

CURRICULUM VITAE YITZHAK FRIED

Work Address:

Trinity Professor of Management
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Education

Ph.D. University of Illinois at Urbana-Champaign, 1985
M.A. Tel Aviv University (Israel), 1979
B.A. Bar-Ilan University (Israel), 1976

Work Experience

January 2015-present Trinity Professor of Management, Area of
Management, Rawls College of Business, Texas Tech University
Jan 2015-April 2016 Area of Management Coordinator, Rawls College of Business
August 2004- 2014 Professor, Management Department, Whitman school of
Management, Syracuse University
1999- 2004 Professor, Department of Management, Wayne State University
1997-2001 Chair, Department of Management, Wayne State University
1991-1999 Associate Professor, Department of Management,
Wayne State University.
1985-1991 Assistant Professor, Department of Management and
Organization Sciences, Wayne State University.
1979-1980 Research coordinator in the Israeli National Institute of
Productivity (Israel).
1975-1979 Research coordinator in the Israeli Military Industries (Israel).

Courses Taught

-- Texas Tech University, Rawls College of Business: Undergraduate, Graduate, PhD and
Working Professional classes in OB.
--Syracuse University, Whitman School of Management- Undergraduate, MBA, and
Working Professional classes in OB and HRM; PhD seminars in OB.
--Wayne State University, Business School - Basic and advance courses in HRM and OB
at the undergraduate and MBA levels.
--Michigan State University, Business School, 1992-1994 - A graduate course in HRM.
--International courses in HRM and OB (1995-2014): ESSEC Business School, Paris,
France; SU program in Florence, Italy; Sejong University, Seoul, S. Korea; Technion,
Tel-Aviv, Ben-Gurion, the College of Management, and Bar-Ilan Universities (Israel).

Research Awards

Whitman Research Fellow, Syracuse University, 2008-2010.
Excellence in Research Award, School of Business Administration, Wayne State University,
2004.
Distinguished Faculty Award, School of Business Administration, Wayne State University,
1992.

Fellow

American Psychological Association (APA), 2013-present
Society of Industrial and Organizational Psychology (SIOP), 2011-present
Society of Organizational Behavior (SOB), 2005-present

Refereed Journal Articles

- Pertez, H., Fried, Y., & Levi, A. (2018). Flexible Work Arrangements, National Culture, Organizational Characteristics, and Organizational Outcomes: A Study across 21 Countries. *Human Resource Management Journal*, 28, 182–200.
- Eldor, L., Fried, Y., Westman, M., Levi, A., Shipp, A., Slowik, L. (2017). The experience of work stress and the context of time: Analyzing the role of subjective time. *Organizational Psychology Review*, 7, 227-249.
- Lazarova, M. Peretz, H., & Fried, Y. (2017). Locals know best? Subsidiary HR autonomy and subsidiary performance. *Journal of World Business*, 52, 83-96.
- Oldham, G.R. & Fried, Y. (2016). Job design research and theory: Past, present and future. *Organizational Behavior and Human Decision Processes*, 136, 20-35.
- Laurence, G.A., Fried, Y., & Raub, S.P. (2016). Self-initiated vs. organization-imposed overload: A new avenue for advancing research on work stress. *Work & Stress*, 30, 337-355.
- Peretz, H., Levi, A., & Fried, Y. (2015). Organizational diversity programs across cultures: Effects on absenteeism, turnover, performance, and innovation. *The International Journal of Human Resource Management*, 26, 875-903.
- Toker, S., Laurence, G., & Fried, Y. (2015). Fear of terror and increased job burnout over time: Examining the mediating role of insomnia and the moderating role of work support. *Journal of Organizational Behavior*, 36, 272–291.
- Mumford, M.D., & Fried, Y. (2014). Give them what they want or give them what they need? Ideology in the study of leadership. *Journal of Organizational Behavior*, 35, 597-746.
- Fried, Y., Laurence, G.A., Shirom, A., Melamed, M., Toker, S., Berliner, S., & Shapira, I. (2013). The relationship between job enrichment and abdominal obesity: A longitudinal field study of apparently healthy individuals. *Journal of Occupational Health Psychology*, 18, 458-468.
- Laurence, G.A., Fried, Y., & Slowik, L.H. (2013). My space: A moderated mediation model of the effect of architectural and experienced privacy and workspace personalization on emotional exhaustion at work. *Journal of Environmental Psychology*, 36, 144-152.
- Peretz, H. & Fried, Y. (2012). National cultures, performance appraisal practices, and organizational absenteeism and turnover: A study across 21 countries. *Journal of Applied Psychology*, 97, 448-459.

Refereed Journal Articles (continued)

- Demerouti, E., Bakker, A., & Fried, Y. (2012). The role of work orientations in the job demands-resources model. *Journal of Managerial Psychology*, 27 (6), 557 – 575.
- Ganzach, Y. & Fried, Y. (2012). The role of intelligence in the formation of well-being: From job rewards to job satisfaction. *Intelligence*, 40, 333-342.
- Peretz, H. & Fried, Y. (2011). Information technology systems in the human resource area: A cross culture approach. *The International Journal of Management and Business*, 2, 13-29.
- Fried, Y., Shirom, A., Gilboa, S., & Cooper, C. (2008). The mediating effects of job satisfaction and propensity to leave on the stress-performance relationship: Combining Meta-analysis and SEM. *International Journal of Stress Management*, 15, 305-328.
- Levi, A. & Fried, Y. (2008). Race differences in reactions to affirmative action practices: A referent cognitions perspective. *Journal of Applied Psychology*, 93, 1118-1129.
- Shirom, A., Gilboa, S., Fried, Y., & Cooper, C. (2008). A meta-analysis of stress and performance at work: Examining the moderating effects of gender, age, and tenure. *Human Relations*, 61, 1371-1398.
- Gilboa, S., Shirom, A., Fried, Y., & Cooper, C. (2008). A meta-analysis of work demand stressors and job performance: Examining main and moderating effects. *Personnel Psychology*, 61, 227-271.
- Fried Y., Grant, A., Levi, A., Hadani, Slowik, L.H. (2007). Placing the job characteristics model in context: The contributing role of time. *Journal of Organizational Behavior*, 28, 911-927.
- Hargis, M.B., Baltes, B.B., Fried, Y., & Levi, A. (2006). Race differences at work: The role of educational inequality. *Journal of Business and Psychology*, 587-598.
- Melamed, S., Fried, Y., Froom, P. (2004). The joint effect of noise exposure and job complexity on distress and injury risk among men and women-The CORDIS study. *Journal of Occupational and Environmental Medicine*, 46, 1023-1032.
- Fried, Y. & Slowik, L.H. (2004). Enriching goal setting theory with time: An integrated approach. *Academy of Management Review*, 29, 404-422.

Refereed Journal Articles (continued)

- Fried, Y., Slowik, L.H., Shperling, Z., Franz, C. Ben-David, H., Avital N., & Yeverechyahu, U. (2003). The moderating effect of job security on the relations between role clarity and work outcomes: A longitudinal field study. *Human Relations*, *56*, 787-805.
- Fried, Y., Melamed, S., & Ben-David, H.A. (2002). The joint effects of noise, job complexity, and gender on employee sickness absence: An exploratory study across 2`1 organizations- The CORDIS study. *Journal of Occupational and Organizational Psychology*, *75*, 131-144.
- Rousseau, D.M. & Fried, Y. (2001). Location, location, location: Contextualizing organizational research. *Journal of Organizational Behavior*, *22*, 1-13
- Kushnir, T., Fried, Y., Malkinson, R. (2001). Work absence as a function of a national traumatic event: The case of Prime Minister Rabin's assassination. *Work and Stress*, *15*, 265-273.
- Fried, Y., Slowik, L., Ben-David, H.A. & Tiegs, R. B. (2001). Exploring the relationship between workspace density and employee attitudinal reactions: An integrative model. *Journal of Occupational and Organizational Psychology*, *74*, 359-372.
- Melamed, S., Fried, Y., & Froom, P. (2001). The interactive effect of chronic exposure to noise and job complexity on changes in blood pressure and job satisfaction: A longitudinal study of industrial employees. *Journal of Occupational Health Psychology*, *6*, 182-195.
- Fried, Y., Levi, A.S., Billings, S.W., & Browne, K.R. (2001). The relations between political ideology and attitudes toward affirmative action among African-Americans: The moderating effect of racial discrimination in the workplace. *Human Relations*, *54*, 561-584.
- Fried, Y., Levi, A.S., Ben-David, H.A., Tiegs, R.B., & Avital, N. (2000). Rater positive and negative mood predispositions as predictors of performance ratings of ratees in simulated and real organizational settings: evidence from U.S. and Israeli samples. *Journal of Occupational and Organizational Psychology*, *73*, 373-378.
- Fried, Y., Levi, A.S., Ben-David, H.A., & Tiegs, R. (1999). Inflation of subordinates' performance ratings: Main and interactive effects of rater negative affectivity, documentation of work behavior, and appraisal visibility. *Journal of Organizational Behavior*, *20*, 431-444.
- Billings, A.B. & Fried, Y. (1999). The effects of taxes and organizational variables on research and development intensity. *R & D Management*, *29*, 289-301.

Refereed Journal Articles (continued)

- Fried, Y., Hollenbeck J.R., Slowik, L.H., Tieg, R.B., & Ben-David, H.A. (1999). Changes in job decision latitude: The influence of personality and interpersonal satisfaction. *Journal of Vocational Behavior*, *54*, 233-243.
- Fried, Y., Ben-David, H.A., Tieg, R.B., Avital, N., and Yeverechyahu, U. (1998). The interactive effect of role conflict and role ambiguity on job performance. *Journal of Occupational and Organizational Psychology*, *71*, 19-27.
- Sparks, K., Cooper, C.L., Fried, Y. & Shirom, A. (1997). The Effects of Hours of Work on Health: A Meta-Analytic Review. *Journal of Occupational and Organizational Psychology*, *70*, 391-408.
- Fried, Y., Tieg, R.B., Naughton, T., and Ashforth, B. (1996). Managers' reactions to a corporate merger: A test of an integrative model. *Journal of Organizational Behavior*, *17*, 401-427.
- Fried, Y., and Tieg, R.B. (1995). Supervisor's role conflict and role ambiguity differential relations with performance ratings of subordinates and the moderating effect of screening ability. *Journal of Applied Psychology*, *80*, 282-291.
- Fried, Y. and Tieg, R.B. (1993). The main effect model versus buffering model of shop steward social support: a study of rank-and-file auto workers in the U.S.A. *Journal of Organizational Behavior*, *14*, 481-493.
- Fried, Y., Tieg, R.B., and Bellamy, A.R., (1992). Personal and interpersonal predictors of supervisors' avoidance of evaluating subordinates. *Journal of Applied Psychology*, *77*, 462-468.
- Tieg, R.B., Tetrick, L.E., and Fried, Y. (1992). Growth need strength and context satisfactions as moderators of the relations of the job characteristics model. *Journal of Management*, *18*, 575-593.
- Fried, Y. (1991). A meta-analytic comparison of the JDS and JCI as correlates of work satisfaction and performance. *Journal of Applied Psychology*, *76*, 690-697.
- Fried, Y. (1990). Workspace characteristics, behavioral interferences, and screening ability as joint predictors of employee reactions: An examination of the intensification approach. *Journal of Organizational Behavior*, *11*, 267-280.
- Gilmore, D.C., Fried, Y., and Ferris, G.R. (1989). The influence of unionization on job satisfaction and work perceptions. *Journal of Business and Psychology*, *3*, 289-297.
- Ashforth, B. and Fried, Y. (1988). The mindlessness of organizational behaviors. *Human Relations*, *41*, 305-329.

Refereed Journal Articles (continued)

Fried, Y. and Ferris, G.R. (1987). The validity of the job characteristics model: A review and meta-analysis. *Personnel Psychology*, 40, 287-322.

Oldham, G.R. and Fried, Y. (1987). Employee reactions to workspace characteristics. *Journal of Applied Psychology*, 72, 75-80.

Fried, Y. and Ferris, G.R. (1986). The dimensionality of job characteristics: Some neglected issues. *Journal of Applied Psychology*, 71, 419-426.

Reshef, Y. and Fried, Y. (1986). Strikes in Israel: The Histadrut in sectorial perspective, 1965-1982. *Relations Industrielles/Industrial Relations*, 41, 329-346.

Fried, Y., Rowland, K.M., and Ferris, G.R. (1984). The physiological measurement of work stress: A critique. *Personnel Psychology*, 37, 583-615.

Other Publications

Weber, Y., & Fried, Y. (2011). Guest Editors' note: The role of HR practices in managing culture clash during the postmerger integration process. *Human Resource Management*, (September/October) 50 (5), 565-570.

Weber, Y. & Fried, Y. (2011). Guest Editors' note: The dynamic of employees' reactions during postmerger integration process. *Human Resource Management*, (November/December) 50 (6), 777-781.

Grant, A. M., Fried, Y., Parker, S. K., & Frese, M. (2010). Putting job design in context: Introduction to the special issue. *Journal of Organizational Behavior*, 31, 145-157.

Rousseau, D.M. & Fried, Y. (2000). Editorial. *Journal of Organizational Behavior*, 21, 1-2.

Rousseau, D.M. & Fried, Y. (1998). Letter from the Editors. *Journal of Organizational Behavior*, 431-433.

Fried, Y. (1995). Dialogue - TQM and the legal environment in the U.S.: A neglected issue in the TQM literature. *Academy of Management Review*, 20. 15-17.

Fried, Y. (1993). Integrating domains of work stress and industrial relations: Introduction and overview. *Journal of Organizational Behavior*, 14, 397-399.

Tetrick, L.E. and Fried, Y. (1993). Industrial Relations: stress induction or stress reduction? *Journal of Organizational Behavior*, 14, 511-516.

Best Paper Proceedings

Peretz, H. & Fried, Y. (2008). National values, performance appraisal practices and organizational performance: A study across 21 countries. *Best Paper Proceedings of the Academy of Management Meeting* (the paper was also nominated by the Human Resource (HR) Division for the Dexter International Award of the Academy of Management).

Fried Y., Levi, A., Markoczy, L., & Fiengenbaum, A. (2007). Reactions to Inequity as a Function of Organization Strategy: Effect of Micro- and Macro Variables. *Best Paper Proceedings of the Academy of Management Meeting*.

Books

Shipp, A. & Fried, Y. (Eds.) (2014). "Time and Work" (two volumes). East Sussex, UK: Psychology Press (Taylor & Francis Group).

Chapters

Shipp, A. J., & Fried, Y. (2014). Time research in management: Using temporal ambassadors to translate ideas into reality. In A. J. Shipp and Y. Fried (Eds.) *Time and Work: How Time Impacts Individuals (Vol. 1)*. East Sussex, UK: Psychology Press.

Fried, Y., & Shipp, A. J. (2014). Time research in management: How time impacts groups, organizations, and methodological choices. In A. J. Shipp and Y. Fried (Eds.), *Time and Work: How Time Impacts Groups, Organizations and Methodological Choices (Volume 2)*. East Sussex, UK: Psychology Press.

Fried, Y. & Levi, A.S. (2013). Job Design. In *Oxford Bibliographies in Management*. Ed. Ricky Griffin. New York: Oxford University Press.

Fried, Y. (2012), Job design. In Aldag, R.J. (ed.), *Organizational Behavior, The Marketing & Management Collection*, Henry Stewart Talks Ltd, London (online at <http://hstalks.com/?t=MM1553309-Fried>)

Grant, A. M., Fried, Y., & Juillerat, T. (2010). Work matters: Job design in classic and contemporary perspectives. In S. Zedeck (Ed.), *APA handbook of industrial and organizational psychology*, 1: 417-453. Washington, DC: American Psychological Association.

Fried, Y., Levi, A.S., & Laurence, G. (2008). Motivation and job design in the new world of work. In, Copper, C., & Cartwright, S. (editors). *The Oxford Handbook of Personnel Psychology*. Oxford University Press, pp. 586-611.

Chapters (continued)

- Fried, Y., Levi, A.S., & Laurence, G. (2007). The Job Characteristics Model and LMX-MMX leadership”, In Graen, J.B. (editor), *LMX Leadership: The Series*, Volume 5, pp. 157-197. Charlotte, North Carolina: Information Age Publishing
- Fried, Y., Snider, C., Hadani, M., & Levi, A. (2006). Job Design. In S.G. Rogelberg (Ed.) *The Encyclopedia of Industrial and Organizational Psychology*, vol 1., Thousand Oaks, California: Sage Publishing, pp. 392-395.
- Fried, Y. and Ager J. W. (1998). Meta-Analysis: Review, Integration and Recommendations for Meta-analysts. In Cooper, C.L., and Robertson, I.T. (Eds.), *International Review of Industrial and Organizational Psychology*, vol. 13. London: John Wiley.
- Fried, Y., Oldham, G.R., and Cummings, L.A. (1998; Second edition, October 2001). Job Design. In People, M. and Warener, M. (Editor), *International Encyclopedia of Business and Management*. London: Thompson Business Press.
- Fried, Y. (1988). The future of physiological assessments in work situations. In Cooper, C.L. and Payne, R. (Eds.), *Stress at Work*. (2nd Edition). N.Y.: John Wiley and Sons, Publishers.
- Rowland, K.M., Ferris, G.R., Fried, Y., & Sutton, C.D. (1988). An Assessment of the Physiological Measurement of Work Stress. In Hurrell, J.J., Lawrence, M.R., Sauter, S.L., & Cooper, C.I. (Eds.), *Occupational Stress Issues and Developments in Research*. N.Y. Taylor and Francis.
- Fried, Y. and Shirom, A. (1984). Effects of job enrichment and social support on the Stress-satisfaction relationship among engineers and technicians. In R.J. Burke (Ed.), *Current Issues in Occupational Stress: Research and Intervention*. York University Press.

Grants and Fellowships

- Society of Human Resource Management (2015-2017). Generation Y and work behavior: are they really that different? A cross cultural examination using data mining of social network websites” - Pilot Study (with Drs. Hilla Peretz and Emma Parry; \$48,000)
- Society of Human Resource Management (2010-2012). Human resource management in multinational companies: Effects of national, organizational and professional culture on HR practices and organizational performance (with Drs. Hilla Peretz and Shlomit Kaminka; \$100,000).
- Society of Human Resource Management (2009-2010). National values, human resource practices and organizational performance: A study across 21 countries (with Dr. Hilla Peretz; \$57,500).

Grants and Fellowships (cont.)

Society of Human Resource Management (2007-2008). Studying the effects of organizational performance appraisal systems across different national cultures on organizational performance (with Dr. Hilla Peretz; \$35,000).

Raytheon Professional Services (2000-2001). Evaluating the validity and reliability of technician training methods and the transfer of knowledge for Raytheon (\$140,000).

Richard, J. Barber Fund grant for interdisciplinary legal research, 1995 (with Anthony Billings). The Grant support the project entitled: The Effects of Taxes on Research and Experimentation in the U.S. Private Sector: Moderating Effects of Organizational Characteristics.

Richard J. Barber Fund Grant for Interdisciplinary Legal Research, 1993 (with K. Browne - Law School and A. Levi - Business School). The grant supports the project entitled, "The perceived justice of court rulings and legal rationales for preferential treatment".

Seed support, provided by Research and Sponsored Programs Services, School of Business Administration, the College of Urban, Labor and Metropolitan Affairs (CULMA), the Master of Arts in Industrial Relations (MAIR), Center of Peace and

Conflict and Hewlett Foundation, for stream of research on affirmative action, 1991-93 (with A. Levi).

A fellowship (1987-1991; 1993) was awarded by American Natural Resources (ANR) Pipeline Company to longitudinally study employee adjustment and performance problems associated with a merger (with T. Naughton).

Fellowships (1988) were awarded by the Master of Arts in Industrial Relations (MAIR) and by the College of Urban, Labor and Metropolitan Affairs (CULMA), to study sources of stress in the work of union officials.

A summer grant (1988) was awarded by the Federal Mogul Corporation.

A fellowship for outstanding performance during graduate studies was awarded by the University of Illinois, 1983.

Workshops

Fried, Y., Gillen, D., & Reed, K. (organizers), October 7-9, 2005: Workshop on Diversity as a Competitive Advantage in the Global Economy.

Sponsored and hosted by: The School of Management and the department of Management, Syracuse University.

In association with: The organizational Behavior Division, of the Academy of Management. *Location:* Minnowbrook, NY

Workshops (cont.)

Drori, A. & Fried, Y. (organizers), November 7-10, 2004: Workshop on Organizational Citizenship Behavior (OCB): Future Challenges in OCB Theory and Research.

Sponsored by: The Organizational Behavior Division of the Academy of Management.

Location: Resort Town of Eilat, Israel

Dates: November 7-10, 2004

Co-hosted by: School of Management, Ben-Gurion University of the Negev, Israel, and Department of Management, School of Business Administration, Wayne State University, USA

Business and Executive Programs

- An organizer of a business conference in collaborating with the Wayne State University Business School, titled the *Metropolitan Detroit Best & Brightest Companies To Work For* (Detroit, 2001).
- An organizer of a 10-day program hosted by the Whitman School of Management, Syracuse University, on “Issues in Global Management” to a group of Executive MBA students from Bar-Ilan University, Israel (Syracuse, 2008).

Refereed Conferences

Noghani, F. & Fried, Y. Perceived fairness of affirmative action programs: A justification- suppression model of expressed attitudes. Paper presented in the Sustainability, Ethics, Entrepreneurship (SEE) conference, Washington, DC 2018.

A cross-national examination of generations’ differences using data mining of Twitter. Paper presented in the Academy of Management Meeting, Atlanta, Georgia, 2017 (with Peretz, H. & Parry, E.)

Cultural congruence and organizational outcomes: The role of HR fit and social tightens. Paper presented in the Academy of Management Meeting, Anaheim, California, 2016 (with Peretz, H. & Levi, A.)

The relationship of interaction outside organization with job performance: Role of task Significance. Paper presented in the Academy of Management Meeting, Anaheim, California, 2016 (with with Srisuthisa-Ard, A).

The relationship of interaction outside the organization with creative performance and organizational citizenship behaviors: The moderating role of task significance. Paper presented in the Academy of Management Meeting, Vancouver, Canada, 2015 (with Srisuthisa-Ard, A)

Refereed Conferences (continued)

Evidence for the differential effects of self-initiated vs. organization-based overload.

Paper presented in the Academy of Management Meeting, Philadelphia, 2014 (with Laurence, G. & Raub, S.)

Dual effects of subsidiary and parent organizations' human resource practices and employee responses. Paper presented in the Academy of Management Meeting, Philadelphia, 2014 (with Peretz, H., Kaminka, S., & Levi, A.)

Enjoyment at work and driven to work as indicating motivation to job craft. Paper presented in the Academy of Management Meeting, Philadelphia, 2014 (with Laurence, G.)

Human resource management practices and organizational innovation: The moderating role of national culture. Paper presented in the Academy of Management Meeting, August, Orlando, 2013 (with Peretz, H. & Levi, A.).

The effectiveness of subsidiary HR autonomy within multinational companies: The moderating role of cultural and institutional distance. Paper presented in the Academy of Management Meeting, Orlando, 2013 (with Lazarova, M & Peretz, H.).

Large-scale archival datasets. Paper presented in the PDW "Using large-scale archival datasets for human resource management research", Academy of Management Meeting, Boston, 2012.

National values, HRM practices and organizational performance: A study across 21 countries. Paper presented in the Academy of Management Meeting, Boston, 2012 (with Peretz H.)

HR outsourcing, national culture and absenteeism: A study across 21 countries. Paper presented in the Academy of Management Meeting, Boston, 2012 (with Peretz H. & Levi, A.)

Self-initiated and organization-imposed overload: Main and interactive effects on work outcomes. Paper presented in the Academy of Management Meeting, San Antonio, 2011 (with Laurence, G.A, & Raub, S.P.)

Flexible work arrangements and national culture: An international longitudinal study. Paper presented in the Academy of Management Meeting, San Antonio, 2011 (with Peretz, H., & Levi A.).

Refereed Conferences (continued)

The future of job design. PDW session organized by Grant, A., Fried, Y., & Parker, S. at the Academy of Management Meeting, Montreal, 2010.

Organizational affirmative action programs across cultures: Effects on absenteeism and turnover. Paper presented in the Academy of Management Meeting, Montreal, 2010 (with Peretz, H., Fried, Y., & Levi, A.)

Interactive effects of temporal focus and felt responsibility for change on helping and voice. Paper presented in the Academy of Management Meeting, Montreal, 2010 (with Raub, S.)

It's a Matter of Respect: A Model of Workplace Civility. Paper presented at the 2009 Society of Industrial and Organizational Psychology (SIOP), (with Byron, K., and Mullins, F.)

My space: Personalization in the context of workspace characteristics, privacy, and employee reactions. Paper presented at the at the 2009 Academy of Management Meeting (with Laurence A.G., Sliwinski, M.J., & Slowik, L.H.)

Reactions to Inequity as a Function of Organization Strategy: Effect of Micro- and Macro Variables. Paper presented at the 2007 Academy of Management Meeting in Philadelphia (with Levi, A., Markoczy, L., & Fiegenbaum, A.)

A meta-analysis of stressors and performance at work: Examining contextual and methodological moderating effects. Paper presented at the 2006 Academy of Management Meeting in Atlanta, Georgia (with Gilboa, S., Shirom, A., & Cooper, C.)

Contextualizing organizational citizenship behavior: A conceptual analysis. Paper presented at the 2006 Academy of Management Meeting in Atlanta, Georgia (with Levi A., and Drori, A.)

Why do they leave? Exploring triggering moderators in the commitment-turnover relationship. Paper presented at the 2005 Academy of Management Meetings in Honolulu, Hawaii (with Das, D., & Dharwadkar, R.)

Persistence in a career goal hierarchy across time as a function of advancement probability, locus of control, and future orientation: an exploratory study. Paper presented at the 2005 Academy of Management Meetings in Honolulu, Hawaii (with A. Levi, Slowik, L., Das Diya, Cerdin, J.L.)

Refereed Conferences (continued)

A meta-analysis of stress and performance at work: Examining the moderating effects of gender, age, and tenure. Paper presented at the 2005 Academy of Management Meetings in Honolulu, Hawaii (with Gilboa, S., Shirom, A., & Cooper, C.)

Contextualizing organizational citizenship behavior: A conceptual analysis. Paper presented at the 2005 Academy of Management Meetings in Honolulu, Hawaii (with Drori, A. & Levi, A.)

The Interactive relationship of Spatial Privacy and Invasion of Privacy with Employee Reactions. Paper accepted for presentation at the 2004 Academy of Management Meetings in New Orleans, Louisiana. (with Slowik, L.H., & Shperling, Z.)

Effects of perceived injustice at work over time: The role of organizational strategic choice behavior and employee time orientation. Paper accepted for presentation at INTIMO, INSEAD School of Business, Fontainebleau, France, July 6-9, 2004 (with Fiegenbaum, A.).

Race differences in reactions to affirmative action practices: A referent cognitions perspective. Paper presented at the Annual Meeting of the Academy of Management, Boulder, Colorado, August, 2002 (with Levi, A.)

The joint effect of noise exposure and job complexity on distress and injury risk among men and women- the CORDIS study. Paper presented at the Annual Meeting of the Academy of Management, Boulder, Colorado, August, 2002 (with Melamed, S., & Froom, P.)

The joint effects of spatial density, noise, and light on employee sickness absence: An exploratory study across twenty-one organizations. Paper presented at the Annual Meeting of the Academy of Management, Washington, DC, August, 2001 (with Melamed, S., & Slowik, L.H.)

Responses to job security over time: Moderating effect of role clarity. Paper presented at the Annual meeting of the Society for Industrial and Organizational Psychology (SIOP), Atlanta, Georgia, May 1999 (with Shperling, Z., Ben-David, H.A., Tiegs, R.B., Franz, C.A., Avital, N., & Yeverechyahu, U.P.).

Antecedents and outcomes of changes in job security following a corporate takeover: The moderating effects of organizational tenure and age. Paper presented at the Annual Meeting of the Academy of Management, Boston, MA, August 1997 (with Ben-David, H.A., Tiegs, R.B., Billings, S.W., Naughton, T.J.)

Refereed Conferences (continued)

The main and interactive effects of noise, job complexity, and gender on employee absenteeism: An exploratory study across twenty one organizations. Paper presented at the national Meeting of the Academy of Management, Boston, MA, August 1995 (with Melamed, S. & Ben-David, H.A.).

Responses to Changes in job insecurity: the moderating effect of Type A Behavior. Paper presented at the National Meeting of the Society of Industrial and Organizational Psychology (SIOP), San Diego, CA, April, 1996 (with Ben-David, H.A., Tieg, R.B., Billings, S.W., Avital, N., and Yeverchahu, U.P.)

African Americans' attitudes toward affirmative action: The effects of discrimination in the workplace. Paper presented at the National Meeting of the Academy of Management, Vancouver, Canada, August 1995 (with Levi, A.S., Browne, K.R., Billings, S.W.).

Role ambiguity and education as moderators of the relation between self and supervisory ratings. paper presented at the Annual Meeting of the American Psychological Association (APA), New York, New York, August 1995 (with Ben-David, H.A., Tieg, R., B., Billings, S.W.).

Predictors and outcomes of changes in job insecurity following a corporate takeover: The moderating effect of need for achievement and perceived ease of movement in the labor market. Paper presented at the APA/NIOSH third international conference on Occupational stress and health, Washington D.C., August 1995 (with Ben-David, H.A., Tieg, R.B., Billings, S.W., Naughton, T.J.).

The moderating effect of screening ability and age on training performance-job performance relationship. Paper presented at the Annual Meeting of the American Psychological Association, Los Angeles, CA, August 1994 (with Ben-David, H.A., Tieg, R.B., Billings, S.W., Avital, N., Yeverchahu, U.P.).

The Joint effect of role conflict and role ambiguity on job performance. Paper presented at the 23rd International Congress of Applied Psychology, Madrid, Spain, July, 1994 (with Ben-David, H.A., Tieg, R.B., Avital, N., Yeverchahu, U.P.).

The job characteristics model: Past and future directions. Paper presented at the National meeting of the Academy of Management, Atlanta, Georgia, August, 1993 (with Hollenbeck, J.R., and Tieg, R.B.).

Managing reactions to corporate acquisition: a test of an integrative model. Paper presented at the National Meeting of the Academy of Management, Atlanta, Georgia, August, 1993 (with Tieg, R.B., Naughton, T.J., and Ashforth, B.G.).

Refereed Conferences (continued)

Supervisor's role stressors, screening ability, and lenient ratings of subordinates. Paper presented at the Annual Meeting of the Society for Industrial and Organizational Psychology (SIOP), San Francisco, California, April-May, 1993 (with Tiegs, R.B.).

Deliberate inflation of performance ratings: The role of individual disposition and rating context. Paper presented at the Annual Meeting of the Society for Industrial and Organizational Psychology (SIOP), San Francisco, California, April-May, 1993 (with Ben-David, H.A., Tiegs, R.B., and Avital, N.).

The effects of affirmative action on its intended beneficiaries: An integrative model. Paper presented in a round table discussion at the Annual Meeting of the Society for Industrial and Organizational Psychology (SIOP), Montreal, Canada, May, 1992 (with Levi, A.)

Raters' work stressors as correlates of lenient ratings of subordinates. Paper presented at the International Conference on Social Stress Research, Venice, Italy, June, 1992 (with Tiegs, R.B.)

Rater positive and negative affectivity as correlates of performance ratings of self and others; evidence from U.S. and Israeli samples. Paper presented at the National Meeting of the Academy of Management, Las Vegas, Nevada, August, 1992 (with Ben-David, H.A., Levi, A.S., Tiegs, R.B., and Avital, N.)

Personality characteristics of managers who deliberately inflate formal written performance appraisals of subordinates. Paper presented at the American Psychological Association Convention, Washington, D.C., August, 1992 (with Ben-David, H. and Tiegs, R.B.)

The influence of shop stewards' social support at work on strain and stress - strain relationships among the rank-and-file. Paper presented as part of a symposium, entitled "Work stress and Trade Unions: Evidence from Canada, Israel, and U.S.", for the National Meeting of the Academy of Management, Las Vegas, Nevada, August, 1992. (With Tiegs, R.B.)

Employee work autonomy: Is it an unidimensional or multidimensional construct? Paper presented at the Annual Meeting of the Industrial Relations Research Association, New Orleans, January, 1992 (with Tiegs, R.B., Naughton, T.J., and Ashforth, B.E.)

Managers' reactions to a corporate merger: A test of an integrative model. Paper presented at the Annual Meeting of the Association of Management, Atlantic City, August, 1991 (with Naughton, T.J., Tiegs, R.B., and Ashforth, B.E.)

Refereed Conferences (continued)

- Influence of occupational category and item format on job incumbents' interrater agreement.* Paper presented at the Annual Meeting of the American Psychological Society, Washington D.C., June, 1991 (with Tiegs, R.B., and Tetrick, L.E.)
- Personal and contextual predictors of supervisors' avoidance of evaluating subordinates.* Best Papers Proceedings of the National Meeting of the Academy of Management, August, 1990, San Francisco, CA (with Tiegs, R.B. and Bellamy, A.R.)
- Unions' effect on interrater agreement on job characteristics.* Paper presented at the Annual Meeting of the Industrial Relations Research Association, December, 1988, New York, NY (with Tiegs, R.B.)
- The influence of unionization on job satisfaction and work perceptions.* Paper presented at the annual Meeting of the Industrial Relations Research Association, December, 1987, Chicago, IL (with Gilmore, D. and Ferris, G.)
- Conflicts of value in R&D.* Paper presented at the National Meeting of the Academy of Management, August, 1987, New Orleans, LA (with Osborn, R.)
- The joint effect of workspace characteristics, behavioral interferences and screening ability on employee reactions: An examination of the intensification theory.* Paper presented at the National Meeting of the Academy of Management, August, 1987, New Orleans, LA.
- The R & D venture in the face of a change: A new perspective.* Paper presented at the National Decision Science Institute annual meeting, November, 1986, Honolulu, Hawaii (with Osborn, R.)
- The validity of the job characteristics model: A review and meta analysis.* Paper presented at the 21st International Congress of Applied Psychology, July, 1986, Jerusalem, Israel.

Professional Activities

Committee member, PhD students, Are of Management, Rawls College of Business, Texas Tech University

Jinyu Hu (PhD 2016). Doctoral thesis- Narcissism: An identity-based self-regulation model

Dissertation advisor, Management Department, Whitman School of Management, Syracuse University

Angsuthon Srisuthisa-Ard (PhD 2015). Doctoral thesis: Does interaction with the public help or hinder employee's work outcome? Towards an integrative model of interaction with the public.

Dissertation advisor, Management Department, Whitman School of Management, Syracuse University (cont.)

Gregory Laurence (PhD 2010; Currently an Assistant Professor, School of Business Administration, University of Michigan-Flint). Doctoral thesis: Workaholic tendencies and expansion and contraction oriented job crafting: The moderating effects of several individual and social factors.

Committee member, PhD students, Department of Management, Whitman School of Management, Syracuse University

Diya das (Doctoral thesis). Globalization and the theater of work: exploring identity dynamics in Indian international call centers.

Michael Hadani (Doctoral thesis). Governance mechanisms and corporate political activity.

Dissertation advisor or committee member Wayne State University (These students are all from the Industrial/Organizational Psychology program at Wayne State University)

Billings, S.W. (Doctoral thesis. 2001): Clarifications of the relationship between conscientiousness and integrity.

Joan Urbanic Reiber (Doctoral thesis, 1998): Personality and coping as predictors of job outcomes in the work environment.

Leupold, C.R. (Doctoral thesis, 1997): The impact of nonperformance-based general impressions in a performance evaluation context and the moderating effects of cognitive style.

Gulan, N. (M.A. Thesis, 1997): Recipient reactions to preferential selection procedures.

Reiber, A. (Doctoral thesis, 1996): Individual and situational antecedents of management employees' participation in development activities.

Malatesa R. (Doctoral thesis, 1995): Understanding the dynamics of organizational and supervisory commitment using a social exchange framework.

Elliot D. L., (Doctoral thesis, 1992): Preemployment honesty testing: Construct validity issues and a test of a person-situation question.

Dissertation advisor or committee member Wayne State University (cont.)

Tiegs, R. B. (M.A. thesis, 1989): An examination of the moderating effects of growth need strength and contextual satisfactions on the relationships among job characteristics, psychological status, and work-related outcomes.

Levengood, D.A. (Doctoral thesis, 1988): Priming rates with behavioral performance documentation to improve the psychometric characteristics of behaviorally based rating scales.

Service and Professional Activities (Major highlights)- Syracuse University

- Member of the School Promotion and Tenure Committee (2005-2006)
- Member of the University Budget Senate Committee (2007-2010)
- Member of the University Health Care Committee (2009-2012)

Service and Professional Activities (Major highlights)- Wayne State University

- Chair, Department of Management (August 1997-August 2001)
- Member of the Department of Management Salary Committee (1996-1997)
- Member of the School Senate Committee (1994-1996)
- Chair for the School Research Committee (1995-1996)
- Member of the University Graduate Council (1992-1994)
- Member of the Executive Committee of the University Graduate Council (1992-1994)
- Scholarly Presentations to Faculty and students in a number of universities in Israel, Spain, and US (1993-1998)

Journal Editorship

Associate - Editor - In - Chief

Journal of Organizational Behavior (1998-2001).

Consulting Editor

Journal of Organizational Behavior (1996 - 1998).

Editorial Review Board

Journal of Applied Psychology (2014-present)

Journal of Organizational Behavior (1995; 2012-present)

Journal of Business and Psychology (2008-present)

Research in Occupational Stress and Well Being (2012-present)

Group & Organization Management (2014-present)

Occupational Health Science (2016-present)

Guest Editor

Fried, Y. (Editor). Special Issue: Integrating Domains of Work Stress and Industrial Relations: Evidence from Five Countries. *Journal of Organizational Behavior*, Vol. 14, September 1993.

Adam M. Grant, The Wharton School, University of Pennsylvania; **Yitzhak Fried**, Whitman School of Management, Syracuse University; **Sharon K. Parker**, Institute of Work Psychology University of Sheffield; **Michael Frese**, University of Giessen and London Business School. Special issue: Putting Job Design in Context. *Journal of Organizational Behavior* (February 2010).

Yaakov Weber, College of Management, Israel; **Yitzhak Fried**, Syracuse University (Editors). Special Issue: The role of HR practices in managing culture clash during the postmerger integration process. *Human Resource Management* (September/October, 2011).

Yaakov Weber, College of Management, Israel; **Yitzhak Fried**, Syracuse University (Editors). Special Issue: The dynamic of employees' reactions during postmerger integration. *Human Resource Management* (November/December, 2011).

Professional Societies

Academy of Management (AOM)
 American Psychological association (APA)
 Society of Industrial and Organizational Psychology (SIOP)
 Society of Organizational Behavior (SOB)

References

Upon request.