Organizational Research: Abductive Reasoning and the Role of Academy of Management Discoveries.” Department of Management & Marketing, **Hong Kong Polytechnic University**, Hong Kong.
39. April, 2017: “Team reflexivity and emotional well-being in manufacturing teams.” Department of Psychology, **University of South Florida**, Tampa, FL.
40. July, 2017: “Green governance and employee wellbeing: Sustainability practices within and without.” Keynote address at **The 9<sup>th</sup> International Symposium on Corporate Governance**, Tainjin, China.
41. 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.
42. Nov. 2017: “Pay Secrecy: Where We’ve Been and Where We’re Going.” Department of Management, **ETH-Zurich**, Zurich, Switzerland.
43. 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.
44. Dec. 2017: “Addressing the ‘Too Much Theory’ Problem in Management and Organizational Research: Abductive Reasoning and the Role of Academy of Management Discoveries.” **Indian Academy of Management, IIM**, Indore, India.
45. 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**.

46. June, 2018: Pay Secrecy: Where We've Been and Where We're Going." Department of Management, **Erasmus University**, Rotterdam, Netherlands.
47. July, 2018: "Pay Secrecy: Where We've Been and Where We're Going." Department of Management, **LMU**, Munich, Germany.
48. February, 2019: Impact of Incivility and Gratitude on Team Performance: **Hong Kong Baptist University**, Hong Kong.
49. April, 2019: "New Insights into Pay Transparency: Effects on Turnover and CWB", **NUS**, Singapore.
50. June, 2019: "New Insights into Pay Transparency: Effects on Turnover and CWB", **University of Amsterdam**, Netherlands.
51. November, 2019: "Pay Transparency and CWB", **University of Minnesota**.
52. November, 2019: "Pay Transparency and CWB", **University of Arkansas**.
53. November, 2019: "Pay Transparency and CWB", **Tulane University**.
54. 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.
55. 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
56. March, 2020: "Pay Transparency and CWB", **University of Exeter, UK**.
57. August, 2020: "Pay Transparency and CWB", **Hong Kong Baptist University**, Hong Kong.
58. December, 2020. "Pay Transparency at the Firm Level: Turnover, Pay Compression and I-Deal Requests", **University of Hainan**, China.
59. February, 2021. Pay Transparency, Pay Compression and Employee I-deal Requests. **University of Pittsburgh**.
60. March, 2021. "Rudeness can be deadly: workplace incivility, medical teams and patient safety", **University Hospital, Zurich**, Switzerland.

61. May, 2021. "Pay Transparency, Pay Compression and Employee I-deal Requests". **KU Leuven**, Belgium.
62. 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.
63. October, 2021. "Pay Transparency, Pay Compression and Employee I-deal Requests". **LMU-Munich Business School**, Germany.
64. November, 2021. "Pay Transparency, Pay Compression and Employee Ideal Requests". **Tilburg University**, Netherlands
65. March, 2022. "Pay Transparency, Pay Compression and Employee I-deal Requests". **INSEAD**, France.
66. July, 2022. "A Dual-Pathway Model of Team Interdependence and Member Well-being". **Hong Kong Baptist University**, Hong Kong.
67. Sept. 2022. "A Dual-Pathway Model of Team Interdependence and Member Well-being". **KU Leuven**, Belgium.
68. Nov. 2022. "Employee Psychoactive Substance Involvement". **Tilburg University**, Netherlands.
69. 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.
70. October 2022. "Exposing Pay". **KU Leuven**, Belgium.
71. October, 2022. "Exposing Pay." **Cornell University**.
72. March, 2023. Employment-Related Life Transitions: Implications on Employee Health & Wellbeing. **Tilburg University**, Netherlands.
73. April, 2023. "Exposing Pay." **University of Miami**.
74. July, 2023. "Political Dissimilarity in Organizations". **Hong Kong Baptist University**, Hong Kong.
75. November, 2023. "Political Dissimilarity in Organizations". **African Business School**, Rabat, Morocco

**Papers/Posters presented at Academic Conferences:**

Available upon request