

ADMINISTRATIVE LEADERSHIP TRAINING

- August, 2011 – July, 2012 *Academic Leadership Program Fellow*, Committee on Institutional Cooperation
- May, 2011 – July, 2012 *Provost's Fellows Program*, Office of the Provost and Vice Chancellor for Academic Affairs, University of Illinois at Urbana-Champaign
- Sept., 2010 – May, 2011 *Academic Leadership Series*, Office of the Provost, University of Illinois at Urbana-Champaign
- August, 2010 *Senior Leadership Retreat*, Office of the Provost, University of Illinois at Urbana-Champaign

LEADERSHIP FOR THE PROFESSION

Human Resource Division (3,000 members), Academy of Management: Elected in March 2003 to serve as:

- Program chair-elect (2003-2004)
- Program chair (2004-2005)
- Division chair-elect (2005-2006)
- Division chair (2006-2007)
- Past Division chair (2007-2008)

Executive Committee of the Human Resource Management Division, Academy of Management: Elected for a 3-year term, 1998 – 2001

SCHOLARLY AND PROFESSIONAL SERVICE HONORS

Scholarly Honors

Fellow, American Psychological Association (elected)

Fellow, Employee Benefits Research Institute (elected)

Fellow, Society for Industrial and Organizational Psychology (elected)

Ernest J. McCormick Award for Distinguished Early Career Contributions, awarded by the Society for Industrial and Organizational Psychology, 1996

Among top 5% of published authors in *Journal of Applied Psychology* and *Personnel Psychology* during the 1990s (2000, *The Industrial-Organizational Psychologist*, 34 (4), 26 – 32).

Member, Personnel/Human Resource Research Group, a small invitation-only group (35 members) of the most active human resources scholars in the United States, 1998 – 2001

RESEARCH INTERESTS

Employee compensation and benefits, training and evaluation design, generational dynamics in the workplace, cultural diversity, and work withdrawal

EDITORSHIPS

Editor, then Co-editor, *Research in Personnel and Human Resources Management*, 2003 – 2011. Published by Emerald, Oxford England

Research in Personnel and Human Resources Management, an annual research series, publishes monograph-length conceptual pieces on important issues in human resources management.

Co-editor, *Research in Personnel and Human Resources Management*, 2002

Associate Editor, *International Journal of Training and Development*, 1995-2013. Published by Blackwell Science, Oxford England

RESEARCH GRANTS

General Electric Capital Corporation. \$10,000 awarded to fund doctoral dissertation research on the study of absenteeism as reasoned action. Principal Investigator: Joseph J. Martocchio. September, 1988 - May, 1989.

Pennsylvania State University. \$3,000 grant awarded by the Center for Interdisciplinary Research in Information Systems to study the effects of labeling tasks on managerial training effectiveness. Principal Co-Investigators: Joseph J. Martocchio and Jane Webster. June, 1989 - May, 1990.

University of Illinois Research Board. \$1,200 grant awarded to study the effects of labeling microcomputer training as a threat or opportunity on learning and individual difference characteristics. Principal Investigator: Joseph J. Martocchio. September, 1990 - May, 1991.

University of Illinois Research Board. \$1,200 grant awarded to study the disciplinary decisions made by supervisors in response to employee absenteeism. Principal Investigator: Joseph J. Martocchio. September, 1991 - March, 1992.

University of Illinois Center for Human Resource Management. \$10,000 to study the relationship between training practice configuration and subunit performance within Motorola. Principal Investigator: Joseph J. Martocchio. May, 1993 - September, 1995.

Center for Advanced Human Resource Studies, Cornell University. \$6,000 to study the dispositional antecedents of training effectiveness. Principal Co-Investigators: Timothy Judge and Joseph J. Martocchio. August, 1994 - May, 1995.

University of Illinois Research Board. \$4,000 to study the dispositional antecedents of training effectiveness. Principal Co-Investigators: Joseph J. Martocchio and Timothy Judge. August, 1994 - May, 1995.

University of Illinois Center for Human Resource Management. \$50,000 to study the relationships between human resource management practices, and employee perceptions and behaviors across national cultures. Principal Co-Investigators: Fritz Drasgow, John Lawler, and Joseph J. Martocchio. May, 1996 - May, 1998.

University of Illinois Center for Human Resource Management. \$38,000 to develop and validate an organizational culture scale that reflects national culture. Principal Co-Investigators: Fritz Drasgow, John Lawler, Joseph J. Martocchio, Chris Robert, and Tahira Probst. May, 1998 - May, 1999.

University of Illinois Center for Human Resource Management. \$7,500 to study the motivational impact of compensation practices of culturally diverse employees in the United States. Principal Co-Investigator: Professor Aparna Joshi. June, 2004 – June, 2005.

BOOKS

Martocchio, J. J. (published, January 2014). *Strategic Compensation: A Human Resource Management Approach* (8th edition). Upper Saddle River, NJ: Pearson Higher Education.

The 2nd, 3rd and 5th editions were translated into Chinese and published by Prentice-Hall Asia.

Martocchio, J. J. (2014). *Employee Benefits: A Primer for Human Resource Professionals* (5th edition). Burr Ridge, IL: McGraw-Hill/Irwin.

Barcelona, D. & Martocchio, J. J. (2014). *Building Strategic Compensation Systems*. Upper Saddle River, NJ: Prentice Hall. [This is an experiential case published for use with *Strategic Compensation*.]

Mondy, R. W. & Martocchio, J. J. (14th edition to be published in January 2015). *Human Resource Management*. Upper Saddle River, NJ: Pearson Higher Education.

REFEREED JOURNAL PUBLICATIONS

Martocchio, J. J. (1989). Age-Related Differences in Employee Absenteeism: A Meta-Analytic Review. *Psychology and Aging*, 4, 409-414.

Martocchio, J. J., & O'Leary, A. M. (1989). Sex Differences in Occupational Stress: A Meta-Analytic Review. *Journal of Applied Psychology*, 74, 495-501.

Ferris, G. R., Russ, G. S., Albanese, R., & Martocchio, J. J. (1990). Personnel/Human Resources Management, Unionization, and Strategy Determinants of Organizational Performance. *Human Resource Planning*, 13, 215-227.

Martocchio, J. J., & Ferris, G. R. (1991). Performance Evaluation in High Technology Firms: A Political Perspective. *Journal of High Technology Management Research*, 2, 83-97.

Martocchio, J. J. (1992). Microcomputer Usage as an Opportunity: The Influence of Context in Employee Training. *Personnel Psychology*, 45, 529-552.

Martocchio, J. J. (1992). The Financial Cost of Absence Decisions. *Journal of Management*, 18, 133-152.

Martocchio, J. J., & Webster, J. (1992). Effects of Feedback and Cognitive Playfulness on Performance in Microcomputer Software Training. *Personnel Psychology*, 45, 553-578.

Martocchio, J. J. & Whitener, E. M. (1992). Fairness in Personnel Selection: A Meta-Analysis with Policy Implications. *Human Relations*, 45, 489-506.

Webster, J., & Martocchio, J. J. (1992). Microcomputer Playfulness: Development of a Measure with Workplace Implications. *MIS Quarterly*, 16, 201-226.

- Karl, K., O'Leary-Kelly, A. M., & Martocchio, J. J. (1993). The Impact of Feedback and Self-Efficacy on Performance in Training. *Journal of Organizational Behavior*, 14, 379-394.
- Martocchio, J. J. (1993). Employee Decisions to Enroll in Staff Development Training Courses: Microcomputer Training as an Example. *Human Resource Development Quarterly*, 4, 51-69.
- Martocchio, J. J. Webster, J., & Baker, C. R. (1993). Decision Making in Management Information Systems Research: The Utility of Policy Capturing Methodology. *Behaviour and Information Technology*, 12, 238-248.
- Webster, J., & Martocchio, J. J. (1993). Turning Work into Play: Implications for Training. *Journal of Management*, 19, 127-146.
- Martocchio, J. J. (1994). The Effects of Conceptions of Ability on Self-Efficacy Beliefs and Learning in Training. *Journal of Applied Psychology*, 79, 819-825.
- Martocchio, J. J. (1994). The Effects of Absence Culture on an Individual's Absence Taking. *Human Relations*, 47, 243-262.
- Martocchio, J. J. & Dulebohn, J. (1994). Performance Feedback Effects in Training: The Role of Perceived Controllability. *Personnel Psychology*, 47, 357-373.
- Martocchio, J. J., & Judge, T. A. (1994). A Policy Capturing Approach to Individual Decisions to Be Absent. *Organizational Behavior and Human Decision Processes*, 57, 358-386 (equal authorship).
- Miners, I. A., Champoux, J. E., Moore, M. L., & Martocchio, J. J. (1994). OD Impacts Interrupted: A Multi-Year Time Serial Study of Absence and Other Time-Uses. *Group and Organization Management*, 19, 363-394.
- O'Leary-Kelly, A. M., Martocchio, J. J., & Frink, D. D. (1994). A Review of the Influence of Group Goals on Group Performance. *Academy of Management Journal*, 37, 1285-1301.
- Judge, T. A., & Martocchio, J. J. (1995). The Effect of Work Values on Absence Disciplinary Decisions: The Role of Supervisor Fairness Orientation. *Journal of Business and Psychology*, 10, 115-137.
- Martocchio, J. J. & Judge, T. A. (1995). When We Don't See Eye to Eye: Discrepancies in Absence Disciplinary Decisions. *Journal of Management*, 21, 251-278.
- Miners, I. A., Champoux, J. E., Moore, M. L. & Martocchio, J. J. (1995). Time-Serial Substitution Effects of Absence Control on Employee Time-Use. *Human Relations*, 48, 307-326.
- Webster, J., & Martocchio, J. J. (1995). The Differential Effects of Software Training Previews on Training Outcomes. *Journal of Management*, 21, 757-787 (equal authorship).
- Judge, T. A., & Martocchio, J. J. (1996). Dispositional Influences on Attributions Concerning Absenteeism. *Journal of Management*, 22, 837-861. (equal authorship).
- Judge, T. A., Martocchio, J. J., & Thoresen, C. J. (1997). Five-Factor Model of Personality and Employee Absence. *Journal of Applied Psychology*, 82, 745-755.

- Martocchio, J. J. & Judge, T. A. (1997). Relationship between Conscientiousness and Learning in Employee Training: Mediating Influences of Self-Deception and Self-Efficacy. *Journal of Applied Psychology*, 82, 764-773.
- Simpson, P. A., & Martocchio, J. J. (1997). The Influence of Work History Factors on Arbitration Outcomes. *Industrial & Labor Relations Review*, 50, 252-267.
- Dulebohn, J., & Martocchio, J. J. (1998). Employees' Perceptions of the Distributive Justice of Pay Raise Decisions. *Journal of Business and Psychology*, 13(1), 41-64.
- Dulebohn, J., & Martocchio, J. J. (1998). Employee Perceptions of the Fairness of Work Group Incentive Pay Plans. *Journal of Management*, 24, 469-488.
- Harrison, D. A., & Martocchio, J. J. (1998). It's Time for Absence: A 20-Year Review of Origins, Offshoots, and Outcomes. *Journal of Management*, 24, 305-350.
- Martocchio, J. J., Harrison, D. A., & Berkson, H. (2000). Connections between Lower Back Pain, Interventions, and Absence from Work: A Time-Based Meta-Analysis. *Personnel Psychology*, 53, 595-624.
- Robert, C., Probst, T., Martocchio, J. J., Drasgow, F., & Lawler, J. J. (2000). Modeling Misfit between Managerial Practices and National Cultures. *Journal of Applied Psychology*, 85, 643-685.
- Zhou, J., & Martocchio, J. J. (2001). P.R.C. and U.S. Managers' Compensation Award Decisions: A Policy-Capturing Comparative Study. *Personnel Psychology*, 54, 115-145.
- Oakes, D. W., Ferris, G. R., Martocchio, J. J., Buckley, M. R., & Broach, D. (2001). Cognitive Ability Predictors of Skill Acquisition and Job Performance. *Journal of Business and Psychology*, 15(4), 523-548.
- Martocchio, J. J., & Jimeno, D. I. (2003). Absence as an Affective Event. *Human Resource Management Review*, 13, 227-241.
- Martocchio, J. J., & Hertenstein, E. J. (2004). Learning Orientation and Goal Orientation Context: Relationships with Cognitive and Affective Learning Outcomes. *Human Resource Development Quarterly*, 14, 414-434.
- Ferris, G. R., Hall, A. T., Royle, M. T., & Martocchio, J. J. (2004). Theoretical Development in the Field of Human Resource Management: Issues and Challenges for the Future. *Organizational Analysis*, 12, 231-254.
- Dencker, J. C., Joshi, A., & Martocchio, J. J. (2007). Employee Benefits as Context for Intergenerational Conflict. *Human Resource Management Review*, 17(1), 208-220.
- Dencker, J. C., Joshi, A., & Martocchio, J. J. (2008). Towards a Theoretical Framework Linking Generational Memories to Workplace Attitudes and Behaviors. *Human Resource Management Review*, 18(3), 180-187.

- Pandey, N., & Martocchio, J. J. (2008). Health Care and Retirement Costs Spiraling Uncontrollably: What are Employers to Do? *International Journal of Human Resource Management*, 19(8), 1515-1533.
- Joshi, A., Dencker, J. C., Franz, G., & Martocchio, J. J. (2010). Unpacking Generational Identities in Organizations. *Academy of Management Review*, 35, 392-414.
- Wang, S., Zhang, X., & Martocchio, J. J. (2011). Thinking Outside of the Box When the Boss Is Missing: Role Ambiguity and Its Linkage to Creativity. *Creativity Research Journal*, 23, 211-221.

ARTICLES IN AN ANNUAL RESEARCH SERIES

- Martocchio, J. J., & Harrison, D. A. (1993). To Be There or Not to Be There? Questions, Theories, and Methods in Absence Research. *Research in Personnel and Human Resources Management*, 11, 259-329.
- Martocchio, J. J., & Baldwin, T. T. (1997). The Evolution of Organizational Strategic Training: New Objectives and Research Agenda. *Research in Personnel and Human Resources Management*, 15, 1-46.
- Harrison, D. A., Johns, G. W., & Martocchio, J. J. (2000). Changes in Technology, Teamwork, and Diversity: New Directions for a New Century of Absenteeism Research. *Research in Personnel and Human Resources Management*, 18, 43-92 (names alphabetical).

CHAPTERS IN BOOKS, READINGS, AND, PUBLISHED CASES

- Schuler, R. S., MacMillan, I. C., & Martocchio, J. J. (1985). Personnel and Human Resource Management. In W. D. Guth (Ed.), *Handbook of Business Strategy--1985/1986 Yearbook* (pp. 25-1 - 25-39). New York: Warren, Gorham, and Lamont, Inc.
- Martocchio, J. J. (1986). Reliable Insurance Company. In R. S. Schuler, & S. A. Youngblood (Eds.), *Case Problems in Personnel and Human Resource Management* (pp. 37-42). St. Paul: West Publishing Company.
- Martocchio, J. J. (1986). The Reporter. In R. S. Schuler, & S. A. Youngblood (Eds.), *Case Problems in Management* (pp. 259-266). St. Paul: West Publishing Company.
- Author and co-author of ancillary materials for R. S. Schuler's (1992) *Managing Human Resources* (4th ed.). St. Paul: West Publishing.
- Judge, T. A., & Martocchio, J. J. (1995). Attributions Concerning Absence From Work: A Dispositional Perspective. In M. J. Martinko (Ed.), *Advances in Attribution Theory: An Organizational Perspective*. Delray Beach, FL: St. Lucie Press (pp. 97-123).
- Chachere, D. & Martocchio, J. J. (1996). Linking Training and Productivity: Taking Training into the 21st Century. In G. R. Ferris, & M. R. Buckley (Eds.), *Human Resources Management: Perspectives, Context, Functions, and Outcomes* (3rd ed.). Englewood Cliffs, NJ: Prentice Hall (pp. 329-341).

- Nicholson, N., & Martocchio, J. J. (1995). The Management of Absence: What Do We Know? What Can We Do? In G. R. Ferris, S. D. Rosen, & D. T. Barnum (Eds.), *Handbook of Human Resources Management*. Oxford, UK: Blackwell Publishers (pp. 597-614).
- Stollak, M. J. & Martocchio, J. J. (1996). A Multiple Constituency Approach to Employee Assistance Programs. In G. R. Ferris, & M. R. Buckley (Eds.), *Human Resources Management: Perspectives, Context, Functions, and Outcomes* (3rd ed.). Englewood Cliffs, NJ: Prentice Hall (pp. 472-486).
- Martocchio, J. J. (2007). Withdrawal Behaviors, Absenteeism. In Rogelberg, S. G. (Ed.) *The Encyclopaedia of Industrial and Organizational Psychology*. Thousand Oaks, CA: Sage Publishing.
- Martocchio, J. J. & Pandey, N. (2008). Employee Benefits outside the United States. In Gomez-Mejia, L. R., & Werner, S. *Global Compensation: Foundations and Perspectives*. London, UK: Routledge.
- Joshi, A. & Martocchio, J. J. (2007). Compensation in Multicultural Contexts. *Cultural Diversity in Human Resources Practices*. In D. Stone, E. Stone-Romero, & E. Salas (Eds). New York: Lawrence Erlbaum.
- Martocchio, J. J. (2007). The cost of employee benefits in North American companies. In S. Werner (Ed.), *Managing HR in North America: Current Issues and Perspectives*. London: Routledge.
- Martocchio, J. J. (2010). Strategic reward and compensation plans. In S. Zedeck (Ed.), *Handbook of Industrial and Organizational Psychology* (Volume 2). Washington, D.C.: American Psychological Association.
- Martocchio, J. J. (in preparation, 2015). Pay-and-Performance. In J. Wright (Ed.) *International Encyclopedia of Social and Behavioral Sciences* (2nd edition). London: Elsevier.
- Martocchio, J. J. (in preparation, 2015). Challenges facing compensation professionals. In Berger, L., & Berger, D. *Handbook of Employee Compensation* (6th edition). Burr Ridge, IL: McGraw-Hill

COMPETITIVELY REFEREED CONFERENCE PRESENTATIONS AND PUBLISHED PROCEEDINGS

- Martocchio, J. J. (1987). The Study of Age and Absenteeism: A Research Agenda, 8th Annual IO/OB Graduate Student Convention, University of Tennessee, Knoxville, April 10 - 12.
- Martocchio, J. J., & Moore, M. L. (1988). A Meta-Analysis of Age-Related Differences in Absence Frequency: Noteworthy Sex and Job Demand Moderators, 31st Midwest Academy of Management Meetings, Toledo, Ohio, April 14 - 16. In T. Keon and A. Bluedorn (Eds.), *Midwest Division: Academy of Management Conference Proceedings*, pp. 130-135. Ada, OH: The Academy of Management.
- Martocchio, J. J., & Moore, M. L. (1988). Are Older Workers Absent Longer Than Younger Workers? A Meta-Analytic Reconciliation and Implications for Practice, 41st Annual Meetings of the Industrial Relations Research Association, New York, NY, December 28

- 30. In B. D. Dennis (Ed.), *Proceedings of the Forty-First Annual Meetings*, pp. 567-575. Madison, WI: Industrial Relations Research Association.
- Martocchio, J. J., & O'Leary, A. M. (1988). Sex and Occupational Stress: A Meta-Analytic Review, 48th Annual Meetings of the Academy of Management, Anaheim, CA, August 7 - 10. In F. Hoy (Ed.), *Academy of Management Best Papers Proceedings*, pp. 351-355. Ada, OH: The Academy of Management.
- Martocchio, J. J., & Whitener, E. W. (1989). Fairness in Personnel Selection: A Meta-Analysis of White and Minority Differences in Performance, Southern Management Association Meetings, New Orleans, LA, November 7 - 10. In D. F. Ray (Ed.), *Southern Management Association Proceedings*, pp. 319-321. Mississippi State, Mississippi: Southern Management Association.
- Martocchio, J. J. (1990). Occupational Differences in Employee Absenteeism: A Cognitive Approach to Absence Prediction, 33rd Midwest Academy of Management Meetings, Milwaukee, WI, April 18 - 21. In T. C. Head and K. R. Thompson (Eds.), *Midwest Division: Academy of Management Conference Proceedings*, pp. 73-78. Ada, OH: The Academy of Management.
- Martocchio, J. J. (1990). An Examination of Possible Sex Differences in the Absence Taking Process, Southern Management Association Meetings, Orlando, FL, November 7 - 10. In D. F. Ray (Ed.), *Southern Management Association Proceedings*, pp. 207-209. Mississippi State, Mississippi: Southern Management Association.
- Karl, K., O'Leary, A. M., & Martocchio, J. J. (1990). The Impact of Feedback and Self-Efficacy on Performance in Training, 33rd Midwest Academy of Management Meetings, Milwaukee, WI, April 18 - 21. In T. C. Head and K. R. Thompson (Eds.), *Midwest Division: Academy of Management Conference Proceedings*, pp. 287-291. Ada, OH: The Academy of Management.
- Reed, C. S., Martocchio, J. J., & Moore, M. L. (1990). The Causal Structure of Absence Decisions, Southern Management Association Meetings, Orlando, FL, November 7-10. In D. F. Ray (Ed.), *Southern Management Association Proceedings*, pp. 136 - 138. Mississippi State, Mississippi: Southern Management Association.
- Webster, J., & Martocchio, J. J. (1990). A Construct Validity Assessment of a Computer Playfulness Measure, 50th Annual Meetings of the Academy of Management, San Francisco, CA, August 12 - 15.
- Martocchio, J. J., & Judge, T. A. (1991). A Policy Capturing Approach to Individual Decisions to Be Absent. 51st Annual Meetings of the Academy of Management, Miami, FL, August 11 - 14.
- Martocchio, J. J. (1992). Supervisory Responses to Employee Absenteeism: A Study of Supervisors' Decisions. 44th Annual Meetings of the Industrial Relations Research Association, New Orleans, LA January 3 - 5. In J. F. Burton, Jr. (Ed.), *Proceedings of the Forty-Fourth Annual Meetings*, pp. 539-548. Madison, WI: Industrial Relations Research Association.
- Martocchio, J. J. (1992). The Effects of Categorizing Microcomputer Usage as an Opportunity in Employee Training: A Quasi-Experiment. Seventh Annual Conference of the Society for Industrial and Organizational Psychology Conference, Montreal, May 2 - 5.

- Miners, I. A., Champoux, J. E., Moore, M. L., & Martocchio, J. J. (1992). Effects of OD Intervention on Absence and Other Time-Uses: A Multi-Year Time-Serial Investigation. 52nd Annual Meetings of the Academy of Management, Las Vegas, NE, August 9 - 12. In J. L. Wall, and L. R. Jauch (Eds.), *Academy of Management Best Papers Proceedings*, pp. 196-200. Ada, OH: The Academy of Management.
- Judge, T. A., & Martocchio, J. J. (1993). The Effects of Work Values on Absence Disciplinary Decisions: The Role of Supervisor Fairness Orientation. 53rd Annual Meetings of the Academy of Management, Atlanta, GA, August 8 - 11.
- Martocchio, J. J. (1993). The Impact of Conceptions of Ability on Performance in Training: A Self-Regulatory Analysis. 53rd Annual Meetings of the Academy of Management, Atlanta, GA, August 8 - 11.
- Martocchio, J. J. & Judge, T. A. (1993). When We Don't See Eye to Eye: Discrepancies in Absence Disciplinary Decisions. 45th Annual Meetings of the Industrial Relations Research Association, Anaheim, CA, January 5 - 7. In J. F. Burton, Jr. (Ed.), *Proceedings of the Forty-Fifth Annual Meetings*, pp. 52-64. Madison, WI: Industrial Relations Research Association.
- Miners, I. A., Champoux, J. E., Moore, M. L. & Martocchio, J. J. (1993). Time-Serial Substitution Effects of Absence Control on Employee Time-Use. 45th Annual Meetings of the Industrial Relations Research Association, Anaheim, CA, January 5 - 7. In J. F. Burton, Jr. (Ed.), *Proceedings of the Forty-Fifth Annual Meetings*, pp. 66-77. Madison, WI: Industrial Relations Research Association.
- O'Leary-Kelly, A. M., Martocchio, J. J., & Frink, D. D. (1993). The Influence of Group Goals on Group Performance. Eighth Annual Society for Industrial-Organizational Psychology Conference, San Francisco, April 30 - May 2.
- Webster, J., & Martocchio, J. J. (1993). The Differential Effects of Training Previews on Training and Transfer Outcomes. Eighth Annual Society for Industrial-Organizational Psychology Conference, San Francisco, April 30 - May 2.
- Judge, T. A., & Martocchio, J. J. (1994). Taking Responsibility for Being Absent from Work: Employees' Beliefs about the Causes of Absence. 46th Annual Meetings of the Industrial Relations Research Association, Boston, MA, January 3 - 5, 1994. In P. B. Voos (Ed.), *Proceedings of the Forty-Sixth Annual Meetings*, pp. 289-305. Madison, WI: Industrial Relations Research Association.
- Judge, T. A., & Martocchio, J. J. (1994). Attributions Concerning Absence from Work: A Dispositional Perspective. Florida State University Symposium on Attribution Theory, Tallahassee, FL, June 5 - 6.
- Martocchio, J. J., & Dulebohn, J. (1994). Performance Feedback Effects in Training: The Role of Perceived Controllability. In J. K. Ford (Chair), *The Role of Context in Training Effectiveness*. Symposium presented at the Ninth Annual Conference of the Society for Industrial and Organizational Psychology, Nashville, TN, April 8 - 10.
- Martocchio, J. J., & Dulebohn, J. (1994). Employees' Perceptions of the Distributive Justice of Pay Raise Decisions. 54th Annual Meetings of the Academy of Management, Dallas, TX, August 14 - 17.

- O'Leary-Kelly, A., Paetzold, R., & Martocchio, J. J. (1994). The Influence of Co-Worker Sexual Harassment on Perceptions of Other Employees: A Policy Capture Study. Annual Decision Sciences Institute, Honolulu, November 20-22.
- Dulebohn, J., & Martocchio, J. J. (1995). Employees' Perceptions of the Procedural Justice of Factors Used for Pay Raise Decisions. 47th Annual Meetings of the Industrial Relations Research Association, Washington, D.C., January 6 - 8, 1995. In P. B. Voos (Ed.), *Proceedings of the Forty-Seventh Annual Meetings*, pp. 21-29. Madison, WI: Industrial Relations Research Association.
- Dulebohn, J., & Martocchio, J. J. (1995). Public Retirees' Satisfaction with Their Defined Benefits. 55th Annual Meetings of the Academy of Management, Vancouver, British Columbia, August 6 - 9, 1995.
- Erez, A., Judge, T. A., & Martocchio, J. J. (1995). The effects of Negative Affectivity and Self-Deception on the Relationship between the Reporting of Stress and Health Complaints. Tenth Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL, May 19 - 21.
- Martocchio, J. J., & Judge, T. A. (1995). Dispositional Antecedents of Training Outcomes. In T. A. Judge and J. J. Martocchio (Chairs), *Dispositions and Work Outcomes*. Symposium presented at the Tenth Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL, May 19 - 21.
- Martocchio, J. J. (1995). The Influence of Demographic Similarity between Supervisors and Their Employees on Employee Absenteeism. In G. Johns (Chair), *The Social Dynamics of Absenteeism and Attendance Management*. Symposium presented at the 55th Annual Meetings of the Academy of Management, Vancouver, British Columbia, August 6 - 9.
- Simpson, P. A., & Martocchio, J. J. (1995). The Past as Present: The Influence of Work History Factors on Arbitral Decision Making. 55th Annual Meetings of the Academy of Management, Vancouver, BC, August 6 - 9.
- Martocchio, J. J., & Wild, J. (1995). High Performance Organizations: Building a Language between Research and Practice. American Society for Training and Development International Conference, Dallas, June 4 - 8.
- Baldwin, T. T., Martocchio, J. J., & Bedell, M. (1996). Exploring Strategic Employee Development Decisions in America's Best Training Firms: An Embedded Case Study Approach. In S. L. Wilk (Chair), *Organizational Outcomes of Training: Financial, Employee, and Strategic Issues*. Symposium presented at the Eleventh Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA, April 26-28.
- Dulebohn, J., & Martocchio, J. J. (1996). Employee Perceptions of the Fairness of Work Group Incentive Pay Plans. 56th Annual Meetings of the Academy of Management, Cincinnati, OH, August 11-14.
- Martocchio, J. J., & Judge, T. A. (1996). The Role of Conscientiousness in Employee Training: A Test of Alternative Models. Eleventh Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA, April 26-28.
- Zhou, J., & Martocchio, J. J. (1997). Chinese Managers' Compensation Award Decisions: A

- Policy-Capturing Study. Twelfth Annual Conference of the Society for Industrial and Organizational Psychology, St. Louis, MO, April 11-13.
- Martocchio, J. J., Harrison, D. A., & Berkson, H. (1998). Causal Connections between Health and Absence: A Time-Based Review. In J. Mathieu (Chair), *Interventions in Absence*. Symposium presented at the 58th Annual Meetings of the Academy of Management, San Diego, CA, August 9 - 12.
- Martocchio, J. J., & King, T. (1998) Reducing Costs and Increasing Productivity by Controlling Absenteeism – But How? Nineteenth Annual International Association for Human Resource Information Management, Nashville, TN, May 19-22.
- Zhou, J., & Martocchio, J. J. (1998). Chinese and U.S. Managers' Compensation Award Decisions: A Policy-Capturing Comparative Study. 58th Annual Meetings of the Academy of Management, San Diego, CA, August 9 - 12.
- Martocchio, J. J., & Hertenstein, E. J. (1999). Learning Orientation and Goal Orientation Context: Relationships with Cognitive and Affective Learning Outcomes. Fourteenth Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA, April 30 – May 2.
- Hertenstein, E. J., & Martocchio, J. J. (2000). Goal Orientation and Cognitive Ability: Influence on Task-Specific Self-Efficacy and Declarative Knowledge. In R. J. Klimoski (Chair), *I'm Teaching, Are You Interested in Learning? The Role of Motivation in Increasing Training Program Impact*. Symposium presented at the 15th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA, April 14 - 16.
- Martocchio, J. J., & Jimeno, D. (2002). Affect and absenteeism. In J. Rentsch and R. Steele (Chairs). *Theoretical Advances in Absenteeism Research*. Symposium presented at the Seventeenth Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, Ontario, Canada, April 12-14.
- Wu, C., & Martocchio, J. J. (2002). The Influence of Conscientiousness and Openness to Experience on Positive Discrepancy Creation. 62nd Annual Meetings of the Academy of Management, Denver, CO, August 11 - 14.
- Joshi, A., & Martocchio, J. J. (2004). Compensation and Reward Systems in a Multicultural Context. In E. Stone-Romero (Chair), *Cross-cultural issues in organizations*. Symposium presented at the Twentieth Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL, April 2 – 4.
- Hertenstein, E. J., Martocchio, J. J., & Kaplan, D. (2004). The Role of Core Evaluations in Supervisors' Discipline Decision-Making. 64th Annual Meetings of the Academy of Management, New Orleans, LA, August 8 – 11.
- Pandey, N., & Martocchio, J. J. (2006). Expertise Recognition, Communication, and Knowledge Sharing in Multifunctional Patient Care Teams. Paper presented at the 66th Annual Meetings of the Academy of Management, Atlanta, GA, August 11 – 16.
- Martocchio, J. J. (2007). Intergenerational conflict in the workplace. In Summers, B. (Moderator), *Working and Living Longer*. Presentation to be made at the LERA 7th Annual National Policy Forum “Searching for the American Dream”, Washington, D.C., June 14-15.

- Dencker, J. C., Joshi, A., & Martocchio, J. J. (2007). Employee Benefits as a Source of Intergenerational Conflict. In D. Stone (Chair), *Critical Issues in Industrial and Organizational Psychology Research*. Symposium presented at the Twenty-second Annual Conference of the Society for Industrial and Organizational Psychology, New York City, April 27 – 29.
- Pandey, N., Martocchio, J., & Joshi, A. (2007). Employee Cultural Values and Organizational Commitment: Do Employee Benefits Matter. Twenty-second Annual Conference of the Society for Industrial and Organizational Psychology, New York City, April 27 – 29.
- Dencker, J. C., Joshi, A., & Martocchio, J. J. (2007). Employee Benefits as a Source of Intergenerational Conflict. In J. Martocchio (Chair), *Cracks in the American Dream: Generational Fault Lines Creating Social Conflict*. Symposium presented at the 66th Annual Meetings of the Academy of Management, Philadelphia, PA, August 3 – 8.
- Pandey, N., & Martocchio, J. J. (2007). Pressure Points and Pressure Sores in Multifunctional healthcare teams. Paper presented at the 66th Annual Meetings of the Academy of Management, Philadelphia, PA, August 3 – 8.
- Dencker, J. C., Joshi, A., & Martocchio, J. J. (2007). Generational Identity as Collective Memories. In A. Joshi (Chair), *Generational Faultlines in the Workplace: Directions for Research and Practice*. Symposium presented at the Twenty-third Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, April 10 – 12.
- Wang, S., Martocchio, J. J., & Zhang, X. (2008). The Curvilinear Relationship between Role Ambiguity and Creativity. Twenty-third Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, April 10 – 12.
- Joshi, A., Dencker, J. C., Franz, G., & Martocchio, J. J. (2010). Unpacking generational identities in organizations. Paper presented at the 69th Annual Meetings of the Academy of Management, Montreal, Canada, August.

DISCUSSANT REMARKS IN PUBLISHED CONFERENCE PROCEEDINGS

- Forty-Eighth Annual Meetings of the Industrial Relations Research Association, San Francisco, CA, January 5 - 7, 1996. In P. B. Voos (Ed.), *Proceedings of the Forty-Eighth Annual Meetings*, pp. 298-299. Madison, WI: Industrial Relations Research Association.
- Fiftieth Annual Meetings of the Industrial Relations Research Association, Chicago, IL, January 3 - 5, 1998. In P. B. Voos (Ed.), *Proceedings of the Fiftieth Annual Meetings*, pp. 155-156. Madison, WI: Industrial Relations Research Association.

BOOK REVIEWS PUBLISHED IN A JOURNAL

- Martocchio, J. J. (1998). *Paying for performance: A guide to compensation management* in *Human Resource Planning*, 21(1), 55-56 (book edited by Peter T. Chingos and KPMG Peat Marwick LLP, Compensation and Benefits Consultants; published by John Wiley & Sons, Inc., New York, 1997).
- Martocchio, J. J. (2004). *Compensation: Theory, Evidence, and Strategic Implications* in *Industrial and Labor Relations Review*, 57(3), 462 (book authored by Barry G. Gerhart and Sarah L. Rynes; published by Sage Publications, Thousand Oaks, CA, 2003).

INVITED PRESENTATIONS

Human Resources Managers of Chinese-U.S. Joint Ventures, Chinese Government Officials, and Chinese Academicians. Lectured and made remarks about the role of research in studying human resources management issues in the United States, with suggestions for applications in China. Invited by the University of Illinois at Chicago Executive Development Office for programs in the People's Republic of China. Beijing, PRC, June 12 - 15, 1995.

The Role of Conscientiousness in Employee Training: A Test of Alternative Models. Presentation at the weekly brown bag, Department of Management and Organizations, University of Iowa, April 3, 1996.

Faculty Presenter, Junior Faculty Consortium (jointly offered by the HR and OB Divisions) of the Academy of Management, Cincinnati, OH, August 10 - 11, 1996.

New Directions in Employee Training Research: Theoretical and Empirical Advances. Presentation as recipient of the 1996 Ernest J. McCormick Award for Distinguished Early Career Contributions, Twelfth Annual Conference of the Society for Industrial and Organizational Psychology, St. Louis, MO, April 12, 1997.

Developing a Research Program in Training. Presentation at the annual doctoral student consortium, Twelfth Annual Conference of the Society for Industrial and Organizational Psychology, St. Louis, MO, April 10, 1997.

Conscientiousness in Employee Training. Presentation at the weekly brown bag, Psychology Department, Michigan State University, April 25, 1997.

Within-Individual Analysis of Judgments: Policy Capturing, Conjoint and More. Doctoral Student Consortium (Research Methods Division) of the Academy of Management, Boston, MA, August 13, 1997.

Presenter, Editor's Roundtable for the Doctoral and Junior Faculty Consortia (Human Resource Division), Academy of Management, Seattle, WA, August 2 - 6, 2003.

Facilitator, 4th Annual Human Resource Division Town Hall Meeting on "Is HR Advancing as a Science?" 65th Annual Meetings of the Academy of Management, Honolulu, HI, August 7-10, 2005.

Faculty Presenter, ILIR Teleconference, University of Illinois "Are Pension Plans an Endangered Species?" February 16, 2006.

Martocchio, J. J. (2011). Compensation. Discussion leader at the Twenty-seventh Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, April 14-16.

COURSES TAUGHT, UNIVERSITY OF ILLINOIS (Master's Level; Doctoral Level as noted)

Master's level: Compensation Systems, Employee Benefits, Human Resource Planning and Staffing, Employment Systems, Research Methods, Statistics, Training and Development

Doctoral level: Human Resource Theory, Micro Research Methods and Processes

MANAGEMENT DEVELOPMENT COURSES

Illinois Circuit Court Judges and Court Administrators. Lectured on record keeping practices for personnel data. Management Education Program, University of Illinois at Urbana-Champaign, Champaign, IL, June, 1991.

High Officials of the Chinese Petroleum Industry. Delivered a set of five lectures on American Industrial Relations and Human Resources Management practices. Invited by the People's Republic of China's State Planning Commission and the United Nations Development Program. Beijing, PRC, November 28 - December 2, 1994.

Human Resource Managers for the Shanghai Municipal Government, People's Republic of China. Lectured (ten lectures) and made remarks about human resource management practices in the United States. Executive Development Center, University of Illinois at Urbana-Champaign College of Commerce. Champaign, IL, July 8 - 15, 1996.

Human Resource Directors for the Central Bank of China. Delivered a set of eight lectures and remarks about human resource management practices in the United States. Provided case examples of HR practices in U.S. banking institutions. Executive Development Center, University of Illinois at Urbana-Champaign College of Commerce. Champaign, IL, October 8 - 15, 1996; May 27 - June 2, 1998.

PROFESSIONAL AFFILIATIONS

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

EDITORIAL AND REVIEWING EXPERIENCE

Editorial Board Memberships

Canadian Journal of Administrative Sciences, 2000 – 2002

Human Resource Management Journal, 2006 – 2010

Human Resource Management Review, 1997- present

Journal of Applied Psychology, 1996 - 2002

Journal of Management, 1993 - 2002

Personnel Psychology, 1996 - 2002

American Society for Training and Development Research Committee. We oversaw *Human Resource Development Quarterly* and *Training and Development Journal*, 1994-1996.

Ad Hoc Journal Reviews

Academy of Management Journal, Human Resource Development Quarterly, Human Resource Management, Journal of Management Inquiry, Journal of Applied Psychology, Journal of Organizational Behavior, Organizational Behavior and Human Decision Processes, Personnel Psychology, Technology Studies, Training Research Journal

Reviews for Professional Conferences

Academy of Management, Human Resource Division, 1994 – 2003

Academy of Management, Organizational Behavior Division, 1998 – 2000

American Psychological Association Conference Committee for the Society for Industrial and Organizational Psychology, 1995, 1997

Industrial Relations Research Association, Reviewer and Discussant for the Human Resources and Behavioral Studies Refereed Papers Competition, 1995-96; 1997-98

Midwest Academy of Management Meetings, 1992

Society for Industrial and Organizational Psychology Program Committee, 1995, 1996, 1997, 1998, 1999, 2000, 2001, 2002, 2003

Southern Management Association Meetings, 1990, 1994, 1995, 1996

Reviews and Service for Professional Associations

Chairperson, Ad Hoc Committee on the Status of HR Division Membership, Academy of Management, 2002-2003

Lead Coordinator of the Doctoral Student Consortium, HR Division, Academy of Management, Toronto, Ontario, 2000

Co-Coordinator of the Doctoral Student Consortium, HR Division, Academy of Management, Chicago, IL, 1999

Chairperson, S. Rains Wallace Dissertation Research Award (Society for Industrial and Organizational Psychology), 2000, 2001, 2002, 2003

Chairperson, Awards Program, HR Division of the Academy of Management, 2001

Chairperson, American Society for Training and Development Donald Bullock Dissertation Award, 1995

American Society for Training and Development Bullock Dissertation Award, 1994

Scholarly Achievement Award Committee, Academy of Management, Human Resource Division, 1993, 1996, 1997, 1998, 1999

Faculty Research Board, Center for Human Resources Management, University of Illinois, 1992-1995

University of Illinois Research Board, 1992, 1995, 2000, 2001, 2002, 2003

LOCAL SERVICE

Ph.D. Dissertation Committees

School of LER: Chair (active): Burcu Bolukbasi, Gentz Franz

Completed: Edward Hertenstein, Matthew Stollak, Michelle Arthur, David Kaplan, Cindy Wu, Niti Pandey; Shu Wang, Wei Zhang

School of LER: Member

Completed: Gillian Allen, Clayton Buerkle, Gloria Harrell Cook, Carmen Galang, Helen Han, James Dulebohn, Hyuntak Roh, Patricia Simpson, Arzu Wasti, Fred Walumbwa, Peng Wang

Psychology: Member (or Chair as noted)

Completed: Mindy Bergman, Joshua Arnold, Suzanne Juraska, Wendy Richman, Christopher Robert, Gunnar Schrah (Chair), Patrick Wadlington

Other Departments: Member

In Progress: Nicholas Prince

Completed: Kenneth Bartlett (Human Resource Education), Michael Mulvaney (Dept. of Recreation, Sport, and Tourism)

Ph.D. Area of Specialization Exam Committees (LIR)

Chair for the following: Michelle Arthur, Clayton Buerkle, Burcu Bolukbasi, Edward J. Hertenstein, Diana Jimeno-Ingrum, David Kaplan, Matthew J. Stollak, Peng Wang, Cindy Wu, and Wei Zhang

Member for the following: Howard Berkson, Gloria Cook, James Dulebohn, Dwight D. Frink, Carmen Galang, Jack Howard, Niti Pandey, Shu Wang, Fred Walumbwa, Jing Zhou

A.M. Tutorial Committees (*Tutorials are comprehensive independent studies, which was a requirement of all master's degree students until 1997.*)

Since 1990, I served on a total of 198 tutorial committees, of which I chaired 88.

University of Illinois Committees – Campus level

Academic Analytics (2012)

Provost's Cabinet (2011-2012)

Graduate College Executive Committee (2009 – 2011)

Academic Units Review (2010)

Provost's Committee on Faculty Retention (2002 – 2009)

Search Committee for ILIR Director (2005 – 2006)

Information Technology Personnel Human Resource Management Practices (1997 – 1998)

University of Illinois Committees – School of Labor and Employment Relations

Academic Achievement and Philip Garman Student Excellent Prize Committee (Chair: 2000, 2001, and 2002)

Ad hoc Committee on Long Distance Learning (1996 – 1997)

Ad-Hoc Committee on Strategic Planning (Chairperson, 1998)

Ad-Hoc Human Resource Management Curriculum (1989 - 1990)

Ad-Hoc Promotion and Tenure Committee (1997, 2006)

Admissions and Financial Aid Committee (1993 - 1994; Acting Chairperson, Spring 2009; Chairperson, 1994 – 1996, 1996 – 1997, 2009 – 2010; Spring 2006; Spring, 2014)

Alumni Advisory Board, Faculty Representative (1999 – present)

Center for Human Resource Management, Executive Board Member (1999 – 2003)

Computer Classroom Committee (1990 - 1998)

Executive Committee (1995 – 1996; 1997 – 2000; elected for a two-year term: August 2003 – July 2005; 2005 – 2006; August 2007 – July 2009; Ex officio: August 2009 – present)

Faculty adviser to the University of Illinois student chapter of the Society for Human Resource Management (1992 - 2003)

Faculty Recruiting Committee (1995 - 1996; Chairperson, 1997 – 1998; 1998 – 1999, 1999 – 2000; 2000-2001; Member, 2001-2002; Chairperson, 2005 – 2006; Chairperson, 2006-2007; 2008-2009; 2009-2010; 2010-2011)

Faculty-Student Workshop Coordinator (1991 - 1993)

Five-Year Performance Review Committee for the Evaluation of the ILIR Director (1998 – 1999; 2004)

Graduate Programs Outcome Assessment Coordinator for ILIR (1997 – 2012)

Academic Affairs Committee (1989 - 90; Chairperson, 1990 – 91, 1996 – 98; 2000-2001; Chairperson Spring 2001 – Fall 2002; 2005 – 2006; Chair, 2006-2007; 2009-2010)

Ph.D. IR/HR Theory Examination Committee (1991 – 1994; 1998 – present)

Ph.D. Student Advisory Committee (1991 - 1993; 1994 - 1995; Fall 1996; Chair, 1998 – 2001; 2001-2002; Member, Fall 2002 –Spring 2003; Chair, Fall 2003 – Spring 2004; Member, Fall 2004 – 2005; 2006-2007; Chair, 2007-2008; Member, 2009-2010)

Promotion and Tenure Committees: Dorothee Schneider (1996-97), Elissa Perry (1995-96), Ruth Aguilera (2005-06), John Dencker (2008-09, Chair), Aparna Joshi (2008-09), Robert Bruno (2009-10), Steven Ashby (2010, Chair)

Tutorial Prize Committee (1995 - 1999)

PROFESSIONAL PRACTITIONER EXPERIENCE

Cameron and Colby Co., Boston, MA, July 1983-August 1984

Personnel Office Intern in a reinsurance subsidiary of the ITT/Hartford Insurance Group. Designed and developed human resource applications using a microcomputer. Hired nonexempt employees; conducted exit interviews. Performed Affirmative Action Analyses and wrote the 1984 Affirmative Action Plan.

General Electric Aerospace, Valley Forge, PA, Summers 1986, 1988.

Sr. Relations Intern. Provided research support for the GE-RCA Aerospace Businesses merger. Compared GE and RCA human resources management policies. Reported directly to Manager, Human Resources.