

AMIT KRAMER

School of Labor and Employment Relations
University of Illinois Urbana-Champaign
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Academic Positions

Associate Dean for Online Graduate Education

University of Illinois Urbana-Champaign, 2017-2023, 2024 – present

Director of Graduate Studies

University of Illinois Urbana-Champaign, 2016 – present

Associate Professor, Labor and Employment Relations

University of Illinois Urbana-Champaign, 2016 – present

Associate Professor, Women & Gender in Global Perspective (0%)

University of Illinois Urbana-Champaign, 2021 – present

Assistant Professor, Labor and Employment Relations

University of Illinois Urbana-Champaign, 2010 – 2016

Education

Ph.D.	University of Minnesota , Minneapolis, MN Human Resources and Industrial Relations	2009
M.A.	University of Haifa , Haifa, Israel Sociology	2001
B.A. <i>Cum Laude</i>	University of Haifa , Israel Sociology and Anthropology; Political Science	1998

Research Interests

- Employees' health and well-being with an emphasis on physical and psychological health outcomes and biometrics using longitudinal designs. My main focus is on how the work-family interface (e.g., demands, resources, characteristics of work and family) relates to employees' health and well-being and the moderating role of HR work-life policies have in reducing the negative effect of work on wellbeing and enhancing its positive effect.
- Work/Family organizational policies and their relationship to individual and organizational outcomes. I am focused on predictors of employees' awareness of WF policies, usage of WF policies, and positive (e.g., health and well-being) and negative (e.g., career penalties) outcomes of using WF policies.
- Diversity and identity at different organizational levels including dyads, teams, and organizations.

Publications, Manuscripts in Preparation, and Presentations

- ***Kramer, A.**, Han, K., Kim, K., & Kramer, K. Z. (2024). Inefficiencies and bias in first job placement: The case of professional Asian nationals in the United States. *Journal of Industrial Relations*.
- *Kramer, K. Z., **Kramer, A.**, & Gong, Q. (2023). The Importance of Work in Romantic Relationships. *The Socio-Cultural Context of Romantic Relationships*, Ogolsky, B. (Ed.). Cambridge University Press.
- *Pak, S., **Kramer, A.**, Lee, Y., & Kim, K. (2022). Working too much? A meta-analytic investigation of the mediating role of vigor and exhaustion in the curvilinear relationship between working hours and work-to-family enrichment and conflict. *Journal of Organizational Behavior*.
- *Lee, Y., & **Kramer, A.** Understanding the (Lack of) Utilization of Work-Family Practices: A Multilevel Perspective (2022). *Cross Cultural & Strategic Management*.
- *Kim, Y. K., **Kramer, A.**, & Pak, S. (2021). Job insecurity and sleep quality: The role of spillover, gender, and family. *Stress and Health*, 37, 72-92.
- *Top cited article 2021-2022
- Kramer, A.** & Kramer, K. Z. (2021). Putting the family back into work and family research. *Journal of Vocational Behavior*, 126. Editorial 103564.
- Kramer, A.**, Cho, C., & Garjendran, R. S. (2020). A 12-Year Longitudinal Study Linking Within-Person Changes in Work and Family Transitions and Workplace Injury Risk. *Journal of Safety Research*, 75, 140-149.
- Kramer, A.** & Kramer, K. Z. (2020). The potential impact of the Covid-19 pandemic on occupational status, work from home, and occupational mobility. *Journal of Vocational Behavior*, 119, Editorial 103442.
- Kramer, K., & **Kramer, A.** (2016). At-Home Father Families in the U.S.: Gender Ideology, Human Capital, and Unemployment. *Journal of Marriage and Family*, 78, 1315-1331.
- *Top-ten downloaded article 2016-2017
- ***Kramer, A.**, & Son, J. (2016). Who Cares about the Health of Healthcare Professionals? An 18-Year Longitudinal Study of Working Time, Health, and Occupational Turnover among Nurses. *Industrial and Labor Relations Review*, 69, 939-960.
- *Lee, Y., & **Kramer, A.** (2016). The Role of Purposeful Diversity Strategy (PDS) and Cultural Tightness/Looseness in the Relationship between National Culture and Organizational Culture. *Human Resource Management Review*, 26, 198-208.

*Winner of the Best Paper award in the HRM & Research Methods Track at the Southern Management Association Meeting, October, 2015.

***Kramer, A.,** & Chung, W. (2015). The Relationship of Work Demands, Family Demands and BMI Over Time: A 16-Years Longitudinal Study. *Journal of Applied Psychology*, 100, 1632-1640.

Kramer, A., & Ben-Ner, A. (2015). The Intersection of Gender and Race in the Presence of Deep Level Identities. *Equality, Diversity, and Inclusion*, 34, 360-375.

***Kramer, A.,** Bhawe, D., & Johnson, T. (2014). Personality and Group Performance: The Importance of Personality Composition and Task Characteristics. *Personality and Individual Differences*, 58, 132-137.

†Bhawe, D., **Kramer, A.,** & Glomb, T. (2013). Pay Satisfaction and Work-Family Conflict across Time. *Journal of Organizational Behavior*, 34, 698-713.

Manchester, C., Leslie, L., & **Kramer, A.** (2013). Is the Clock Still Ticking? An Evaluation of the Consequences of Stopping the Tenure Clock. *Industrial & Labor Relations Review*, 66, 1-29.

Ben-Ner, A., & **Kramer, A.** (2011). Personality and Altruism in the Dictator Game: Personality Traits in Relationship to Giving to Kin, Collaborators, Competitors, and Neutrals. *Personality and Individual Differences*, 51, 216-221.

† Bhawe, D., **Kramer, A.,** & Glomb, T.G. (2010). Work Family Conflict in Workgroups: Crossover, Support, and Demographic Dissimilarity. *Journal of Applied Psychology*, 95, 145-158.

Manchester, C., Leslie, L., & **Kramer, A.** (2010). Stop the Clock Policies and Career Success in Academia. *American Economic Review: Papers and Proceedings*, 100, 219-223.

Kramer, A. (2008). Unions as Facilitators of Employment Rights: An Analysis of Individuals' Awareness of Parental Leave in the National Longitudinal Survey of Youth. *Industrial Relations*, 47, 651-658.

Ben-Ner, A., **Kramer, A.,** & Levy, O. (2008). Economic and Hypothetical Dictator Game Experiments: Incentive Effects at the Individual Level. *Journal of Socioeconomics*, 37, 1775-1784.

Selected Best Paper Proceedings

Pak, S., **Kramer, A.,** & Kim, Y. (2024). Identifying the Working Hours Thresholds Impacting Health and Gender Wage Disparities. *Academy of Management Proceedings*.

* **Kramer, A.,** Han, K., Kim, K., & Kramer, K. Z. (2023). Discrimination against Asian immigrants to the US: Quality of first organizational placement. *Academy of Management Proceedings*.

- * He, Y., Lee, S., Pak, S., & **Kramer, A.** (2023). A daily diary study on the mechanisms linking leader workaholism and subordinate work withdrawal. *Academy of Management Proceedings*.
- * Lee, S., Pak, S., He, Y., & **Kramer, A.** (2022). Double-edged sword of leader workaholism: Subordinate cognitive appraisals and work outcomes. *Academy of Management Proceedings*.
- *Pak, S., Lee, S., & **Kramer, A.** (2022). Challenged to win or hindered not to lose? Social functioning outcomes of workaholism. *Academy of Management Proceedings*.
- *He, Y., Pak, S., Lee, S., & **Kramer, A.** (2022). Why leader workaholism is linked to subordinate work withdrawal? A moral licensing perspective. *Academy of Management Proceedings*.
- *Lee, Y. & **Kramer, A.** (2020). Multilevel framework of objective and perceived availability of work-family policies. *Academy of Management Proceedings*.
- Pak, S. & **Kramer, A.** (2020). The effect of uncompensated-telework fairness on work withdrawal and personal initiative via energy. *Academy of Management Proceedings*.
- *Lee, Y. & **Kramer, A.** (2020). Institutional or strategic? An empirical investigation of adoption of work-family policies. *Academy of Management Proceedings*.
- *Pak, S. & **Kramer, A.**, Lee, Y., & Kim, K.J. (2018). The Mediating Role of Energy in the Relationship between Working Hours and Work-Family Interface. *Academy of Management Proceedings*.
- Kramer, A.**, Son, J., & Grzywacz, J. (2018). Birth Cohort and Economic Period Differences in Work-Family and their Health Implications. *Academy of Management Best Paper Proceedings*.
- *Pak, S. & **Kramer, A.** (2017). The Relationship between Working Hours, Family Demands and Resources, Health, and Salary Growth. *Academy of Management Best Paper Proceedings*.
- *Lee, Y., & **Kramer, A.** (2016). National Culture, Organizational Culture, and Purposeful Diversity and Inclusion Strategy. *Academy of Management Best Paper Proceedings*.
- ***Kramer, A.** & Son, J. (2014). An 18-Years Longitudinal Study of Work Demands, Health, Job Satisfaction and Turnover among Nurses. *Academy of Management Best Paper Proceedings*.
- †Bhave, D., & **Kramer, A.** (2010). Pay Satisfaction and Work-family Conflict across Time. *Academy of Management Best Paper Proceedings*.
- * In collaboration with a graduate student; † Joint authorship

Under Review

***Kramer, A.**, Han, K., & Kim, Y. K., & Kramer, K. Z. Differentiating Nationality and Racial Discrimination in Hiring Decision.

Pak, S., & **Kramer, A.**, & Kim Y. K. A 12-Year Longitudinal Study of Working Hours, Family Income, Health, and Hourly Wage Growth.

Pak, S., Kramer, A., & Ju, B. The Effect of Uncompensated-telework Fairness on Personal Initiative and Work Withdrawal Behavior via Energy: The Moderating Role of Personality.

Manuscripts in Preparation

Suh, Y., & **Kramer, A.** What do unions do for working parents during the COVID-19 pandemic? Unions role in reducing parenting stress.

Pak, S., Lee, S., & **Kramer, A.** Work to Win or Work Not to Lose? Promotion and Prevention Focus in Workaholism.

Kramer, A. & Kim, S. Gender Display and Gender Deviance Neutralization in Organizations.

He, Y., Pak, S., Lee, S., & **Kramer, A.** A Daily Diary Study on the Mechanisms Linking Leader Workaholism and Subordinate Work Withdrawal.

Lee, S., Pak, S., He, Y., & **Kramer, A.** The Double-Edged Sword of Leader's Workaholism: A Daily Diary Study.

Lagios, C., Restubog, S., & **Kramer, A.** The success of siblings matters: How and when occupational prestige differences between siblings influences emotions, social undermining, and leadership career aspirations.

He, Y., Lagios, C., Deen, E., Kiewitz, C., Restubog, s., & **Kramer, A.** Divorce and work: A review.

* In collaboration with a graduate student

Selected Conference Presentations

Lee, S., Pak, S., He, Y., & **Kramer, A.** Seeking for Help: Leader Workaholism and Subordinate Appraisals of Leaders. To be presented at the Work Family Research Network conference, New York City, New York, June 2024.

Kim, Y., **Kramer, A.**, & Cardador, T. Effects of Work-Family Support and Length of Maternity Leave on First-Time Mothers' Dual Identities. To be presented at the Work Family Research Network conference, New York City, New York, June 2024.

- Pak, S., **Kramer, A.**, & Kim, Y. Tipping the Scales: Identifying the Working Hour Thresholds Impacting Health and Gender Wage Disparities. To be presented at the Work Family Research Network conference, New York City, New York, June 2024.
- Lee, S. H., He, Y., Pak, S., & **Kramer, A.** Seeking for Help: Subordinate Appraisals of Leader Workaholism. To be presented at the Western Academy of Management, March 2024.
- Kramer, A.**, Han, K., & Kim, Y. K., & Kramer, K. Z. Discrimination Against Asian Immigrants to the US: Quality of the First Organizational Placement. Presented at the Academy of Management meeting, Boston, Massachusetts, August 2023.
- He, Y., Pak, S., Lee, S., & **Kramer, A.** A Daily Diary Study on the Mechanisms Linking Leader Workaholism and Subordinate Work Withdrawal. Presented at the Academy of Management meeting, Boston, Massachusetts, August 2023.
- Kramer, A.**, Han, K. H., Kim, K., & Kramer, K. Z. Discrimination Against Immigrants in the United States: Quality of the First Organization into Which Asian Immigrants are Hired. Presented at the Israel Organizational Behavior Conference, January 2023.
- Pak, S., Lee, S., & **Kramer, A.** Challenged to Win or Hindered Not to Lose? Social Functioning Outcomes of Workaholism. Presented at the Academy of Management meeting, Seattle, Washington, August 2022.
- He, Y., Pak, S., Lee, S., & **Kramer, A.** Why is Leader Workaholism Linked to Subordinate Work Withdrawal? A Moral Licensing Perspective. Presented at the Academy of Management meeting, Seattle, Washington, August 2022.
- Lee, S., Pak, S., He, Y., & **Kramer, A.** Double-edged Sword of Leader Workaholism: Subordinate Cognitive Appraisals and Work Outcomes. Presented at the Academy of Management meeting, Seattle, Washington, August 2022.
- Kramer, A.**, & Kramer, K. Z. Did the Transition to Working-from-Home During Covid-19 Increase Inequality at Work? Findings from a Longitudinal Survey of US Employees. Presented at the Work Family Research Network conference, New York City, New York, June 2022.
- Kramer, K. Z. & **Kramer, A.** Working from Home and Inequality: The Cumulative Disadvantage of Working from Home During the Covid-19 Pandemic on Minorities Family Outcomes. Presented at the Work Family Research Network conference, New York City, New York, June 2022.
- Pak, S., Lee, S., & **Kramer, A.** Work to Win or Work Not to Lose? Promotion and Prevention Focus in Workaholism. Presented at the Work Family Research Network conference, New York City, New York, June 2022.
- Robertson, A., **Kramer, A.**, Son, J., & Grzywacz, J. Period Effects in the Work-Family Correlates of Well-being among Parents of Children with Special Needs. Presented at the Work Family Research Network conference, New York City, New York, June 2022.
- He, Y., Pak, S., Lee, S., & **Kramer, A.** Leader Workaholism, After-Hours Work-Related Information Communication Technologies (ICT) Use, and Work Withdrawal: A Moral Licensing Perspective. Presented at the Work Family Research Network conference, New York City, New York, June 2022.
- Pak, S., Lee, S., & **Kramer, A.** Work to Win or Work to Lose? Promotion and Prevention Focus in Workaholism. Presented at the Academy of Management meeting, (Online) July 2021.
- Kim, G., Kramer, A., & Cardador, M. T. Bring Back Mothers in Management: First-Time Mothers' Identity Integration and Managerial Career. Presented at the Academy of Management meeting, (Online) July 2021.

- Pak, S., **Kramer, A.**, Lee, Y., & Kim, K. Long Working Hours Work-Family Conflict, and Work-Family Enrichment: The Mediating Role of Exhaustion and Vigor. Presented at the American Economic Association Annual Meeting (Online) January 2021.
- Pak, S. & **Kramer, A.** The Effects of Uncompensated-Telework Fairness on Work Withdrawal and Personal Initiative via Energy. Presented at the Academy of Management meeting, Vancouver, Canada (Online) August 2020.
- *Lee, Y. & **Kramer, A.** Multilevel Framework of Objective and Perceived Availability of Work-Family Policies. Presented at the Academy of Management meeting, Vancouver, Canada (Online) August 2020.
- *Lee, Y. & **Kramer, A.** Institutional or Strategic Choice? An Empirical Investigation of Adoption of Work-Family Policies by Korean Organizations, 2005-2013. Presented at the Work Family Research Network conference, New York City, New York (Online) June 2020.
- Pak, S., **Kramer, A.**, *Lee, Y., & *Kim, K. Working too much? A meta-analytic investigation of the mediating role of vigor and exhaustion in the curvilinear relationship between working hours and work-to-family enrichment and conflict. Presented at the Labor & Employment Relation Association meeting, Portland, Oregon (Online) June 2020.
- * Pak, S., **Kramer, A.**, & *Kim, K. Mediating Role of Energy in the Relationship between Working Hours and Work-Family Interface. Presented at the Academy of Management meeting, Chicago, August 2018. Winner of the Samsung Economic Research Institute (SERI) Award at the Academy of Management Meeting.
- Kramer, A.**, Son, J., & Grzywacz, J. Birth Cohort and Economic Period Differences in Work-Family and their Health Implications. Presented at the Academy of Management meeting, Chicago, August 2018.
- *Kim, Y., **Kramer, A.**, & *Pak, S. Job Insecurity and Sleep Quality: The Role of Spillover, Gender, and Family. Presented at the International Labor and Industrial Relations Association congress, Seoul, South Korea, July 2018.
- * Pak, S., **Kramer, A.**, & *Kim, K. Mechanisms of Positive and Negative Assessments of Working Hours: A Meta-Analytic Investigation of the Relationship between Working Hours and Work-to-Family Interface. Presented at the International Labor and Industrial Relations Association congress, Seoul, South Korea, July 2018.
- *Pak, S. & **Kramer, A.** A Longitudinal Study of Working Hours, Family Demands and Resources, Health, and Salary Growth. Presented at the Work Family Research Network conference, Washington DC, June 2018.
- * Kim, Y. & **Kramer, A.** The Effect of Job Insecurity on Sleep and the Role of Spillover, Family, and Gender: A Perseverative Cognition Model. Presented at the Work Family Research Network conference, Washington DC, June 2018.
- *Javalagi, A., *Liang, Y., *Zheng, A., & **Kramer, A.** The Bright and Dark Sides of OCBs: A Meta-Analysis. Presented at the Society of Industrial/Organizational Psychologists Meeting, Chicago, IL, April 2018.
- *Pak, S. & **Kramer, A.** The relationship between working hours, family demands, and resources, health, and salary growth. Presented at the Academy of Management Meeting, Atlanta, GA, August 2017.
- ***Kramer, A.**, Cho, S., & Gajendran, R. A Longitudinal Study of Work/Family Demands and Workplace Injuries. Presented at the VII International Conference of Work and Family, Barcelona, Spain, July 2017.

- *Pak, S., & **Kramer, A.** Sex Differences in Weekly Working Hours, Family Demand, and Resources on Health and Salary Growth: Results From the Korean Labor and Income Panel Data. Presented at the Labor and Employment Relations Association Annual Meeting, Anaheim, June 2017.
Winner of the Best Paper Award
- ***Kramer, A.**, & Cho, S. A Longitudinal Study of Work/Family Demands and Workplace Injuries. Presented at the Academy of Management Meeting, Anaheim, CA, August 2016.
- *Lee, Y., & **Kramer, A.** National Culture, Organizational Culture, and Purposeful Diversity and Inclusion Strategy. Presented at the Academy of Management Meeting, Anaheim, CA, August 2016.
- ***Kramer, A.**, & Cho, S. Family Demands, Work Demands, and Work Injuries: A Longitudinal Study. Presented at the Work-Family Research Network Meeting, Washington D.C., June 2016.
- Kramer, K. Z., & **Kramer, A.** Human Capital, Gender Ideology, Unemployment and the Prevalence of Stay-at-Home Fathers. Presented at the Work-Family Research Network Meeting, Washington D.C., June 2016.
- ***Kramer, A.**, & Cho, S. (2016). The Effects of Work-Family Demands and Resources on Work Injuries. Presented at the Society of Industrial/Organizational Psychologists Meeting, Anaheim, CA, April 2016.
- Kramer, K. Z., & **Kramer, A.** At-Home Father Families in the U.S.: Gender Ideology, Human Capital, and Unemployment. Presented at the Southern Management Association Meeting. St. Petersburg, October 2015.
- ***Kramer, A.**, & Son, J. An 18-Year Longitudinal Study of Work Time, Health, Job Satisfaction, and Turnover among Nurses. Presented at the Southern Management Association Meeting. St. Petersburg, October 2015.
Best Paper in HR/Research Methods Track.
- Ben-Ner, A., & **Kramer, A.** Is Ignorance Bliss? An Experimental Study of The Effects of Diversity on Team Performance When Members Are Ignorant of their Team's Diversity. Presented at the International Association for Research in Economic Psychology meeting, September 2015.
- ***Kramer, A.**, & Son, J. Who Cares about the Health of Health Care Workers? A 16-Years Study of Health and Well-Being of Health Care Workers. Presented at the American Economic Association Annual Meeting. Boston, January 2015.
- Kramer, K. Z., & **Kramer, A.** The Rise of Stay-at-Home Father Families in the U.S.: The Role of Gendered Expectations, Human Capital, and Economic Downturns. Presented at the American Sociological Association Meeting, San-Francisco, August 2014.
- ***Kramer, A.**, & Son, J. "An 18-Years Longitudinal Study of Work Demands, Health, Job Satisfaction and Turnover among Nurses." Presented at the Academy of Management Annual Conference. Philadelphia, August 2014.
- ***Kramer, A.**, & Chung, W. Work Demands, Family Demands, and BMI in Dual-Earner Families: A 16-Year Longitudinal Study. Presented at the Work and Family Researchers Network Conference, New-York, June 2014.
- Kramer, K. Z., & **Kramer, A.** The Rise of Stay-at-Home Father Families in the U.S.: The Role of Gendered Expectations, Human Capital, and Economic Downturns. Presented at the Work and Family Researchers Network Conference, New-York, June 2014.

- ***Kramer, A.**, & Son, J. Who Cares about the Health of Health Care Workers? A 16-Years Study of Health and Well-Being of Health Care Workers. *ILR Review* Special Issue Conference on Employment Relations in Healthcare. New Brunswick, March 2014.
- ***Kramer, A.**, & Chung, W. Effect of Work and Family Demands on BMI and the Moderating Role of Work-Life Policies: A 14 Years Longitudinal Study. Presented at the Labor and Employment Relations Association Annual Meeting, Saint Louis, June 2013.
- *Kramer, K. Z., **Kramer, A.**, & Chung, W. Work Demands, Family Demands, and BMI: A Gendered Experience. Presented at the American Sociological Association Meeting, Denver, August 2012.
- ***Kramer, A.**, & Chung, W. The Effect of Work and Family Demands and Work Support on Individual Long-Term Health. Presented at the Academy of Management Meeting, Boston, August 2012.
- ***Kramer, A.**, & Chung, W. Work Demands, Family Demands, and BMI: A Gendered Experience. Presented at the Academy of Management Meeting, Boston, August 2012.
- Bhave, D., & **Kramer, A.** Your Money or your Life? Trading Pay Satisfaction and Work-Family Conflict. Presented at the Work and Family Researchers Network Conference, New-York, June 2012.
- Manchester, C., Leslie, L., & **Kramer, A.** Is the Clock Still Ticking? The Effects of Stopping the Tenure Clock on Career Outcomes. Presented at the Work and Family Researchers Network Conference, New-York, June 2012.
- ***Kramer, A.**, Johnson, T., & Bhave, D. Personality & Group Performance: Role of Personality Similarity & Composition. Presented at the AIMS International Conference of Management, Pune, India, January 2012.
- ***Kramer, A.** & Johnson, T. Personality and Group Performance: The Importance of Personality Composition and Task Characteristics. Presented at the Midwest Academy of Management Meeting, San-Antonio, October 2011.
- Kramer, K., & **Kramer, A.** The Relationship between Economic Downturns and the Proportion of Stay-at-Home Father Households. Presented at the American Sociological Association Meeting, Las-Vegas, August 2011
- Kramer, K., & **Kramer, A.** Economic Downturn Cycles and the Rise in the Proportion of Stay-at-Home Father Households. Presented at the Population Association of America Meeting, Washington DC, April 2011.
- Manchester, C., Leslie, L., & **Kramer, A.** The Effect of Clock-Stoppage on Faculty Promotion, Retention, and Wages. Presented at the Population Association of America Meeting, Washington DC, April 2011.
- Kramer, A.**, & Bhave, D. Pay Satisfaction and Work-family Conflict across Time. Presented at the Academy of Management Meeting, Montreal, August 2010.
- Manchester, C., Leslie, L., & **Kramer, A.** The Effect of Clock-Stoppage on Faculty Promotion, Retention, and Wages. Presented at the American Economic Association's Meeting, Atlanta, January 2010.
- Kramer, A.** (2009). Dominance of Deep Over Surface-Level Identity Similarity. Center for Human Resource and Labor Studies Seminar Series, University of Minnesota, Carlson School of Management. September 2009.
- Kramer, A.**, & Ben-Ner, A. Similarity across Multiple Identities and Decision Making in Dyads. Presented at the Academy of Management Meeting, Chicago, August 2009.

- Ben-Ner, A., & **Kramer, A.** Similarity Across Multiple Identities: Experimental Evidence for the Existence and Operation of Multiple Identities. Presented at the joint conference of the International Association for Research in Economic Psychology (IAREP) and the Society for the Advancement of Behavioral Economics (SABE), Halifax, July 2009.
- Kramer, A.,** & Ben-Ner, A. The Role of Multiple Identities of Self and Other in Dictator Game and Decision Making. Presented at the Asia Pacific meeting of the Economic Science Association (APESA), Haifa, Israel, March 2009.
- Zhang, Z., & **Kramer, A.** Self-Esteem, Job Complexity, and Job Satisfaction: Latent Growth Models. Presented at the Society of Industrial/Organizational Psychologists Meeting, Atlanta, April 2008.
- Ben-Ner, A., **Kramer, A.,** & Levi, O. Economic and Hypothetical Dictator Game: Effects at the Individual Level. Presented at the Society of Industrial/Organizational Psychologists Meeting, Atlanta, April 2008.
- Ben-Ner, A., & **Kramer, A.** Do We Prefer People Who are More Similar to Us? Experimental Evidence on Giving and Work Behaviors. Yale School of Management OB Summer Camp, June 2007.
- Zhang, Z., & **Kramer, A.** Situational and Dispositional Antecedents of Global Job Satisfaction: A Ten-Wave Longitudinal Study. Paper presented at the Academy of Management, Atlanta, August 2006.
- Kramer, A.,** & Bhawe, D. Work Family Conflict: Effects of Work Group Work Family Conflict and Work Group Similarity. Poster presented at the Society of Industrial/Organizational Psychologists Meeting, Dallas, May 2006.

Invited Presentations

- Kramer, A.** Work, Family, and Health: The Case of Work Injuries and Sleep. Tel Aviv University, Israel, December 26, 2018.
- Kramer, A.** Work, Family, and Health: The Case of Work Injuries and Sleep. Bar Ilan University, Israel, December 25, 2018.
- Kramer, A.** Work and Family from an Organizational/HR Perspective. Seoul National University, July 24, 2018.
- Kramer, A.** Work, Family, and Health. University of Illinois Psychology Department Seminar, January 30, 2017.
- Kramer, A.** The Effect of Work/Family Demands and Resources on Physical Health: Longitudinal Studies of BMI and Workplace Injuries. Department of Human Development and Family Studies Seminar, University of Illinois at Urbana-Champaign, February 19, 2016.
- Kramer, A.** The Demands and Resources of Work and Family: A Longitudinal Study of their Effects on the Risk of Injuries in the Workplace. U.S. Department of Labor, August 4, 2015.
- Leslie, L. M., Manchester, C. F., Dahm, P. C., **Kramer, A.,** Mehng, S. A., & Park, T-Y. Flexible work practice: Intended and unintended consequences for career success. *VI International*

Conference of Work and Family Keynote Address. IESE Business School, Barcelona, Spain, July 2015.

Kramer, A. Work/Life and Work/Family Benefits and their Relationship to Employment Outcomes. College of Agricultural, Consumer, and Environmental Sciences (ACES) Research Academy, University of Illinois at Urbana-Champaign, March 6, 2014.

Kramer, A., & Chung W. Work Demands, Family Demands and BMI: A 14-Years Longitudinal Study Comparing Occupational Groups. Journal of Professions and Organizations Workshop, May 3, 2013.

Kramer, A. Barriers and Obstacles Women Face in Corporate America. Women in Leadership Conference, February 1, 2013.

Kramer, A. The Relationship of Work Demands, Family Demands and BMI Over Time: A 14-Years Longitudinal Study. University of Illinois Psychology Department Seminar, November 26, 2012.

Kramer, A. The Relationship of Work Demands, Family Demands and BMI Over Time: A 14-Years Longitudinal Study. Bar-Ilan University Sociology Department Seminar, December 26, 2012.

Kramer, A. Multicultural Leadership and diversity: A Business Perspective. Paper presented at the Illinois Leadership Center and YWCA Transformational Leadership Conference. University of Illinois at Urbana-Champaign, September 17, 2011.

Kramer, A. Similarity across Multiple Identities and Decision Making in Dyads. Paper presented at School of Labor & Employment Relations, Penn State University, December 9, 2010.

Kramer, A. The Role of Multiple Identities of Self and Other in Dictator Game and Decision Making. Paper presented at the Department of Management, London School of Economics, November 10, 2010.

Grants & Awards

Grants

- Campus Research Board, Arnold O. Beckman Award (RB23008)
Role: PI
Dates: 10/2022-03/2024
Total costs: \$29,923
- Campus Research Board, Arnold O. Beckman Award (RB19100)
Role: PI
Title: Untangling Workaholism: A Meta-Analytic Examination and Scale Development
Dates: 03/2019-09/2022
Total costs: \$29,020

- U.S. Department of Labor (DOL) Scholars Program
Role: PI
Title: Work Demands, Family Demands, and Work Injuries: A Longitudinal Analysis
Dates: 03/2015-09/2015
Total costs: \$36,174
- School of Labor and Employment Relations
Role: PI
Proposal Title: Diversity in Groups: Imbalance, Status, and Power.
Dates: May 2012
Total costs: \$5,000
- David O'Brien Center for Sustainable Enterprise, Concordia University, Montreal, Canada
Role: Co-PI
Proposal Title: Neither a borrower nor a lender: Peer-to-peer lending and identity similarity
Dates: 04/2010-04/2011.
Total costs: \$8,150
- Dean's Small Grant, Carlson School of Management, University of Minnesota
Role: Collaborator
Proposal title: An experimental study of the effect of diversity on team performance: The case of complex tasks.
Dates: 11/2009-11/2010
Total costs: \$8,000
- Center of Human Resources and Labor Studies, University of Minnesota
Role: PI
Proposal Title: The effect of group diversity on individual and team performance: studying multiple identities under different levels of job complexity and interdependence.
Dates: 09/2008-05/2009
Total costs: \$5,000

Awards

- LER Faculty Teaching Award, 2020, 2023 (\$2,500)
- Association of Korean Management Scholars (AKMS) Award for Best Paper in Academy of Management. 2021. Work to Win or Work to Lose? Promotion and Prevention Focus in Workaholism. With Sunjin Pak and Sang-Hoon Lee.
- Samsung Economic Research Institute (SERI) Award for Best Paper in Academy of Management. 2018. The Mediating Role of Energy in the Relationship between Working Hours and Work-Family Interface. With Sunjin Pak and Yun-Kyoung Kim.
- Faculty Mentor Award, Graduate College Summer Research Opportunities Program (\$1,000), summer 2013.

Teaching Experience

University of Illinois at Urbana-Champaign (2010-present)

- *Employment Relations Systems*. Graduate level course (LER 591 online), Spring 2023.

- Teaching effectiveness score 4.89/5.00
- **Managing Diversity Globally.** Graduate level course (LER 595 online), Spring 2023. Teaching effectiveness score 4.50/5.00
- **Managing Diversity Globally.** Graduate level course (LER 595), Fall 2022. Teaching effectiveness score 4.94/5.00
- **Employment Relations Systems.** Graduate level course (LER 591 online), Fall 2022.
- Teaching effectiveness score 4.53/5.00
- **Employment Relations Systems.** Graduate level course (LER 591 online), Spring 2022.
- Teaching effectiveness score 4.64/5.00
- **Managing Diversity Globally.** Graduate level course (LER 595 online), Spring 2022. Teaching effectiveness score 5.00/5.00
- **Employment Relations Systems.** Graduate level course (LER 591 online), Fall 2021.
- Teaching effectiveness score 4.39/5.00
- **Managing Diversity Globally.** Graduate level course (LER 595), Fall 2021. Teaching effectiveness score 4.27/5.00
- **Work and Family in Organizations.** Graduate level course (LER 590WFO), Spring 2021. Teaching effectiveness score 5.00/5.00
- **Managing Diversity Globally.** Graduate level course (LER 595 online), Spring 2021. Teaching effectiveness score 4.88/5.00
- **Managing Diversity Globally.** Graduate level course (LER 595), Fall 2020. Teaching effectiveness score 4.74/5.00
- **Employment Relations Systems.** Graduate level course (LER 591 online), Fall 2020.
- Teaching effectiveness score 4.57/5.00
- **Work and Family in Organizations.** Graduate level course (LER 590WFO), Spring 2020. Teaching effectiveness score 5.00/5.00
- **Managing Diversity Globally.** Graduate level course (LER 595 online), Spring 2020. Teaching effectiveness score 4.56/5.00
- **Managing Diversity Globally.** Graduate level course (LER 595), Fall 2019. Teaching effectiveness score 4.60/5.00
- **Employment Relations Systems.** Graduate level course (LER 591 online), Fall 2019.
- Teaching effectiveness score 4.50/5.00
- **Work and Family in Organizations.** Graduate level course (LER 590WFO), Spring 2019. Teaching effectiveness score 5.00/5.00
- **Managing Diversity Globally.** Graduate level course (LER 595 online), Spring 2019. Teaching effectiveness score 4.58/5.00
- **HR Theory.** Ph.D. seminar (LER 557), Fall 2018. Teaching effectiveness score 4.80/5.00
- **Managing Diversity Globally.** Graduate level course (LER 595), Fall 2018. Teaching effectiveness score 4.90/5.00
- **Employment Relations Systems.** Graduate level course (LER 591 online), Fall 2018. Teaching effectiveness score 4.73/5.00
- **Work and Family in Organizations.** Graduate level course (LER 590WFO), Spring 2018. Teaching effectiveness score 4.90/5.00

- ***Managing Diversity Globally***. Graduate level course (LER 595 online), Spring 2018. Teaching effectiveness score 4.80/5.00
- ***Managing Diversity Globally***. Graduate level course (LER 595), Fall 2017. Teaching effectiveness score 4.70/5.00
- ***Employment Relations Systems***. Graduate level course (LER 591 online), Fall 2017. Teaching effectiveness score 4.65/5.00
- ***Work and Family in Organizations***. Graduate level course (LER 590WFO), Spring 2017. Teaching effectiveness score 4.80/5.00
- ***Managing Diversity Globally***. Graduate level course (LER 595), Spring 2017. Teaching effectiveness score 4.80/5.00
- ***Managing Diversity Globally***. Graduate level course (LER 595 online), Spring 2017. Teaching effectiveness score 4.62/5.00
- ***HR Theory***. Ph.D. seminar (LER 557), Fall 2016. Teaching effectiveness score 4.70/5.00
- ***Employment Relations Systems***. Graduate level course (LER 591 online), Fall 2016. Teaching effectiveness score 4.73/5.00
- ***Managing Diversity Globally***. Graduate level course (LER 595), Spring 2016. Teaching effectiveness score 4.90/5.00
- ***Work and Family in Organizations***. Graduate level course (LER 590WFO), Spring 2016. Teaching effectiveness score 4.90/5.00
- ***Managing Diversity Globally***. Graduate level course (LER 595), Fall 2015. Teaching effectiveness score 4.80/5.00
- ***Employment Relations Systems***. Graduate level course (LER 591 online), Fall 2015. Teaching effectiveness score 4.67/5.00
- ***Managing Diversity Globally***. Graduate level course (LER 595), Spring 2015. Teaching effectiveness score 4.80/5.00
- ***Work and Family in Organizations***. Graduate level course (LER 590WFO), Spring 2015. Teaching effectiveness score 4.20/5.00
- ***Work and Family in Organizations***. Graduate level course (LER 590WFO), Fall 2014. Teaching effectiveness score 4.80/5.00
- ***Managing Diversity Globally***. Graduate level course (LER 595), Fall 2014. Teaching effectiveness score 4.40/5.00
- ***Managing Diversity Globally***. Graduate level course (LER 595), Spring 2014. Teaching effectiveness score 4.70/5.00
- ***Work and Family in Organizations***. Graduate level course (LER 590WFO), Spring 2014. Teaching effectiveness score 4.50/5.00
- ***Work and Family in Organizations***. Graduate level course (LER 590WFO), Spring 2013. Teaching effectiveness score 4.50/5.00
- ***Managing Diversity Globally***. Graduate level course (LER 595), Fall 2012. Teaching effectiveness score 4.70/5.00
- ***Labor and Employment Relations***. Graduate level course (LER 591), Spring 2012. Teaching effectiveness score 4.80/5.00
- ***Managing Diversity Globally***. Graduate level course (LER 595), Fall 2011. Teaching effectiveness score 4.70/5.00

- ***Work and Family in Organizations.*** Graduate level course (LER 590WFO), Fall 2011. Teaching effectiveness score 4.60/5.00
- ***Labor and Employment Relations.*** Graduate level course (LER 591), Spring 2011. Teaching effectiveness score 4.60/5.00
- ***Managing Diversity Globally.*** Graduate level course (LER 595), Fall 2010. Teaching effectiveness score 4.10/5.00

University of Minnesota, Twin Cities (2006-2010)

- ***Organizational Behavior in Teams.*** Undergraduate level course, Spring 2010. Role: Instructor.
- ***Using Data and Metrics in Human Resources and Industrial Relations.*** Graduate level course, 2009. Role: Instructor
- ***Using Data and Metrics in Human Resources and Industrial Relations.*** Graduate level course, 2008. Role: TA (lab instructor). Teaching evaluation 5.22/ 6.0
- ***Using Data and Metrics in Human Resources and Industrial Relations.*** Graduate level course, 2007. Role: TA (lab instructor). Teacher rating 6.6 /7.0
- ***Using Data and Metrics in Human Resources and Industrial Relations.*** Graduate level course, 2007. Role: TA (lab instructor). Teacher rating 6.7 /7.0
- ***Teams in Organizations.*** Undergraduate level course, Fall 2006. Role: Instructor. Teacher rating 6.1 /7.0
- ***The Individual in the Organization.*** Undergraduate level course, Fall 2006. Role: Instructor. Teacher rating 6.0 /7.0

Teaching Awards

- University of Illinois List of Teachers Ranked as Excellent by their Students, Spring 2023
- University of Illinois List of Teachers Ranked as Excellent by their Students, Fall 2022
- University of Illinois List of Teachers Ranked as Excellent by their Students, Spring 2022
- University of Illinois List of Teachers Ranked as Excellent by their Students, Fall 2021
- University of Illinois List of Teachers Ranked as Excellent by their Students, Spring 2021
- University of Illinois List of Teachers Ranked as Excellent by their Students, Spring 2020
- University of Illinois List of Teachers Ranked as Excellent by their Students, Fall 2019
- University of Illinois List of Teachers Ranked as Excellent by their Students, Spring 2019
- University of Illinois List of Teachers Ranked as Excellent by their Students, Fall 2018
- University of Illinois List of Teachers Ranked as Excellent by their Students, Spring 2018
- University of Illinois List of Teachers Ranked as Excellent by their Students, Fall 2017
- University of Illinois List of Teachers Ranked as Excellent by their Students, Fall 2016
- University of Illinois List of Teachers Ranked as Excellent by their Students, Spring 2016
- University of Illinois List of Teachers Ranked as Excellent by their Students, Fall 2015
- University of Illinois List of Teachers Ranked as Excellent by their Students, Spring 2015
- University of Illinois List of Teachers Ranked as Excellent by their Students, Spring 2014
- University of Illinois List of Teachers Ranked as Excellent by their Students, Fall 2012
- University of Illinois List of Teachers Ranked as Excellent by their Students, Spring 2012

- University of Illinois List of Teachers Ranked as Excellent by their Students, Spring 2011
- PhD Student Excellence in Teaching Award, University of Minnesota, Carlson School of Management, 2007/2008
- PhD Student Excellence in Teaching Award, University of Minnesota, Carlson School of Management, 2005/2006

Professional Service and Activities

Associate Editor

- *Journal of Vocational Behavior*, 2019 – present

Editorial Boards

- *Human Resource Management*, 2022 – present
- *Human Resource Management Review*, 2016 – present
- *Journal of Vocational Behavior*, 2018 - 2019

Ad Hoc Reviewer

- *Academy of Management Journal, Academy of Management Review, Organization Science, Journal of Applied Psychology, Journal of Organizational Behavior, Industrial and Labor Relations Review, Industrial Relations, British Journal of Industrial Relations, Labor Studies Journal, Journal of Occupational Health Psychology, Human Relations, Organizational Behavior and Human Decision Process, International Journal of Conflict Management, Group & Organization Management, Journal of Strategy & Management, Fathering, Indian Journal of Science and Technology, Proceedings of the National Academy of Science.*
- Reviewer for the US-Israel Binational Science Foundation (BSF)
- Academy of Management HR Division, OB Division, GDO Division
- Society of Industrial and Organizational Psychology

Professional Service

- Member, MOC Division Nadkarni Award for Best Paper on Diversity and Cognition
- Member, HR Division Scholar Achievement Committee, Academy of Management 2022.
- Founding member, LERA Interest Section on Teaching, 2021 – Present.
- Reviewer for the Israel Science Foundation. 2021.
- Employment Instability, Family Well-being, and Social Policy Network (EINet) research affiliate. 2018-present.
- Search Committee for the Work Family Research Network (WFRN) Executive Officer position. 2018-2019.
- Session Chair, Academy of Management Meeting. “Work-Life Balance Practices and their Outcomes,” August 2014.
- Session Chair, Work and Family Research Network. “Combining Research and Practice on Work/Life in the University Context,” June 2014.
- Member, Fall Multi-Campus Doctoral Education Network Professional Development Workshops Committee, University of Minnesota, 2008-2009.

University Service

- Hiring Risk Assessment Review Committee (HRARC), 2023 Present.
- Faculty Advisory Committee, 2022 – Present.
- College of Education Early Career Faculty Study Committee, 2021-2022.
- Council of Associate Deans, 2019 – 2023, 2024 – Present.
- Big Ten Academic Alliance Leadership Program Fellow, 2019-2020.
- Faculty Technology Advisory Committee (FTAC), 2018 – 2020.
- Vice Provost Online Learning Operations Advisory Committee (OLOAC), 2016 – 2022.
- Facilities & Services CfP Review Committee, 2017 – 2018.
- Graduate College Committee on Extended Education and External Degrees (CEEED), 2015-2016
- Speaker at the 2015 Illinois Recruiters' Forum, April 2015.
- LER Representative in the Faculty Senate, August 2014 – August 2016.
- Research project with Campus Recreation, March 2014 – 2016.
- Faculty Mentor at the Graduate College Summer Research Opportunities Program (SROP), Summer 2013, 2014, 2017.
- Campus Research Board peer review, 2013, 2016, 2017, 2018, 2020, 2021.
- Collaborator on the NSF ADVANCE Proposal, 2013 – 2014.

School Service

- Executive Committee Member, 2016 – 2020, 2021 – 2023, 2024 – Present.
- Chair, Ph.D. Advisory Committee, 2016 – 2021, 2024 – Present, and member 2011 – 2023, 2024 – Present.
- Dean Search Committee, 2019, 2021-2022.
- Curriculum Innovation Task Force, 2023 – Present.
- P&T Committee Chair, Russell Weinstein, 2022-2023.
- P&T Committee Chair, YoungAh Park, 2018-2019.
- P&T Committee, Ryan Lamare, 2016-2017.
- LER's Conflict of Interest officer, 2016 – Present.
- Director of Budget Search Committee, 2018
- Chair, School of Labor and Employment Relations Tim Judge Fellowship Committee, 2012, 2023.
- Chair, School of Labor and Employment Relations Seminar Series, 2012 – 2013.
- Director of Graduate Studies, 2016 – Present.
- Member, Faculty Hiring Search Committee, 2010, 2011, 2012, 2014, 2015, 2017.
- Member, MHRIR Admission Committee, 2013 – 2015.
- Member, On-line Master's Planning and Implementation Committee, 2014 – 2016.
- Member, MHRIR Curriculum Committee, 2013 – 2015.
- Member, LER Compliance Committee, 2013 – 2015.
- University of Illinois at Urbana-Champaign I-I-I-O Colloquium representative, 2012 – 2014.
- School of Labor and Employment Relations Inclusive Illinois representative, University of Illinois at Urbana-Champaign, 2012 – 2015.

- Equal Employment Opportunity (EEO) Officer, School of Labor and Employment Relations, University of Illinois at Urbana-Champaign, 2012 – 2015.
- LER Assistant /Associate Director for Online Education Search Committee, 2018.

Doctoral Students (Chair and Main Adviser)

- Jooyeon Son, 2012 – 2015. Tenure-track positions at Renmin University (2015-2018) and University of Melbourne (2018-present).
- Sunjin Pak, 2015 – 2019. Tenure track position at Slippery Rock University (2019-2021) and University of California Bakersfield (2021-present).
- Yun-Kyoung Kim, 2015 – 2020. Tenure track position at Salisbury University (2020-present).
- Yin Lee, 2016 – 2022. Tenure track position at Ajou University, Korea.
- Xing Zhen, 2017 – 2019.
- Sanghoon Lee, 2020 – 2023. Tenure track position at Loyola Marymount University, CA.
- Yon Jin Suh, 2022 – present.
- Grisel Alvarez Lopex, 2023 – present.

Supervision of Current and Past Doctoral and Graduate Students (not as main advisor)

- Wonjoon Chung: Dissertation Committee, Preliminary Exam Committee, Specialization exam Committee, 2012 – 2017
- Woonki Hong: Dissertation Committee, Preliminary Exam Committee, 2012 – 2013.
- Burcu Bolukbasi: Dissertation Committee, Preliminary Exam Committee, 2012 – 2013.
- Seonghee Cho (Psychology Department): Dissertation Committee, Preliminary Exam Committee, 2015 - 2016.
- Francesca Brumm: Thesis Committee, 2016 – 2017.
- Sooyeol Kim: Dissertation Committee, Preliminary Exam Committee, Specialization Committee, 2nd year paper committee, 2016 – 2019.
- Lucy Headrick: Dissertation Committee, Preliminary Exam Committee, Specialization Exam committee, 2nd year paper, 2016 – 2021.
- Aibak Hafeez: 2nd year paper committee, 2017.
- Boreum Ju (Education): Dissertation Committee, Preliminary exam committee, 2019 – 2020.
- Anoop Javalagi: Dissertation Committee, Preliminary exam committee, 2021 – 2022.
- Yon Jin, Suh: 2nd year paper, 2021-2022
- Yaqing He: Specialization Exam committee, Dissertation Committee, 2021-Present.
- Sohee Kim: Dissertation Committee, Preliminary Exam Committee, Specialization Exam committee, 2020 – present.

Professional Affiliations

- Labor and Employment Relations Association (LERA)
- Academy of Management (AOM)
- Work-Family Research Network (WFRN)
- Society for Industrial and Organizational Psychology (SIOP)

Selected Media Coverage

- Social Science Space: Exploring Discrimination Faced by Asian Nationals in the U.S. Labor Market. <https://www.socialsciencespace.com/2024/05/exploring-discrimination-faced-by-asian-nationals-in-the-u-s-labor-market/>
- Society for Human Resource Management (SHRM): Avoiding Fright-and Flight. <https://www.shrm.org/hr-today/news/hr-magazine/winter-2023/pages/avoiding-fright-and-flight.aspx>
- *The Wall Street Journal*: ‘Work hard, play hard’ and more phrases that can scare away job applicants. https://www.wsj.com/articles/work-hard-play-hard-and-more-phrases-that-can-scare-away-job-applicants11663073081?st=kgjv1xwz81atw8b&reflink=desktopwebshare_permalink September 2022.
- *Chicago Tribune*: What downtown Chicago’s post-pandemic workplace looks like. <https://www.chicagotribune.com/business/ct-biz-post-pandemic-new-chicago-offices-20220914-3zahvtrbvrfklmqye63vmohh74-story.html> September 2022.
- *Illinois News Bureau*: Will pre-pandemic office life ever make a comeback? <https://news.illinois.edu/view/6367/724558669> September 2022.
- *Fatherly*: 7 expert tips for returning to work after paternity leave. <https://www.fatherly.com/life/returning-to-work-after-paternity-leave-expert-advice> February 2022.
- *C&EN*. Tick Tock. Should We Stop the Tenure Clock? <https://cen.acs.org/careers/employment/Tick-tock-Should-we-stop-the-tenure-clock/98/i21> June 2020.
- *Harvard Kennedy School, Shorenstein Center of Media, Politics, and Public Policy*. <http://journalistsresource.org/studies/economics/jobs/stay-at-home-dad-child-care>
- *Chicago Tribune*, Study: Your Spouse’s Long Hours will Make you Fat. <http://www.chicagotribune.com/business/breaking/ct-working-bmi-0219-biz-2-20150218-story.html>
- *Inside Higher Ed*. A Stop the Clock Penalty. <http://www.insidehighered.com/news/2012/06/14/study-finds-those-who-stop-tenure-clock-earn-less-those-who-dont>
- *Science Daily*. Family-Friendly Tenure Policies Result in Salary Penalty for Professors. <http://www.sciencedaily.com/releases/2013/04/130429164913.htm>
- *Forbes*. Unhappy With Your Paycheck? Expect More Work-Family Conflict. <http://www.forbes.com/sites/jennagoudreau/2012/11/01/unhappy-with-your-paycheck-expect-more-work-family-conflict/>
- *Daily Mail* (U.K.). Why the Happiness of a Pay Rise is Shortlived - but Working from Home Really could Improve your Life. <http://www.dailymail.co.uk/sciencetech/article-2226403/How-happiness-pay-rise-shortlived--working-home-really-improve-life.html>
- *Business News Daily*. How Your Pay Helps Determine Home Happiness. <http://www.businessnewsdaily.com/3344-how-your-pay-helps-determine-home-happiness.html>