

Rakoon (Rak) Piyanontalee

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ACADEMIC APPOINTMENT

The Pennsylvania State University, School of Labor and Employment Relations

Assistant Research Professor,

Center for International Human Resource Studies

September 2021 - Present

EDUCATION

University of Wisconsin, Madison

Doctor of Philosophy (Business)

2021

University of Illinois, Urbana-Champaign

Bachelor of Science (Psychology)

2014

RESEARCH INTERESTS

Strategic Human Resources Management (HRM), International HRM, Union Busting

PUBLICATIONS

1. Trevor, C.O., & **Piyanontalee, R.** (2020). [Discharges, Poor-Performer Quits, and Layoffs as Valued Exits: Is It Really Addition by Subtraction?](#). *Annual Review of Organizational Psychology and Organizational Behavior*, 7, 181-211.

WORKS UNDER REVIEW

1. **Piyanontalee, R.**, Farndale, E., Brewster, C. "Institutions, Economies, and Downsizing."
 - 2nd revise and resubmit at *the International Journal of Human Resource Management*
2. **Piyanontalee, R.**, Farndale, E., Roumpi, D., Özçelik, G., & Yahiaoui, D. "Cultural Values as Predictors of Congruence between Employee and Supervisor HR Strength Perceptions."
 - 1st revise and resubmit at *Human Resource Management*

SELECTED WORKING PAPERS AND WORKS IN PROGRESS ^(E denotes equal contributions)

1. **Piyanontalee, R.^E**, Feng, J.^E, Jayasinghe, M., & Gerhart, B. "Mediation Research: Drawing Valid and Complete Inferences."
 - Preparing for submission to *Personnel Psychology*
2. **Piyanontalee, R.** "Temporal Patterns of Collective Voluntary Turnover Surrounding Bonus Payments."
 - Preparing for submission to *Organization Science*
3. Trzebiatowski, T., **Piyanontalee, R.**, & Trevor, C.O. "Talent Dispersion within Teams."
 - Preparing for submission to *Journal of Management*
4. **Piyanontalee, R.** & Trevor, C.O. "Turnover as an Anti-Union Strategy."
5. **Piyanontalee, R.** & Ko, Y.H. "Withdrawal Behaviors and Employee Compensation."
6. **Piyanontalee, R.** & Kwon, Y. "Turnover Contagion."

HONORS AND AWARDS

Best Conference Reviewer - Academy of Management, HR Division	2023
Best Student Convention Paper Award - Academy of Management, HR Division	2021
Student Research Grants Competition - Conference Presentation Award	2020
UW-Madison Three Minute Thesis Semifinalist	2020
Wisconsin School of Business Distinguished Teaching Award	2019
Wisconsin School of Business Research Travel Grant	2016-2019
Wisconsin School of Business Scholarship (\$2,000; \$4,000)	2018; 2020
Dean's Scholarship (tuition and fees)	2015-2019

CONFERENCE PRESENTATIONS

1. **Piyanontalee, R.** (October, 2023). "The Strategic Core Team Role: Emergence, Mechanisms, And Future Research Directions." *2023 Annual Meeting of the Southern Management Association. St. Pete Beach, FL.*
2. **Piyanontalee, R.**, Farndale, E., Brewster, C. (October, 2023). "Institutions, Economies, and Downsizing: Evidence across Time and Countries." *2023 Midwest Academy of Management Annual Meeting. Chicago, IL.*
3. **Piyanontalee, R.** & Trevor, C.O. (September, 2023). "Turnover as an Anti-Union Strategy." *16th Annual People and Organizations Conference. The Wharton School of the University of Pennsylvania.*
4. **Piyanontalee, R.**, Farndale, E., Roumpi, D., Özçelik, G., & Yahiaoui, D. (August, 2023) "Cultural Values as Predictors of Congruence between Employee and Supervisor HR Strength Perceptions." *Academy of Management Annual Meeting. Boston, MA.*
5. **Piyanontalee, R.** (May, 2022). "Managing Pay Differences Among Nationally Diverse Sets of Workers." *5th Global Conference on International Human Resource Management. New York, NY.*
6. **Piyanontalee, R.** (October, 2020). "Examining the Temporal Relationship Between Bonus Pay and Turnover." *13th Annual People and Organizations Conference. The Wharton School of the University of Pennsylvania. Virtual.*
7. Trzebiatowski, T., **Piyanontalee, R.**, & Trevor, C.O. (August, 2020). "Talent Dispersion: Core/Periphery Distinctions, Team Performance, and Individual Talent Development." *Academy of Management Annual Meeting. Virtual.*
8. **Piyanontalee, R.** & Koshimov, B. (August, 2019). "Consequences of Collective Turnover: A Matter of Time and Quality." *Academy of Management Annual Meeting. Boston, MA.*
9. **Piyanontalee, R.** (August, 2017). "Preserving Competitive Advantage in the Face of Human Capital Resources Depletion." *Presented at the "Human Capital Mobility: The Creator and Destroyer of Competitive Advantage" symposium, Academy of Management Annual Meeting. Atlanta, GA.*

TEACHING EXPERIENCE

Penn State University

LHR 403: International HRM

Level: Undergraduate

LHR 312: Research Methods

Level: Undergraduate

HRER 512: Research Methods

Level: Master's

University of Wisconsin-Madison

MHR 300: Managing Organizations

Level: Undergraduate

PROFESSIONAL AND UNIVERSITY SERVICES

Editorship

- Co-Editor, Special Issue on Trends in International Human Resource Management
International Business Review 2024

Ad hoc Reviews

- *Asia Pacific Business Review, European Management Review, Human Resource Management, The International Journal of Human Resource Management*

Award Committee & Conference Reviewing

- HR Division Best Student Paper Award Committee Chair 2022
- Academy of Management Annual Meeting Reviewer 2016-2024
- Strategic Management Society Annual Conference Reviewer 2020-2024
- Midwest Academy of Management Annual Meeting Reviewer 2020-2021
- Southern Academy of Management Annual Meeting Reviewer 2023

Service to the Pennsylvania State University, School of Labor and Employment Relations

- Global Conference on International Human Resource Management Organizing team
New York City (2022) and Gothenburg Sweden (2024)

Service to the University of Wisconsin-Madison, School of Business

- Student Representative for the PhD and Research Committee 2019-2020

Service to the Academy of Management

- Student Representative for the Academy of Management, Human Resources Division 2018-2020

PROFESSIONAL AFFILIATIONS

Academy of Management 2016-Present

PROFESSIONAL EXPERIENCE

Human Resources Officer at True Corporation, PCL., Bangkok, Thailand 2014-2015

ACADEMIC REFERENCES

Charlie Trevor, Ph.D.

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University of Wisconsin-Madison
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Barry Gerhart, Ph.D.

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