

Jone Pearce's PhD Students

Date	Student	Dissertation Title	First Post-PhD Placement
Chaired Dissertation			
1989	Steven Sommer	Competition within Organizations: Effects on Performance, Acceptance, Persistence, and Social Relations	University of Nebraska
1991	Khalid Al-Aiban	The Effects of Economic Abundance and Scarcity on the Saudi Arabian Public Budget	King Saud University
1992	Gregory Stephens	The Relationship of a Major Career Transition to Long-term Expectations of Career Success	Texas Christian University
1993	Daniel McAllister	Interpersonal Trust, Citizenship Behavior, and Performance: A Relational Analysis	Georgetown University
1994	Marcia Frideger	Social and Structural Characteristics of Organizations Associated with the Attraction and Retention of Ethnic Minority Members	Pennsylvania State University. Shippensburg
1996	Gregory Bigley	Follower Trust in the Leader at Work: Concept Development, Behavioral Antecedents, and Effects on Followers' Fairness Perceptions and Organizational Citizenship Behaviors	University of Cincinnati

1999	Amy Randel	Contextual Antecedents and Performance-based Consequences of Identity Salience in Organizational Project Groups	Wake Forest University
2002	Patricia Martinez	Paternalism in Contemporary Organizations: A Theory and Test of Organizational Benevolence and Decision-making Control	Loyola Marymount University (Los Angeles)
2007	Qiumei (Jane) Xu	A Predictive Model of Employee Self Development: The Effects of Individual and Contextual Variables	University of Illinois, Chicago
2008	Alaka Rao	Global Outsourcing Relationships: Testing the Effects of Culture and Market Pressures on Outsourcing Performance	California State University San Jose
2011	Dana McDaniel	Energy at Work: A Multinational, Cross-situational Investigation of Relational Energy	California State University, Long Beach
2011	Anitza Grubb	Injustice, Anger, and Revenge: An Examination of the Effects of Emotion on Revenge-based Unethical Behaviors	Boston College
2012	Laura Huang	A Theory of Investor Gut Feel: A Test of the Impact of Gut Feel on Entrepreneurial Investment Decisions	University of Pennsylvania
2012	Kenji Klein	Institutional Change in the Face of Resistance: Unthinkable, Identity, and Entrepreneurship	Saint Mary's College of California

2014	Kimberly McCarthy	E-rudeness at Work: The Impact of Rude Email on Employee Performance	California State University, San Marcos
2016	Konrad Jamro	Income Inequality and Generalized Trust: A Spurious Relation Explained by Cultural Values	University of Massachusetts, Dartmouth
2019	Alex Ruiz	Unpacking Benevolent Sexism through an Investigation of the Effects of Helping Behaviors on Women	Paradigm Strategy
2019	John Morton	Diversity's Dark Side: Dominant Group Blowback to Organizational Diversity Policies	Colorado State University
2022	Florencio Portocarrero	Corporate Volunteering: A Three Paper Dissertation	Columbia University
2023	Carrie Wang	Effecting Institutional Change Through Relational Work	Arizona State University

Dissertation Committee member

1979	Max Bazerman	Personal Control in Organizations	University of Texas at Austin
1980	Harold Angle	Time, Work and Organizational Commitment	University of Minnesota
1981	Dan Madison	A Control Congruence Model: The Individual and the Job Role	Long Beach State University
1982	Kent Crawford	Goal Setting with Industrial Workers: The Impact of Contextual Factors	Defense Personnel Psychology
1984	David Krackhardt		Cornell University

1985	Michael Spendolini	A Social Network Analysis of the Effects of Employee Turnover: A Longitudinal Field Study	Consulting
1988	John Stewart Black	Employee Withdrawal Behavior: Expanding the Concept	Dartmouth University
1989	Cindy Lindsay	Work Role Transitions: Adjustment to Overseas Assignments	California School of Professional Psychology
1995	Cristina Gibson	Influence Strategy Choice in Organizations as a Function of Agent's Personality and Situational Variables	University of Wisconsin, Madison
1996	Kristi Lewis	Determinants and Consequences of Group-efficacy Beliefs in Work Organizations in the U.S., Hong Kong, and Indonesia	University of Southern California
1997	Edward Hernandez	Do Individual Values matter? The Effect of Team Member Moral Character on Work Team Reputation and Performance in a Cross-cultural Setting	California State University, Stanislas
1998	Brenda Edwards	The Association Between Employment Externalization and Organizational Performance: The Moderating Roles of Strategy and Firm-specific Knowledge	Wichita State University
2001	Christopher Zatzick	The Contributions of Person-environment Fit in Understanding Organizational Identification	Simon Fraser University

2009	Samantha Cross	A Self-affirmation Analysis of Employee Resistance to Organizational Change	Iowa State University
2010	Rebekah Dibble	Conflict, Compromise and Consensus: A Deeper Look at Consumer Roles, Patterns and Preferences in Culturally Diverse Families	Thunderbird School of Management
2019	Esther Bailey-Rihawi	Collaboration for the Common Good: An Examination of Internal and External Adjustment	Rice University
2021	Heejin Kim	The Consequences of Pay Dispersion on Employee Perceptions and Productivity	University of Illinois, Champaign-Urbana
2022	Lily Yuxuan Zhu	An Attention-based Model of Multiple Team Membership	Washington State University
		Linking Anxiety to Passion: Emotion Regulation and Entrepreneurs' Pitch Performance	