

# CURRICULUM VITAE

## REMUS ILIES

Department of Management and Technology  
Università Commerciale Luigi Bocconi  
4-D2-01, Via Roentgen, 1, 20136 Milan  
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### EDUCATION

- Ph. D. University of Florida, August 2003  
Department of Management  
Dissertation Committee Chair: Timothy A. Judge
- Ph. D. coursework University of Iowa, 1999-2001 (transferred)  
Department of Management and Organizations
- M. B. A. Iowa State University, May 1999  
College of Business Administration
- Engineer Diploma Polytechnic Institute of Bucharest, February 1993  
College of Electrical Engineering

### PROFESSIONAL EXPERIENCE

- 2021 – Professor, *Department of Management and Technology, Università Commerciale Luigi Bocconi*
- 2023 – Visiting Professor of Management and Organisation, *National University of Singapore Business School*
- 2016 – 2023 Provost’s Chair and Professor of Management and Organisation, *National University of Singapore Business School* (Head of Department, January 1<sup>st</sup>, 2020 to March 31<sup>st</sup>, 2022; on leave from April 1<sup>st</sup>, 2022)
- 2017 – 2018 Visiting Research Professor, *Department of Management and Technology, Università Commerciale Luigi Bocconi*
- 2011 – 2016 Professor of Management and Organisation, *National University of Singapore Business School*
- 2010 – 2015 Senior Research Fellow, *Department of Organisation Studies, Faculty of Social and Behavioural Sciences, Tilburg University, The Netherlands*
- 2010 – 2011 Professor of Management, *Eli Broad College of Business and Graduate School of Management, Michigan State University*
- 2008 – 2011 Adjunct Professor of Psychology, *College of Social Science, Michigan State University*
- 2006 – 2011 Gary Valade Research Fellow, *Eli Broad College of Business and Graduate School of Management, Michigan State University*

## PROFESSIONAL EXPERIENCE (continued)

- 2010 Visiting Professor, *Department of Management and Organisation, National University of Singapore Business School* (January – July)
- 2006 – 2010 Associate Professor of Management (with tenure), *Eli Broad College of Business and Graduate School of Management, Michigan State University*
- 2003 – 2006 Assistant Professor of Management, *Eli Broad College of Business and Graduate School of Management, Michigan State University*
- 2003 – 2004 Meredith P. Crawford Fellow, *Human Resources Research Organization*

## HONORS, AWARDS, GRANTS, FELLOWSHIPS

Fellow of Invernizzi Center for Research on Innovation, Organization, Strategy and Entrepreneurship (ICRIOS), 2022 -

Research Excellence Award, Bocconi University, 2022.

*Institute for Adult Learning*. Developing an Impact Evaluation Protocol for SkillsFuture Singapore's Skills Framework (Principal investigator/Co-investigator), 2021-2023 (S\$488,864).

*80<sup>th</sup> Academy of Management Annual Meeting, Vancouver, CA*: Best Student Paper Award (Managerial and Organizational Cognition) for co-authored paper submission led by my student Randy Lee.

*11<sup>th</sup> Asia Academy of Management Conference, Baily, Indonesia, 2019*: Best Track (Organizational Behavior) Paper Award (with Katrina Lin and Krishna Savani).

*Singapore Humanities and Social Sciences* seed fund. An Evaluation of Singapore's Efforts to Increase Employee Engagement (Principal Investigator), 2019-2022 (S\$40,000).

*Singapore Ministry of Education* academic research fund Tier 1 grant. The Effect of Job Design on Employee Moral Disengagement and Unethical Behaviors at Work (Principal Investigator), 2019-2022 (S\$59,231).

*Institute for Adult Learning*. Establishing Work Readiness Benchmarks and Standards to Ensure Singapore International Competitiveness (Principal investigator), 2019-2021 (S\$ 760,885).

*Networks of Excellence Research Grant, Monash University*. Thriving at Work (International collaborator), 2018-2020. (AUD\$300,000).

*Singapore Ministry of Education* academic research fund Tier 1 grant. The Effects of Intensity and Variability in Job Demands and Resources on Employee Outcomes (Principal investigator), 2017-2020. (S\$72,000).

Outstanding Researcher Award, National University of Singapore Business School, 2015.

Center for Creative Leadership Award for the best leadership paper published in 2013 in the *European Journal of Work and Organizational Psychology*, 2015.

## **HONORS, AWARDS, GRANTS, FELLOWSHIPS (continued)**

Family Research Fund to investigate job connectedness and work-family integration from Ministry of Community Development, Youth and Sports (Co-investigator, with Rashimah Rajah), July, 2014 – Nov, 2015. (S\$39,900).

Personal and Situational Factors Influencing Employee Functioning and Well-Being at Work and off Work (Principal Investigator), National University of Singapore, 2011-2014 (S\$ 100,000).

Emerald Management Reviews Citation of Excellence, for "Personality and Citizenship Behavior: The Mediating Role of Job Satisfaction," *Emerald Group Publishing Limited*, 2010.

Early Career Achievement Award, *HR Division of the Academy of Management*, 2010.

Cummings Scholarly Achievement Award, recognizing an early- to mid-career scholar, *Organizational Behavior Division of the Academy of Management*, 2009.

Distinguished Early Career Contributions Award, *The Society for Industrial and Organizational Psychology*, 2008.

CIBER Pilot Funding Grant, *Eli Broad College of Business, Michigan State University*, 2008 (\$15,000).

Summer Research Grant, *Eli Broad College of Business, Michigan State University*, 2007-2009 (\$10,000-\$20,000).

John D. and Dortha J. Withrow Endowed Emerging Scholar Award, *Eli Broad College of Business, Michigan State University*, 2007.

Family Research Initiative Award for whitepaper: "Enriching Employees' Family Lives through Interpersonal Capitalization on Positive Work Events," *Michigan State University*, 2007.

Working Parent Expectations of School (co-Principal Investigator), *Families and Communities Together Coalition*, 2007-2008 (\$39,856).

Center for Creative Leadership/Leadership Quarterly Best Paper Award for 2006 (with Joyce E. Bono for article entitled "Charisma, Positive Emotions, and Mood Contagion").

Gary Valade Research Fellowship. *Eli Broad College of Business, Michigan State University*.

S. Rains Wallace Dissertation Research Award, in recognition of the best doctoral dissertation research in the field of industrial and organizational psychology. *Society for Industrial and Organizational Psychology*, 2006.

Innovative Teaching Award finalist, *Human Resources Division, Academy of Management*, 2006.

The Development and Impact of Happiness States at Work (Principal Investigator), *Military Family Research Institute*, 2004-2005 (\$232,398).

The Role of Social Interactions and Work-Family Processes in Influencing Employee Well-Being (Principal Investigator), *Michigan State University*, 2005-2006 (\$50,000 direct costs).

Richard J. Lewis Quality of Excellence Award, *Eli Broad College of Business, Michigan State University*, 2004.

Meredith P. Crawford Fellowship, *Human Resources Research Organization (HumRRO)*, 2003-2004 (\$10,000).

John C. Flanagan Award for Outstanding Student Contribution, *Society for Industrial and Organizational Psychology*, 2002.

## JOURNAL ARTICLES

Lee, R., Klotz, A., McClean, S., Ilies, R., Zhang, J. (in press). On the Receiving End of Customer Creativity: Insights from Approach-Avoidance and Interpersonal Complementarity Perspectives. *Journal of Management*.

Ilies, R., Liu, Y., Aw, S. S. Y., Las Heras, M., Rofcanin, Y. (in press). Why Does Using Personal Strengths at Work Increase Employee Engagement; Who Makes the Most Out of It; And How? *Journal of Occupational Health Psychology*.

Ilies, R., Bono, J. E., & Bakker, A. B. (2024). Crafting Well-Being: Employees Can Enhance their own Well-Being by Savoring, Reflecting Upon, and Capitalizing on Positive Work Experiences. *Annual Review of Organizational Psychology and Behavior*, 11, 63-91.

Nechaeva, E., Ilies, R., Magni, M., Yao, J. (2023). What We Are Pushed to Do Versus what We Want to Do: Comparing the Unique Effects of Citizenship Pressure and Actual Citizenship Behavior on Fatigue and Family Behaviors. *Journal of Vocational Behavior*, 141, 103845.

Lee, R., Mai, K. M., Qiu, F., Ilies, R., & Tang, P. M. (2022). Are You Too Happy to Serve Others? When and Why Positive Affect Makes Customer Mistreatment Experience Feel Worse. *Organizational Behavior and Human Decision Processes*, 172, 104188.

Hülshager, U. R., Yang, T., Bono, J. E., Goh, Z., & Ilies, R. (2022). Stop the spin: The Role of Mindfulness Practices in Reducing Affect Spin. *Journal of Occupational Health Psychology*, 27, 529-543.

- One of the winners (third place) in the *Best Papers in Mindfulness Awards* (2023) competition, University of Florida.

Tang, P. M., Ilies, R., Aw, S. S. Y., Lin, K. J., Lee, R. X. R., & Trombini, C. (2022). How and When Service Beneficiaries' Gratitude Enriches Employees' Daily Lives. *Journal of Applied Psychology*, 107, 987-108.

Pluut, H., Ilies, R., Liang, X., Su, R., & Weng, Q. (2022). How Social Stressors at Work Influence Marital Behaviors at Home: An Interpersonal Model of Work-Family Spillover. *Journal of Occupational Health Psychology*, 27, 74-88.

Tang, P. M., Yam, K., C., Koopman, J., & Ilies, R. (2022). Admired and Disgusted? Third Parties' Paradoxical Emotional Reactions and Behavioral Consequences Towards Others' Unethical Pro-Organizational Behavior. *Personnel Psychology*, 75, 33-67.

Liu, X-Y., De Pater, I., & Ilies, R. (2021) Turning Lemons into Lemonade: The Role of Proactive Personality and Information Exchange in Limiting Reciprocal Negative Affect Transference in Service Encounters. *Journal of Organizational Behavior*, 42, 1282-1300.

Lu, Y., Redmon, J., Bunting, M., Ilies, R., Tripathi, N., & Narayanan, J. (2021). An App-based Workplace Mindfulness Intervention, and its Effects over Time. *Frontiers in Psychology, 12*, 1-9.

## **JOURNAL ARTICLES (continued)**

Yam, K. C., Bigman, Y., Tang, P. M., Ilies, R., De Cremer, D., Soh, H., Gray, K. (2021). Robots at Work: People Prefer – and Forgive – Service Robots with Perceived Feelings. *Journal of Applied Psychology, 106*, 1557-1572.

Aw, S. S. Y., Ilies, R., Li, X., Bakker, A. B., & Liu, X-Y (2021). Work-Related Helping and Family Functioning: A Work-Home Resources Perspective. *Journal of Occupational and Organizational Psychology, 94*, 55-79.

Tariq, H., Weng, Q., Ilies, R., Khan, A. K. (2021). Supervisory Abuse of High Performers: A Social Comparison Perspective. *Applied Psychology: An International Review, 70*, 280-310.

Ilies, R., Ju, H., Liu, Y., & Goh, Z. W. C. (2020). Emotional Resources Link Work Demands and Experiences to Family Functioning and Employee Well-Being: The Emotional Resource Possession Scale (ERPS). *European Journal of Work and Organizational Psychology, 29*, 434-449.

Aw, S. S. Y., Ilies, R., & De Pater, I. (2020). Dispositional Empathy, Emotional Display Authenticity, and Employee Outcomes. *Journal of Applied Psychology, 105*, 1036-1046.

Ilies, R., Guo, Y., Lim, S., Yam, K. C., & Li, X. (2020). Happy but Uncivil? Examining when and why Positive Affect Leads to Incivility. *Journal of Business Ethics, 165*, 595-614.

Marescaux, E., Rofcanin, Y., Las Heras, M., Ilies, R., & José Bosch, M. (2020). When employees and supervisors (do not) see eye to eye on family supportive supervisor behaviours: The role of segmentation desire and work-family culture. *Journal of Vocational Behavior, 121*, 1-16.

McCormick, B. W., Reeves, C. J., Downes, P. E., Li, N., & Ilies, R. (2020). Scientific Contributions of Within-Person Research in Management: Making the Juice Worth the Squeeze. *Journal of Management, 46*, 311-350.

Lin, K. J., Savani, K., & Ilies, R. (2019). Doing Good, Feeling Good? An Examination of the Consequences of Helping. *Journal of Applied Psychology, 104*, 1020-1035.

Curseu, P. L., Ilies, R., Virga, D., Maricutoiu, L., & Sava, F. A. (2019). Personality Characteristics that Are Valued in Teams: Not always 'More Is Better'? *International Journal of Psychology, 54*, 638-649.

Li, X., McAllister, D. J., Ilies, R., & Gloor, J. L. (2019). Pleasure Seeing Other People's Pain: Schadenfreude in Response to Observing Interpersonal Mistreatment at Work. *Academy of Management Review, 44*, 360-376.

Ilies, R., Yao, J., Curseu, P. L., & Liang, A. X. (2019). Educated and Happy: A Four-Year Study Explaining the Links between Education, Job Fit, and Life Satisfaction. *Applied Psychology: An International Review*, 68, 150-176.

## **JOURNAL ARTICLES (continued)**

Lim, S., Ilies, R., Koopman, J., Christoforou, P., & Arvey, R. D. (2018). Emotional Mechanisms Linking Incivility at Work to Withdrawal and Aggression at Home: An Experience-Sampling Study. *Journal of Management*, 44, 2888-2908.

Pluut, H., Ilies, R., Curseu, P. L., & Liu, Y. (2018). Social Support at Work and at Home: Dual Buffering Effects Preventing Work-Family Conflict. *Organizational Behavior and Human Decision Processes*, 146, 1-13.

- Nominated for the *Rosabeth Moss Kanter Award for Excellence in Work-Family Research*.

Ilies, R., Lanaj, K., Pluut, H., & Goh, Z. W. C. (2018). Intrapersonal and Interpersonal Need Fulfillment at Work: Differential Antecedents and Incremental Validity in Explaining Job Satisfaction and Citizenship Behavior. *Journal of Vocational Behavior*, 108, 151-164.

Wilson, K. S., Baumann, H., Matta, F. K., Ilies, R., & Kossek, E. E. (2018). Misery Loves Company: An Investigation of Employee and Significant Other Family-to-Work Conflict Congruence. *Academy of Management Journal*, 61, 715-737.

- Finalist (top five papers) for the *Rosabeth Moss Kanter Award for Excellence in Work-Family Research*.

Ilies, R., Liu, X-Y., Liu, Y., & Zheng, X. (2017). Why Do Employees Have Better Family Lives when They are Highly Engaged at Work? *Journal of Applied Psychology*, 102, 956-970.

Ilies, R., Wagner, D. T., Wilson, K. S., Ceja, L., Johnson, M., DeRue, D. S., & Ilgen, D. R. (2017). Flow at Work and Basic Psychological Needs: Effects on Well-Being. *Applied Psychology: An International Review*, 66, 3-24.

Uy, M. A., Lin, K. J., & Ilies, R. (2017). Is it Better to Give or Receive? The Role of Help in Buffering the Depleting Effects of Surface Acting. *Academy of Management Journal*, 60, 1442-1461.

- Honorable Mention in the 2019 Award for Outstanding Published Article in Positive Organizational Scholarship.

Farh, C. I. C., Lanaj, K., & Ilies, R. (2017). Resource-Based Contingencies of when Team-Member Exchange Helps Member Performance in Teams. *Academy of Management Journal*, 60, 1117-1137.

Lin, K. J., Ilies, R., Pluut, H., & Pan, S-Y. (2017). You Are a Helpful Co-Worker, but Do You Support Your Spouse? A Resource-Based Work-Family Model of Helping and Support Provision. *Organizational Behavior and Human Decision Processes*, 238, 45-58.

- Nominated for the *Rosabeth Moss Kanter Award for Excellence in Work-Family Research*.

## JOURNAL ARTICLES (continued)

Ilies, R., Aw, S. S. Y., & Lim, V. K. G. (2016). A Naturalistic Multi-Level Framework for Studying Transient and Chronic Effects of Psychosocial Work Stressors on Employee Health and Well-Being. *Applied Psychology: An International Review*, 65, 223-258.

Ilies, R., Pluut, H., & Aw, S. S. Y. (2015). Studying Employee Well-Being: Moving Forward. *European Journal of Work and Organizational Psychology*, 24, 848-852.

Ilies, R., Huth, M. L., Ryan, A. M., & Dimotakis, N. (2015). Explaining the Link between Workload and Work-Family Conflict: Physical, Cognitive and Emotional Fatigue. *Journal of Educational Psychology*, 107, 1136-1149.

Ilies, R., Aw, S. S. Y., & Pluut, H. (2015). Intraindividual Models of Employee Well-Being: What Have We Learned and where Do We Go from Here. *European Journal of Work and Organizational Psychology*, 24, 827-838.

Goh, Z. W. C., Ilies, R., & Wilson, K. S. (2015). Supportive Supervisors Improve Employees' Daily Lives: The Role Supervisors Play in the Impact of Daily Workload on Life Satisfaction via Work-Family Conflict. *Journal of Vocational Behavior*, 89, 65-73.

Ilies, R., Keeney, J., & Goh, Z. W. C. (2015). Capitalizing on Positive Work Events by Sharing them at Home. *Applied Psychology: An International Review*, 64, 578-598.

Uy, M. A., Foo, M. D., & Ilies, R. (2015). Perceived Progress Variability and Entrepreneurial Effort Intensity: The Moderating Role of Venture Goal Commitment. *Journal of Business Venturing*, 30, 375-389.

Pluut, H., Curseu, P. L., & Ilies, R. (2015). Social and Study Related Stressors and Resources among University Entrants: Effects on Well-Being and Academic Performance. *Learning and Individual Differences*, 37, 262-268.

Ilies, R., Peng, A. C., Savani, K., & Dimotakis, N. (2013). Guilty and Helpful: An Emotion-Based Reparatory Model of Voluntary Work Behavior. *Journal of Applied Psychology*, 98, 1051-1059.

Ilies, R., Curseu, P., Dimotakis, N., & Spitzmuller, M. (2013). Leaders' Emotional Expressiveness and their Behavioral and Relational Authenticity: Effects on Followers. *European Journal of Work and Organizational Psychology*, 22, 4-14.

- Winner of the *Center for Creative Leadership Award for the best leadership paper published in 2013 in the European Journal of Work and Organizational Psychology*.

Ilies, R., De Pater, I. E., Lim, S., and Binnewies, C. (2012). Attributed Causes for Work-Family Conflict: Emotional and Behavioral Outcomes. *Organizational Psychology Review, 2*, 293-310.

Xanthopoulou, D., Bakker, A. G., & Ilies, R. (2012). Everyday Working Life: Explaining Within-Person Fluctuations in Employee Well-Being. *Human Relations, 65*, 1051 -1069.

## **JOURNAL ARTICLES (continued)**

Judge, T. A., Ilies, R., & Zhang, Z. (2012). Genetic Influences on Core Self-Evaluations, Job Satisfaction, Work Stress, and Employee Health: A Mediated Model. *Organizational Behavior and Human Decision Processes, 117*, 208-220.

Johnson, M., Ilies, R., & Boles, T. (2012). Alternative Reference Points and Outcome Evaluation: The Influence of Affect. *Journal of Applied Psychology, 97*, 33-45.

Dimotakis, N., Conlon, D., & Ilies, R. (2012). The Mind and Heart (Literally) of the Negotiator: Personality and Contextual Determinants of Cardiac Arousal and Tangible and Intangible Outcomes in Negotiation. *Journal of Applied Psychology, 97*, 183-193.

Ilies, R., Keeney, J., & Scott, B. A. (2011). Work-Family Interpersonal Capitalization: Sharing Positive Work Events at Home. *Organizational Behavior and Human Decision Processes, 114*, 115-126.

Le, H., Oh, I-S., Robbins, S. B., Ilies, R., Holland, E., & Westrick, P. (2011). Too Much of a Good Thing: Curvilinear Relationships between Personality Traits and Job Performance. *Journal of Applied Psychology, 96*, 113-133.

Ilies, R., Johnson, M., Judge, T. A., & Keeney, J. (2011). A Within-Individual Study of Interpersonal Conflict as a Work Stressor: Dispositional and Situational Moderators. *Journal of Organizational Behavior, 32*, 44-64.

Sonnentag, S., & Ilies, R. (2011). Intra-Individual Processes Linking Work and Employee Well-Being: Introduction to the Special Issue. *Journal of Organizational Behavior, 32*, 521-525.

Spitzmuller, M., & Ilies, R. (2010). Do They [All] See My True Self? Leader's Relational Authenticity and Followers' Assessments of Transformational Leadership. *European Journal of Work and Organizational Psychology, 19*, 304-332.

Ilies, R., Judge, T. A., & Wagner, D. T. (2010). The Influence of Cognitive and Affective Reactions to Feedback on Subsequent Goals: Role of Behavioral Inhibition/Activation. *European Psychologist, 15*, 121-131.



- Judge, T. A., Ilies, R., & Dimotakis, N. (2010). Are Health and Happiness the Product of Wisdom? General Mental Ability, Education, Occupation Status, Health, and Well-Being. *Journal of Applied Psychology, 95*, 454-468.
- Ilies, R., & Dimotakis, N., & De Pater, I. E. (2010). Psychological and Physiological Reactions to High Workloads: Implications for Well-Being. *Personnel Psychology, 63*, 407-436.
- Ilies, R., Dimotakis, N., & Watson, D. (2010). Mood, Blood Pressure and Heart Rate at Work: An Experience-Sampling Study. *Journal of Occupational Health Psychology, 15*, 120-130.
- Zhang, Z., Ilies, R., & Arvey, R. D. (2009). Beyond Genetic Explanations for Leadership: The Moderating Role of the Social Environment. *Organizational Behavior and Human Decision Processes, 110*, 118-128.

## **JOURNAL ARTICLES (continued)**

- Seo, M., & Ilies, R. (2009). The Role of Self-Efficacy, Goal, and Affect in Dynamic Motivational Self-Regulation. *Organizational Behavior and Human Decision Processes, 109*, 120-133.
- Ilies, R., Fulmer, I., Spitzmuller, M., & Johnson, M. (2009). Personality and Citizenship Behavior: The Mediating Role of Job Satisfaction. *Journal of Applied Psychology, 94*, 945-959.
- Ilies, R., Wilson, K. S., & Wagner, D. T. (2009). The Spillover of Job Satisfaction onto Employees' Family Lives: The Facilitating Role of Work-Family Integration. *Academy of Management Journal, 52*, 87-102.
- Nahrgang, J., Morgeson, F. P., & Ilies, R. (2009). The Development of Leader-Member Exchanges: Exploring How Personality and Performance Influence Leader and Member Relationships Over Time. *Organizational Behavior and Human Decision Processes, 108*, 256-266.
- Ilies, R. (2008). Employee Well-Being: Recent Developments and Directions for the Future. *Psihologia Resurselor Umane/Human Resources Psychology, 6*, 11-15.
- Ilies, R., Wagner, D. T., & Morgeson, F. P. (2007). Affective Linkages in Teams: Individual Differences in Contagion Susceptibility and Individualism/Collectivism. *Journal of Applied Psychology, 92*, 1140-1148.
- Ilies, R., De Pater, I. E., & Judge, T. A. (2007). Differential Affective Reactions to Negative and Positive Feedback, and the Role of Self-Esteem. *Journal of Managerial Psychology, 22*, 590-609.
- Ilies, R., Schwind, K. M., Wagner, D. T., Johnson, M., DeRue, D. S., & Ilgen, D. R. (2007). When Can Employees Have a Family Life? The Effects of Daily Workload and Affect on Work-Family Conflict and Social Activities at Home. *Journal of Applied Psychology, 92*, 1368-1379.
- Finalist (top five papers) for the *Rosabeth Moss Kanter Award for Excellence in Work-Family Research*.

- Ilies, R., Nahrgang, J., & Morgeson, F. P. (2007). Leader-Member Exchange and Citizenship Behaviors: A Meta-Analysis. *Journal of Applied Psychology, 92*, 269-277.
- Ilies, R., Judge, T. A., & Wagner, D. T. (2006). Making Sense of Motivational Leadership: The Trail from Transformational Leaders to Motivated Followers. *Journal of Leadership and Organizational Studies, 13*, 1-22.
- Ilies, R., Scott, B. A., & Judge, T. A. (2006). The Interactive Effects of Personal Traits and Experienced States on Intraindividual Patterns of Citizenship Behavior. *Academy of Management Journal, 49*, 561-575.
- Ilies, R., Arvey, R. D., & Bouchard, T. J., Jr. (2006). Darwinism, Behavioral Genetics and Organizational Behavior: A Review and Agenda for Future Research. *Journal of Organizational Behavior, 27*, 121-141.

### **JOURNAL ARTICLES (continued)**

- Judge, T. A., Ilies, R., & Scott, B. A. (2006). Work-Family Conflict, Hostility, and Guilt: Effects on Work and Family Outcomes. *Personnel Psychology, 59*, 779-814.
- Heller, D., Watson, D., & Ilies, R. (2006). The Dynamic Process of Life Satisfaction. *Journal of Personality, 74*, 1421-1450.
- Mount, M. K., Ilies, R., & Johnson, E. (2006). Relationship of Personality Traits and Counterproductive Work Behaviors: The Mediating Effects of Job Satisfaction. *Personnel Psychology, 59*, 591-622.
- Bono, J. E., & Ilies, R. (2006). Charisma, Positive Emotions, and Mood Contagion. *Leadership Quarterly, 17*, 317-334.
- Judge, T. A., Scott, B. A., & Ilies, R. (2006). Hostility, Job Attitudes, and Workplace Deviance: Test of a Multi-Level Model. *Journal of Applied Psychology, 91*, 126-138.
- Ilies, R., & Judge, T. A. (2005). Goal Regulation across Time: The Effects of Feedback and Affect. *Journal of Applied Psychology, 90*, 453-467.
- Ilies, R., Morgeson, F. P., & Nahrgang, J. (2005). Authentic Leadership and Eudaemonic Well-Being: Understanding Leader-Follower Outcomes. *Leadership Quarterly, 16*, 373-394.
- Ilies, R., Gerhardt, M., & Le, H. (2004). Individual Differences in Leadership Emergence: Integrating Meta-Analytic Findings and Behavioral Genetics Estimates. *International Journal of Selection and Assessment, 12*, 207-219.
- Judge, T. A., & Ilies, R. (2004). The Greatest Good: Is Positiveness in Organizations always Desirable? *Academy of Management Executive, 18*, 151-156.
- Judge, T. A., & Ilies, R. (2004). Affect and Job Satisfaction: A Study of their Relationship at Work and at Home. *Journal of Applied Psychology, 89*, 661-673.

- Heller, D., Watson, D., & Ilies, R. (2004). The Role of Person vs. Situation in Life Satisfaction: A Critical Examination. *Psychological Bulletin*, 130, 574-600.
- Ilies, R., & Judge, T. A. (2004). An Experience-Sampling Measure of Job Satisfaction: Its Relationships with Affectivity, Mood at Work, Job Beliefs, and General Job Satisfaction. *European Journal of Work and Organizational Psychology*, 13, 367-389.
- Judge, T. A., Piccolo, R., & Ilies, R. (2004). The Forgotten Ones?: The Validity of Consideration and Initiating Structure in Leadership Research. *Journal of Applied Psychology*, 89, 36-51.
- Judge, T. A., Colbert, A., & Ilies, R. (2004). Intelligence and Leadership: A Quantitative Review and Test of Theoretical Propositions. *Journal of Applied Psychology*, 89, 542-552.

## **JOURNAL ARTICLES (continued)**

- Ilies, R., Hauserman, N., Schowochau, S., & Stibal, J. (2003). Reported Incidence Rates of Work-Related Sexual Harassment in the United States: Using Meta-Analysis to Explain Reported Rate Disparities. *Personnel Psychology*, 56, 607-631.
- Ilies, R., & Judge, T. A. (2003). On the Heritability of Job Satisfaction: The Mediating Role of Personality. *Journal of Applied Psychology*, 88, 750-759.
- Rynes, S. L., Quinn-Trank, C., Lawson, A. M., & Ilies, R. (2003) Behavioral Coursework in Business Education: Growing Evidence of a Legitimacy Crisis. *Academy of Management Learning and Education*, 2, 269-283.
- Schmidt, F. L., Le, H., & Ilies, R. (2003). Beyond Alpha: An Empirical Examination of the Effects that Different Sources of Measurement Error Have on Reliability Estimates for Measures of Individual Differences Constructs. *Psychological Methods*, 8, 206-224.
- Judge, T. A., & Ilies, R. (2002). Relationship of Personality to Performance Motivation: A Meta-Analytic Review. *Journal of Applied Psychology*, 87, 797-807.
- Summarized by T. A. Wright as "What every manager should know: Does personality help drive employee motivation?" Research brief in *Academy of Management Executive*, 17, 131-133.
- Ilies, R., & Judge, T. A. (2002). Understanding the Dynamic Relationships among Personality, Mood, and Job Satisfaction: A Field Experience-Sampling Study. *Organizational Behavior and Human Decision Processes*, 89, 1119-1139.
- Yoon, K., Schmidt, F. L., & Ilies, R. (2002). Cross-Cultural Construct Validity of the Five-Factor Model of Personality among Korean Employees. *Journal of Cross-Cultural Psychology*, 33, 217-235.

Judge, T. A., Bono, J. E., Ilies, R., & Gerhardt, M. (2002). Personality and Leadership: A Qualitative and Quantitative Review. *Journal of Applied Psychology, 87*, 765-780.

- Nominated for the 2002 Scholarly Achievement Award, *Human Resources Division, Academy of Management*.

## BOOK CHAPTERS AND OTHER ENTRIES

Ilies, R., & Aw, S. S. Y. (2022). Employee work experiences, feelings, and morality. In Oxford Research Encyclopedia of Psychology. Oxford University Press.

Li, X., & Ilies, R. (2018). Emotional processes in the work-family interface. In K. M., Shockley, W. Shen, & R. C., Johnson (Eds), *Handbook of the Global Work-Family Interface* (pp. 661-680). Cambridge Industrial and Organizational Psychology Series.

## BOOK CHAPTERS AND OTHER ENTRIES (continued)

Li, W-G., Ilies, R., & Wang, W. (2017). Behavioral genetics and leadership research. In, B. Schyns, R. Hall, & P. Neves (Eds). *Handbook of Methods in Leadership Research* (pp. 127-145). Edward Elgar Publishing Ltd.

Rajah, R., & Ilies, R. (2017). Technology and work-life integration: Introducing the nomological network of job connectedness. In M. Las Heras, N. Chinchilla & M. Grau (Eds.), *Work-Family Balance, Technology, and Globalization* (pp. 8-37). Cambridge Scholars Publishing.

Spitzmuller, M., Ilies, R., & Choi, D. (2017). Organizational citizenship behaviors - A new look at an old phenomenon at different levels. In N. Anderson, D. Ones, H. K. Sinangil, & C. Viswesvaran (Eds.), *Handbook of Industrial, Work and Organizational Psychology* (pp. 89-108). London: Sage Publications.

Ilies, R., & Dimotakis, N. (2014). Genetic influences on attitudes, behaviors, and emotions in the workplace. In S. M. Colarelli & R. D. Arvey (Eds.), *The Biological Foundations of Organizational Behavior* (pp. 47-69). The University of Chicago Press.

Dimotakis, N., Ilies, R., & Judge, T.A. (2013). Experience sampling methodology. In J. M. Cortina & R. Landis (Eds), *Modern Research Methods for the Study of Behavior in Organizations* (pp. 319-348). New York: Routledge Academic.

Dimotakis, N., & Ilies, R. (2013). Experience-sampling and event-sampling research. In A. A. Bakker & K. Daniels (Eds.), *A Day in the Life of a Happy Worker* (pp. 85-99). Hove: Psychology Press.

- Butler, A. B., Song, Z., & Ilies, R. (2013). Experience sampling methods for work-family research. A review and research agenda. In J. Grzywacz & E. Demerouti (Eds.), *New Frontiers in Work and Family Research* (pp. 133-149). New York: Psychology Press.
- Zang, Z., Ilies, R., & Arvey, R. D. (2010). Moderating effects of earlier family environment on genetic influences on entrepreneurship. *Behavioral Genetics*, *40*, 821-821.
- Arvey R. D., Song Z. L., Li, W. D., Zhang, Z., Wang, N., Zyphur, M., Chaturvedi, S., Avolio, B., Ilies, R., Larsson, G., Lichenstein, P. (2010). Disentangling gene-environment interplay on work-related outcomes: evidence from behavioral and molecular genetic studies. *Behavioral Genetics*, *40*, 784-785.
- Keeney, J., & Ilies, R. (2011). Positive work-family dynamics. In K. Cameron & G. Spreitzer (Eds.), *The Oxford Handbook of Positive Organizational Scholarship* (pp. 601-614). Oxford, UK: Oxford University Press.
- Peng, A. C., Ilies, R., & Dimotakis, N. (2010). Work-family balance, role integration and employee well-being. In S. Kaiser, M. J. Ringlsetter, M. Pina e Cunha, & D. R. Eikhof (Eds.), *Creating balance?! International Perspectives on the Work-Life Integration of Professionals* (pp. 121-140). Berlin/Heidelberg: Springer.

## **BOOK CHAPTERS AND OTHER ENTRIES (continued)**

- Dimotakis, N., Ilies, R., & Mount, M. (2008). Intentional negative behaviors at work. In J. Martocchio, H. Liao & A. Joshi (eds.), *Research in Personnel and Human Resources Management*, *27*, 247-277. Bingley, UK: Emerald Group Publishing.
- Fandre, J., & Ilies, R. (2008). Enriching employees' family lives through interpersonal capitalization on positive work events and experiences. In Whitten, P. S., Bokemeier, J. L., & Fitzgerald, H. E. (Eds.), *New Directions in Family Research at Michigan State University* (pp. 127-134). East Lansing, MI: Michigan State University, University Outreach and Engagement.
- Spitzmuller, M., Van Dyne, L, & Ilies, R. (2008). Organizational citizenship behavior: A review and extension of its nomological network. In C. L. Cooper & J. Barling (Eds.), *Handbook of Organizational Behavior* (pp. 106-123). Thousand Oaks, CA: Sage.
- Wagner, D. T., & Ilies, R. (2008). Affective influences on employee satisfaction and performance. In N. M. Ashkanasy & C. L. Cooper (Eds.), *Research Companion to Emotion in Organizations* (pp. 152-169). Cheltenham, UK: Edward Elgar.
- Arvey, R. D., & Ilies, R. (2007). Genetics and industrial/organizational psychology. In S. G. Rogelberg (Ed.), *Encyclopedia of Industrial/Organizational Psychology* (Vol. I, pp. 268-271). London: Sage Publications.

Judge, T. A., Parker, S., Colbert, A., Heller, D., & Ilies, R. (2001). Job satisfaction: A cross-cultural review. In N. Anderson, D. Ones, H. K. Sinangil, & C. Viswesvaran (Eds.), *Handbook of Industrial, Work and Organizational Psychology* (pp. 25-52). London: Sage Publications.

## **INVITED PRESENTATIONS**

*University of Bath School of Management, Bath, UK, 2024.*

*Asia School of Business, Kuala Lumpur, Malaysia, 2024.*

*The Hong Kong Polytechnic University, Hong Kong, 2024.*

*Università Commerciale Luigi Bocconi, Milan, Italy, 2020 (online).*

*University of Western Australia, Department of Management and Organisations, 2019.*

*8th International Conference of Work and Family, keynote speaker, Barcelona, Spain, 2019.*

*5th Annual International Conference on Management Research, keynote address, Manado, Indonesia, 2018.*

*Università Commerciale Luigi Bocconi, Milan, Italy, 2018.*

*IESE, Barcelona, Spain, 2017.*

*University of Science and Technology of China, Hefei, 2016.*

*Curtin University, Bentley, West Australia, 2015.*

## **INVITED PRESENTATIONS (continued)**

*Kansas State University, Manhattan, KS, 2014.*

*China Europe International Business School, Shanghai, China, 2013.*

*Erasmus University, Rotterdam School of Management, The Netherlands, 2012.*

*University of Valencia, Department of Work and Organizational Psychology, 2011.*

*Durham Business School, Organizational Behavior Group, 2011.*

*Tilburg University, Department of Organisation Studies, 2011.*

*Purdue University, Department of Psychology, 2011.*

*Tunku Abdul Rahman College, Kuala Lumpur, Malaysia, 2011.*

*University of Valencia, International Center of Gandia, keynote session at the European Association for Work and Organizational Psychology Early Career School, 2010.*

*Tilburg University, Department of Organisation Studies, 2010.*

*University of Western Australia, Department of Management and Organisations, 2010.*

*Hong Kong University of Science and Technology, Department of Management, 2010.*

*Babes-Balyai University, Faculty of Psychology and Science of Education, Cluj, Romania, 2009.*  
*University of Michigan, Ross School of Business, 2009.*  
*University of Amsterdam, Department of Work and Organizational Psychology, 2008.*  
*Tilburg University, Department of Organisation Studies, 2008.*  
*Pennsylvania State University, Department of Psychology, 2008.*  
*Wayne State University, Department of Psychology, 2008.*  
*National University of Singapore, Department of Management and Organization, 2008.*  
*Bowling Green State University, Industrial/Organizational Psychology group, 2007.*  
*Michigan State University, Social/Personality Psychology group, 2007.*  
*Michigan State University, Industrial/Organizational Psychology, 2006.*  
*University of Iowa, Department of Management and Organizations, 2006.*  
*Human Resources Research Organization (HumRRO), Alexandria, VA, 2004.*  
*University of Florida, Warrington College of Business, 2003.*

## **CHAired CONFERENCE SESSIONS AND OTHER ACTIVITIES**

R. Ilies. *Human Resources Division Late-Stage Doctoral Consortium*. Panelist in professional development workshop at the 2019 Academy of Management National Conference, Boston, MA (online/e-mail).

## **CHAired CONFERENCE SESSIONS AND OTHER ACTIVITIES**

R. Ilies. *Human Resources Doctoral Student Consortium*. Panelist in professional development workshop at the 2017 Academy of Management National Conference, Atlanta, GA.

R. Ilies. *Organizational Behavior Research Incubator*. Facilitator in professional development workshop at the 2015 Academy of Management National Conference, Vancouver, BC.

R. Ilies., & Goh, Z. W. C. *Novel Approaches to Affective Spillover*. Symposium presented at the 2014 Society for Industrial and Organizational Psychology National Conference, Honolulu, HI.

R. Ilies. Discussant in panel: *Where Do I Begin: Practical Advice on Experience Sampling Method*, E. M. Hunter, & Clark, M. A. (Chairs), presented at the 2012 Society for Industrial and Organizational Psychology National Conference, San Diego, CA.

R. Ilies, & N. Dimotakis. *Goal Setting, Self-Efficacy and Performance: New Research Directions*. Symposium presented at the 2009 Society for Industrial and Organizational Psychology National Conference, New Orleans, LA.

- R. Ilies, & D. T. Wagner. *What Makes Customers Tick...and Ticked Off? Affect, Justice, and Emotions in Customer Service*. Symposium presented at the 2008 Academy of Management National Conference, Anaheim, CA.
- R. Ilies, & J. Fandre. *Explanatory Mechanisms Linking Positive Work Experiences to Behavior and Well-Being*. Symposium presented at the 2008 Society for Industrial and Organizational Psychology National Conference, San Francisco, CA.
- R. Ilies, & N. Dimotakis. *Effects of Work Demands on Employee Health and Well-Being*. Symposium presented at the 2007 Society for Industrial and Organizational Psychology National Conference, New York, NY.
- R. Ilies, & D. T. Wagner. *Dynamic Models of Work Processes and Well-Being: Testing Affective Events Theory with Experience Sampling Designs*. Symposium presented at the 2006 Academy of Management National Conference, Atlanta, GA.
- R. Ilies, & K. M. Schwind. *Processes Linking Work and Family Domains: Taking a Dynamic Approach*. Symposium presented at the 2006 Society for Industrial and Organizational Psychology National Conference, Dallas, TX.
- R. Ilies, & M. Johnson. *Work-Related Social Interactions and Mood: Tests of Affective Events Theory*. Symposium presented at the 2005 Society for Industrial and Organizational Psychology National Conference, Los Angeles, CA.
- R. Ilies, & E. A. Locke. *Core Self-Evaluations in Organizational Research*. Symposium presented at the 2002 Society for Industrial and Organizational Psychology National Conference, Toronto, ON.

## **CHAired CONFERENCE SESSIONS AND OTHER ACTIVITIES**

- R. Ilies, & T. A. Judge. *Dispositional Effects on Work Attitudes*. Symposium presented at the 2002 Society for Industrial and Organizational Psychology National Conference, Toronto, ON.

## **CONFERENCE PRESENTATIONS**

- Ilies, R., Liu, Y., Aw, S. S. Y., Las Heras, M., & Rofcanin, Y. *Why Does Using Personal Strengths at Work Increase Employee Engagement; Who Makes the Most Out of It; And how?* Paper presented at the 10th International Conference on Work and Family, Barcelona, Spain.
- Magni, M., & Ilies, R. *Personal Use of Mobile Technologies At Work: A Border Theory Perspective*. Paper accepted but not presented at WOA 2023 XXIV Workshop in collaboration with EGOS Colloquium, Cagliari, Italy.



Nechaeva, E., Ilies, R., Magni, M., Yao, J. *The Unique Effects of Citizenship Pressure and Citizenship Behavior on Fatigue and Family Behaviors*. Paper presented at the 2023 Annual Meeting of Academy of Management, Boston, M.

Magni, M., Ilies, R., Nechaeva, E., Yao, J. *It's Been a Hard Day's Night! The Effects of After-Hours Mobile Use on Next Day Outcomes*. Paper presented at the 2022 Annual Meeting of Academy of Management, Seattle, WA.

Nechaeva, E., Ilies, R., Lin, K. J., & Aw, S. S. Y. *An Examination of Sharing Work Events with the Spouse at Home*. Paper presented at the 2022 Annual Meeting of Academy of Management Seattle, WA Seattle, WA.

■ Designated as a “Best Paper” for OB.

Liu, X-Y., De Pater, I., & Ilies, R. *The Role of Proactive Personality and Information Exchange in Affect Transference in Service*. Paper presented at the 2021 online Annual Meeting of Academy of Management.

Lu, Y., Ilies, R., & Narayanan, J. *Developing Mindfulness: A Software-Based Intervention*. Paper presented at the 2021 online Annual Meeting of Academy of Management.

Choi, D., & Ilies, R. *Ambivalent Effects of Challenging Job Experience on Employee Work Behaviors*. Paper presented at the 2020 online Annual Meeting of Academy of Management, Vancouver, CA.

Pluut, H., Ilies, R., & Su, R. *How Workplace Social Stressors Influence Marital Behaviors: A Social Model of Work-Family Spillover*. Paper presented at the 2020 online Annual Meeting of Academy of Management, Vancouver, CA.

## CONFERENCE PRESENTATIONS (continued)

Lee, R. X. R., Tang, P. M., Klotz, A. C., Ilies, R., McClean, S. T. *The Impact of Customer Creativity on Service Employees: An Emotional Appraisal Perspective*. Paper presented at the 2020 online Academy of Management Annual Meeting, Vancouver, CA

■ Best Student Paper Award (Managerial and Organizational Cognition).

Robbins, S. B., Le, H., & Ilies, R. *Use of PIAAC Education & Skill Cognitive and Noncognitive Modules to Investigate Workplace Success: An Expanded Human Capital Perspective*. Paper presented at the 6th Programme for the International Assessment of Adult Competencies (PIAAC) International Conference (2020), Rome, Italy.

Lee, R. X. R., & Ilies, R. *When and Why Emotional Contrasts Make Customer Mistreatment Look Worse for Service Professionals*. Paper presented at the 2019 Annual Meeting of the Academy of Management, Boston, MA.

Aw, S. S. Y., Ilies, R., Li, X., Bakker, A. B., & Liu, X. Y. *The Bright and Dark Sides of Helping and Being Helped at Work for Family Functioning*. Paper presented at the 2019 Annual Meeting of the Academy of Management, Boston, MA.

Lin, K. J., Savani, K., & Ilies, R. *Doing Good, Feeling Good? The Roles of Helping Motivations and Citizenship Pressure*. Paper presented at the 2019 Asia Academy of Management Conference, Bali, Indonesia.

■ Best Track (Organizational Behavior) Paper Award.

Lee, R. X. R., Ke, M., Qiu, F., & Ilies, R. *When and Why Positive Affect May be Harmful: A Perceptual Contrast Perspective*. Paper presented at the 2019 Asia Academy of Management Conference, Bali, Indonesia.

Ilies, R., Ju, H., Liu, Y., & Goh, Z. *Emotional Resources Link Work Demands and Experiences to Family Functioning and Employee Well-being: The Emotional Resource Possession Scale (ERPS)*. Paper presented at the 19<sup>th</sup> European Congress of Work and Organizational Psychology, Turin, Italy.

Pluut, H., & Ilies, R., & Liang, A. *How Social Stressors at Work Influence Marital Behaviors at Home: An Interpersonal Model of Work-Family Spillover*. Paper presented at the 19<sup>th</sup> European Congress of Work and Organizational Psychology, Turin, Italy.

Marescaux, E., Rofcanin, Y., Las Heras, M., & Ilies, R. *Demonstrating the Context Dependent Effects of the Positive Relationships between FSSB and Flexibility I-Deals*. Part of the symposium: Linking Family Supportive Supervisor Behaviours (FSSB) to Employee Contexts and Outcomes, Ciara, K. (Chair), presented at the 19<sup>th</sup> European Congress of Work and Organizational Psychology, Turin, Italy.

Ilies, R., Liang, A. X., Yao, J., Pluut, H., & Weng, D. *The Spillover of Helping Behaviors in the Workplace on Support and Well-Being at Home*. Paper presented at the 19<sup>th</sup> European Congress of Work and Organizational Psychology, Turin, Italy.

## **CONFERENCE PRESENTATIONS (continued)**

Magni, M., Netchaeva, E., & Ilies, R. *The Effects of Daily After Hours Mobile Use on Work Mental Fatigue and Social Activities at Home*. Paper presented at the 19<sup>th</sup> European Congress of Work and Organizational Psychology, Turin, Italy.

Aw, S. S. Y., & Ilies, R. *The Role of Empathy on Employees' Emotional Display Strategies and Subsequent Outcomes*. Paper presented at the 2018 Annual Meeting of the Academy of Management, Chicago, IL.

Ilies, R., Ju, H., Liu, Y., & Goh, Z. *Emotional Resources Link Work Demands and Experiences to Family Functioning and Employee Well-Being*. Part of the symposium: At the Interface of Positive Psychology and Work-Life Balance Research, Gerlach, G., Hollensble, E., & Stock, R. M. (Chairs), presented at the 2017 Annual Meeting of Academy of Management, Atlanta, GA.

- Choi, D., Ilies, R., & Lin, K. J. *A Novel Mechanism Linking Emotional Demands, Citizenship Behaviors, and Well-Being*. Paper presented at the 2017 Annual Meeting of the Academy of Management, Atlanta, GA.
- Tan, N., Yao, J., Ilies, R. *Telecommuting and Work-Family Conflict: The Moderating Role of Work-Family Integration*. Paper presented at the 2017 Annual Meeting of the Academy of Management, Atlanta, GA.
- Tan, N., Yam, K. C., Nai, J., Ilies, R. *Gossip Prevalence and Work Outcomes: The Mediating Role of Performance Pressure*. Paper presented at the 2017 Annual Meeting of the Asia Academy of Management, Fukuoka, Japan.
- Lin, K. J., Ilies, R., Pluut, H. *A Resource-Based Work-Family Model of Helping and Support Provision*. Paper presented at the 2016 Annual Meeting of Academy of Management, Anaheim, California.
- Li, X., Ilies, R., & Gloor, J. L. *The Pleasure in Seeing Others in Pain: Schadenfreude in Response to Workplace Mistreatment*. Paper presented at the 2016 Annual Meeting of Academy of Management, Anaheim, CA.
- Guo, Y., Lim, S., & Ilies, R. *Happy and Uncivil: The Role of Moral Disengagement and Perspective-Taking*. Part of the symposium: Workplace Incivility: New Frontiers and Research Directions, Schilpzand, P. (Chair), presented at the 2016 Annual Meeting of Academy of Management, Anaheim, CA.
- Ilies, R., Aw, S. S. Y., & Lim, V. K. G. *A Naturalistic Multi-Level Framework for Studying Transient and Chronic Effects of Psychosocial Work Stressors on Employee Health and Well-Being*. Paper presented at the 12th European Association of Occupational Health Psychology Conference, Athens, Greece.
- Rajah, R., & Ilies, R. *I Want To But I Can't: Frustrations Experienced By Job-Crafters*. Paper presented at the 2016 Society for Industrial and Organizational Psychology National Conference, Anaheim, CA.

## **CONFERENCE PRESENTATIONS (continued)**

- Liu, X-Y., Ilies, R., Liu, Y. *Why Do Employees Have Better Family Lives when They Are Highly Engaged at Work?* Paper presented at the 2015 Annual Meeting of Academy of Management, Vancouver, BC.
- Uy, M. A., Lin, J., & Ilies, R. *Restorative Interactions at Work: Is Giving More Beneficial than Receiving?* Paper presented at the 2015 Annual Meeting of Academy of Management, Vancouver, BC.
- Li, X., Lim, S., & Ilies, R. *Coworker Incivility and Spousal Support Provision: The Mediating Role of Surface Acting*. Paper presented at the 2015 Annual Meeting of Academy of Management, Vancouver, BC.

- Rajah, R., Ilies, R., & Lim, V. K. G. *Job Connectedness and Work-Life Integration: Effects on Individual Well-Being Outcomes*. Paper presented at the VI International Conference of Work and Family, IESE, Barcelona, Spain.
- Pluut, H., Ilies, R., Curseu, P. L., & Meeus, M. T. H. *The Things I Do for You... and for Myself: A Work-Family Study of Social Support Provision*. Paper presented at the 17<sup>th</sup> European Congress of Work and Organizational Psychology, Oslo, Norway.
- Lin, J., Uy, M. A., & Ilies, R. *Waking Up on the Wrong Side of the Bed, Ending up a Worse Day? Helping as a Moderator*. Part of the symposium: The Price of Negative Affect: What We Can Do, Christian, M. S. (Chair), presented at the 2014 Annual Meeting of Academy of Management, Philadelphia, PA.
- Farh, C. I. C., Lanaj, K., & Ilies, R. *Social Capital Contingencies of when Exchange Relationships Help or Harm Member Performance in Teams*. Part of the symposium: Leader-Member Exchange Revisited: The Interplay of Self, Peers, and the Leader, Martin, R. (Chair), presented at the 2014 Annual Meeting of Academy of Management, Philadelphia, PA.
- Baumann, H., Wilson, K., Kossek, E. E., & Ilies, R. *Family-to-Work Conflict and Coworker Rated Citizenship Behavior: The Role of Partner Agreement*. Paper presented at the 2014 Annual Conference of the Work and Family Researchers Network, New York NY.
- Pluut, H., Curseu, P.L., Ilies, R. & Meeus, M. T. H. *The Daily Process of Bringing Work Home: Distinguishing between Supervisor Support and Spousal Support*. Paper presented at the 2014 Annual Conference of the European Academy of Management, Valencia, Spain.
- Savani, K., Morris, M. W., & Ilies, R. *Individual Expression or Group Constraint: Impact of Collectivism on Employees*. Paper presented at the 2014 Society for Industrial and Organizational Psychology National Conference, Honolulu, HI.
- De Pater, I. E., Ilies, R., & Schilpzand, P. *Attributed Causes for Uncivil Incidents: Emotional and Behavioral Outcomes*. Part of the symposium: New Directions for Incivility Research: Group Effects, Emotions and Cognition, de Pater, I. E. (Chair), presented at the 2014 Society for Industrial and Organizational Psychology National Conference, Honolulu, HI.

## **CONFERENCE PRESENTATIONS (continued)**

- Uy, M. A., Foo, M. D., & Ilies, R. *Progress Variability and Effort Intensity: Venture Goal Commitment as Moderator*. Paper presented at the 2014 Society for Industrial and Organizational Psychology National Conference, Honolulu, HI.
- Ilies, R., Lin, J. *Positive Affective Experiences: Contrast Effect on Job Satisfaction*. Part of the symposium: Novel Approaches to Affective Spillover, R. Ilies & Goh, Z. W. C. (Chairs), presented at the 2014 Society for Industrial and Organizational Psychology National Conference, Honolulu, HI.

- Goh, Z. W. C., & Ilies, R. *Workload Influences Life Satisfaction via Work-Family Conflict*. Part of the symposium: *New Developments in Within-Person Research*, M. Almeda (Chair), presented at the 2013 Annual Meeting of Academy of Management, Orlando, FL.
- Ilies, R., Goh, Z. W.C., & Lin, J. *Hours and Affective Experiences at Work Influence Employees' Family Life*. Part of the symposium: *Affect, Guilt, Shame, and Ruminations: Exploring Emotions in Work-Family Interactions*, S. S. Culbertson (Chair), presented at the 2013 Society for Industrial and Organizational Psychology National Conference, Houston, TX.
- Dimotakis, N., Goo, W., Ilies, R. *Physiological Reactions to Affective Experience*. Part of the symposium: *Novel Approaches to Conducting Research on Workplace Affect*, A. S. Gabriel & J. M., Diefendorff (Chairs), presented at the 2013 Society for Industrial and Organizational Psychology National Conference, Houston, TX.
- Ilies, R., Sun, S., Dimotakis, N., Koopman, J., & Arvey, R. D. *Job Demands, Family Life and Employee Well-Being in the United States and Singapore: A Multilevel Investigation*. Paper presented at the 2012 Asian Academy of Management Conference, Seoul, Korea.
- Ilies, R., Keeney, J., & Goh, Z. W.C. *How Was Your Day?: Capitalizing on Positive Work Events by Sharing them with Family*. Paper presented at the 13<sup>th</sup> Conference of the International Association of Management and Business, 2012, Bali, Indonesia.
- Spitzmuller, M., Wagner, D. T., Kim, Y. J., Van Dyne, L., & Ilies, R. *From Helping to Happy: Why Being Neurotic Isn't So Bad*. Paper presented at the 2012 Annual Meeting of the Academy of Management, Boston, MA.
- Uy, M. A., Foo, M. D., & Ilies, R. *The Motivational Impact of Perceived Progress on Effort Intensity through Positive Activation*. Paper presented at the 2012 Annual Meeting of the Academy of Management, Boston, MA.
- Ilies, R. Binewies, C., & Lim, S. *Attributed Causes of Work-Family Conflict: Emotional and Behavioral Outcomes*. Part of the roundtable session: *Probing Work Family Psychological Dynamics*, presented at the inaugural (2012) Work and Family Researchers Network Conference, New York City, NY.

## CONFERENCE PRESENTATIONS (continued)

- Ilies, R., Peng, C., & Dimotakis, N. *Guilty and Helpful: Emotion-Based Reparatory Model of Voluntary Work Behavior*. Paper presented at the 2012 Society for Industrial and Organizational Psychology National Conference, San Diego, CA.

- Dimotakis, N., Ilies, R., & Leheta, D. *Emotional Workload and Distributive Justice Effects on Objectively Measured Sleep*. Part of the symposium: *Let's be Objective: Does Work Make Us Sick?*, K. M. Shockley (Chair), presented at the 2012 Society for Industrial and Organizational Psychology National Conference, San Diego, CA.
- Wilson, K. S., & Ilies, R. *What Employees Do at Work Matters for the Family: How Emotional Labor Impacts Family Life*. Paper presented at the 2011 Annual Meeting of the Academy of Management, San Antonio, TX.
- Ilies, R., Lim, S., Koopman, J., Christoforou, P., & Arvey, R. D. *Emotional Mechanisms Linking Incivility at Work to Withdrawal and Aggression at Home*. Paper presented at the 2011 International Conference on Occupational Stress and Health, Orlando, FL.
- Christoforou, P., Arvey, R., Koopman, J., Dimotakis, N., & Ilies, R. *A Daily Diary Study of the Effects of Organization-Based Self-Esteem on Job and Life Satisfaction through Positive Energetic Arousal*. Part of the symposium: *Positive Occupational Health Psychology: A Series of Diary Studies*, A. B. Bakker & D. Xanthopoulou (Chairs), presented at the 2011 conference of the European Association of Work and Organizational Psychology, Maastricht, Netherlands.
- Zhang, Z., Ilies, R. *Moderating Effects of Earlier Family Environment on Genetic Influences on Entrepreneurship*. Part of the symposium: *Disentangling Gene-Environment Interplay on Work-Related Outcomes: Evidence from Behavioral and Molecular Genetic Studies*, Z. Song & W-D. Li (Chairs), paper presented at the 2010 Annual Meeting of the Academy of Management, Montreal, Canada.
- Ilies, R., Dimotakis, N., & Wang, L. *Job Demands and Strain: Persistent Effects and Moderating Processes*. Part of the symposium: *Job Demands and Worker Well-Being*, J. Diefendorff, & A. Gabriel (Chairs), presented at the 2010 Society for Industrial and Organizational Psychology National Conference, Atlanta, GA.
- Dimotakis, N., Judge, T., & Ilies, R. *Individual and Occupational Predictors of Multidimensional Well-Being: A Longitudinal Examination*. Paper presented at the 2010 Society for Industrial and Organizational Psychology National Conference, Atlanta, GA.
- Ilies, R., Dimotakis, N., & Wang, L. *Within-Individual Effects of Recovery Processes on Mood and Citizenship Behavior*. Part of the symposium: *Between- and Within-People Investigations of Affect and Behavior at Work*, S. Parker & N. Dimotakis (Chairs), presented at the 2010 Society for Industrial and Organizational Psychology National Conference, Atlanta, GA.

## **CONFERENCE PRESENTATIONS (continued)**

- Conlon, D., Dimotakis, N., & Ilies, R. *The Mind and Heart (literally) of the Negotiator: Personality and Contextual Determinants of Cardiac Arousal and Tangible and Intangible Outcomes in Negotiation*. Part of the symposium: *All Revved Up: Causes, Consequences, and Construal of Physiological Arousal in Negotiation*, A. Brown (Chair), presented at the 2009 Annual Meeting of the Academy of Management, Chicago, IL.
- Dimotakis, N., Spitzmuller, M., & Ilies, R. *Leaders' Emotional Expressiveness and Relational Authenticity: Effects on Followers*. Part of the symposium: *The Impact of Emotions in the Leadership Process: A Follower-Centric Perspective*, M. B. Eberly and C. T. Fong (Chairs), presented at the 2009 Annual Meeting of the Academy of Management, Chicago, IL.
- Ilies, R. *What Makes a Happy Day in a Worker's Life?* Part of the symposium: *A Day in the Life of a Happy Worker*, D. Despoina Xanthopoulou, & A. B. Bakker (Chairs), presented at the 14<sup>th</sup> European Congress of Work and Organizational Psychology, Santiago de Compostela, Spain.
- Ilies, R. *Distinguished Early Career Contributions Award: Personal and Workplace Influences on Employee Well-Being*. Invited Session at the 2009 Society for Industrial and Organizational Psychology National Conference, New Orleans, LA.
- Dimotakis, N., & Ilies, R. *Within-Individual Effects of Goals and Persistence on Task Performance*. Part of the symposium: *Goal Setting, Self-Efficacy and Performance: New Research Directions*, R. Ilies, and N. Dimotakis (Chairs), presented at the 2009 Society for Industrial and Organizational Psychology National Conference, New Orleans, LA.
- Ilies, R., Dimotakis, N., & Watson D. *On the Independence of Positive and Negative Affect: Evidence from Mood at Work*. Paper presented at the 6<sup>th</sup> International Conference on Emotions and the Organizational Life, 2008, Fontainebleau, France.
- Dimotakis, N., Conlon, D., Sinclair, J., & Ilies, R. *Negotiation and Distress: A Preliminary Examination*. Paper presented at the 20<sup>th</sup> Conference of the International Association for Conflict Management, 2008, Chicago, IL.
- Simon, L., Judge, T. A., & Ilies, R. *Implications of the U-Index for Satisfaction, Helping Behavior, and Stress*. Part of the Symposium: *Multi-stakeholder Perspectives on Work-life Well-being*, A. McCarthy and J. A. Cleveland (Chairs), presented at the 2008 Annual Meeting of the Academy of Management, Anaheim, CA.
- Wagner, D. T., Schwind, K. M., & Ilies, R. *Nice, But do You Mean it? Customer Reactions to Employee Affective Display during Service Encounters*. Part of the Symposium: *What Makes Customers Tick...and Ticked Off? Affect, Justice, and Emotions in Customer Service*, D. T. Wagner and R. Ilies (Chairs), presented at the 2008 Annual Meeting of the Academy of Management, Anaheim, CA.

## CONFERENCE PRESENTATIONS (continued)

- Nahrgang, J. D., Morgeson, F. P., & Ilies, R. *How Critical Are the Early Stages of the LMX Relationship? Part of the Symposium: Novel Questions (and Answers!) Concerning Leader-Member Exchange*, J. D. Nahrgang and C. C. Rosen (Chairs), presented at the 2008 Annual Meeting of the Academy of Management, Anaheim, CA.
- Wagner, D. T., Ilies, R., & Morgeson, F. P. *Transformational Leadership of Teams: Understanding Affective, Motivational and Performance Outcomes*. Part of the Symposium: *Leadership in Groups and Teams: How and Why It Matters*, F. P. Morgeson and D. T. Wagner (Chairs), presented at the 2008 Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Ilies, R., & Fandre, J. *Contributions of Work-Family Interpersonal Capitalization and Positive Work Events to Employee Well-being*. Part of the symposium: *Explanatory Mechanisms Linking Positive Work Experiences to Behavior and Well-Being*, R. Ilies, & J. Fandre (Chairs), presented at the 2008 Society for Industrial and Organizational Psychology National Conference, San Francisco, CA.
- Huth, M. L., Ryan, A-M., Ilies, R., & Dimotakis, N. *School Staff Job Demands, Stress and Work Family Conflict- An Experience Sampling Study*. Paper presented at the 7<sup>th</sup> International Work, Stress, and Health Conference, Washington, DC, 2008.
- Ilies, R., Johnson, M., Judge, T. A., & Fandre, J. *Affective Reactions to Interpersonal Conflict at Work: Dispositional and Situational Moderators*. Paper presented at the 20<sup>th</sup> Conference of the International Association for Conflict Management, Budapest, Hungary.
- Ilies, R., Schwind, K. M., & Wagner, D. T. *Job Satisfaction Extending over the Work-Family Boundary: Spillover to Satisfaction and Mood at Home*. Paper presented at the 2007 Academy of Management National Conference, Philadelphia, PA.
- Ilies, R., & Dimotakis, N. *Psychological and Physiological Responses to Work Demands: The Role of Coping*. Part of the symposium: *Effects of work demands on employee health and well-being*, R. Ilies, & N. Dimotakis (Chairs), presented at the 2007 Society for Industrial and Organizational Psychology National Conference, New York, NY.
- Le, H., & Ilies, R., & Holland, E. V. *Too Much of a Good Thing? Curvilinearity between Emotional Stability and Performance*. Part of the symposium: *Too Much, Too Little, Too Unstable: Optimizing Personality Measure Usefulness*, D. S. Ones (Chair), presented at the 2007 Society for Industrial and Organizational Psychology National Conference, New York, NY.
- Ilies, R. *Goal Regulation across Time*. Paper presented at the 2007 Society for Industrial and Organizational Psychology National Conference, New York, NY.
- Winner of the S. Rains Wallace Dissertation Research Award



## CONFERENCE PRESENTATIONS (continued)

- Humphrey, S. E., Summers, J. K., Morgeson, F. P., & Ilies, R. *Team Composition, Role Negotiation, and Information Exchange: Creating and Developing a Context for Information Exchange in Teams*. Part of the symposium: *Information Exchange in Teams*, S. E. Humphrey (Chair), to be presented at the 2007 Society for Industrial and Organizational Psychology National Conference, New York, NY.
- Schwind, K. M., Ilies, R., & Heller, D. *Employee Well-being: A Multi-Level Model Linking Work and Family Domains*. Paper presented at the 2007 Society for Industrial and Organizational Psychology National Conference, New York, NY.
- Ilies, R., Schwind, K. M., Wagner, D. T., & Ilgen, D. R. *Intraindividual Antecedents and Outcomes of Work-Family Conflict: Workload, Affect, and Social Behavior*. Paper presented at the 3<sup>rd</sup> International Forum CRITEOS, 2006, Lisbon, Portugal.
- Barnes, C. S., Ilies, R., Hollenbeck, J. R., Nahrgang, J. D., & Schwind, K. M. *Happy to Help or Help to be Happy? Moderators in the Causal Relationships between Positive Affect and Altruism*. Part of the symposium: *Examination of Mood and Extra-Role Behavior*, I. S. Fulmer and C. S. Barnes (Chairs), presented at the 2006 Academy of Management National Conference, Atlanta, GA.
- Wagner, D. T., & Ilies, R. *Making Sense of Motivational Leadership: The Trail from Transformational Leaders to Motivated Followers*. Paper presented at the 2006 Academy of Management National Conference, Atlanta, GA.
- Spitzmuller, M., Fulmer, I. S., Ilies, R., & Johnson, M. *Personality and Citizenship Behavior: The Role of Affect and Satisfaction*. Part of the symposium: *Examination of Mood and Extra-Role Behavior*, I. S. Fulmer and C. S. Barnes (Chairs), presented at the 2006 Academy of Management National Conference, Atlanta, GA.
- Wagner, D. T., Ilies, R., & Schwind, K. M. *A Dynamic Analysis of Need Fulfillment and Well-Being at Work and Home*. Part of the symposium: *Dynamic Models of Work Processes and Well-Being: Testing Affective Events Theory with Experience Sampling Designs*, R. Ilies and D. T. Wagner (Chairs), presented at the 2006 Academy of Management National Conference, Atlanta, GA.
- Ilies, R., & Schwind, K. M. *The Influence of Work Overload on Well-Being: A Dynamic Work-Family Study*. Part of the symposium: *Processes Linking Work and Family Domains: Taking a Dynamic Approach*, R. Ilies, & K. M. Schwind (Chairs), presented at the 2006 Society for Industrial and Organizational Psychology National Conference, Dallas, TX.
- Wagner, D. T., Ilies, R., & Morgeson, F. P. *Emotional Transfer in Teams: Antecedents, Processes, and Outcomes*. Paper presented at the 2006 Society for Industrial and Organizational Psychology National Conference, Dallas, TX.

Nahrgang, J. D., Ilies, R., & Morgeson, F. P. *Leader-Member Exchange and Citizenship Behaviors: A Meta-Analysis*. Paper presented at the 2006 Society for Industrial and Organizational Psychology National Conference, Dallas, TX.

## CONFERENCE PRESENTATIONS (continued)

Heller, D., & Ilies, R. *Memories of Satisfaction: Prospective vs. Retrospective Job Satisfaction Ratings*. Part of the symposium: *Time and Job Satisfaction*, D. A. Newman (Chair), presented at the 2006 Society for Industrial and Organizational Psychology National Conference, Dallas, TX.

Johnson, M., Morgeson, F. P., & Ilies, R. *Identifying with the Workgroup: Implications for Task and Contextual Performance*. Part of the symposium: *Social Identity Theory: Implications for I/O Psychology*, M. Johnson and van Knippenberg (Chairs), presented at the 2006 Society for Industrial and Organizational Psychology National Conference, Dallas, TX.

Schwind, K. M., & Ilies, R. *Core Self-Evaluations and Psychological Well-Being: Further Validation Using Multiple Methodologies and Rating Perspectives*. Part of the symposium: *New Directions in Core Self-Evaluations Research*, D. Heller and L. Ferris (Chairs), presented at the 2006 Society for Industrial and Organizational Psychology National Conference, Dallas, TX.

Seo, M., & Ilies, R. *The Role of Affect and Judgment in Goal Regulation*. Paper presented at the 2006 Society for Industrial and Organizational Psychology National Conference, Dallas, TX.

Scott, B., Judge, T. A., & Ilies, R. *Work-Family Conflict, Emotions, and Satisfaction: Effects at Work and Home*. Paper presented at the 2006 Society for Industrial and Organizational Psychology National Conference, Dallas, TX.

Zhang, Z., Ilies, R., & Arvey, R. D. *Gene-Environment Effects on Leadership Emergence: Examining Interactions*. Paper presented at the 2006 Society for Industrial and Organizational Psychology National Conference, Dallas, TX.

Ilies, R., Arvey, R. D., & Bouchard, T. J., Jr. *Darwinism, Behavioral Genetics and Organizational Behavior: A Review and Agenda for Future Research*. Paper presented at the 2005 Academy of Management National Conference, Honolulu, HI.

Ilies, R., Johnson, M., & Judge, T. A. *Interpersonal Interactions at Work: Their Influence on Employee Well-Being and Organizational Outcomes*. Part of the symposium: *Work-Related Social Interactions and Mood: Tests of Affective Events Theory*, R. Ilies and M. Johnson (Chairs), presented at the 2005 Society for Industrial and Organizational Psychology National Conference, Los Angeles, CA.

Judge, T. A., Scott, B. A., & Ilies, R. *Hostility, Job Attitudes, and Workplace Deviance: Test of a Multi-Level Model*. Paper presented at the 2005 Society for Industrial and Organizational Psychology National Conference, Los Angeles, CA.

Ilies, R., Morgeson, F. P., Humphrey, S., & DeRue, D. S. *Leader-Follower Emotional Contagion in Small Teams: A Longitudinal Study of Team Formation and Performance*. Part of the symposium: *Leadership, Affect, and Emotions*, D. van Knippenberg (Chair), presented at the 2005 Society for Industrial and Organizational Psychology National Conference, Los Angeles, CA.

## CONFERENCE PRESENTATIONS (continued)

Bono, J. E., & Ilies, R. *Linking Leader Emotions to Follower Responses: Alternative Explanations?* Part of the symposium: *Leadership, Affect, and Emotions*, D. van Knippenberg (Chair), presented at the 2005 Society for Industrial and Organizational Psychology National Conference, Los Angeles, CA.

DeRue, D. S., Morgeson, F. P., Ilies, R., & Humphrey, S. *Changes in Person-Team Fit as a Function of Positive Affect: A Longitudinal Study of Fit in the Team Context*. Part of the symposium: *Evolutions of Fit: Theoretical and Empirical Examinations of Person-Environment Fit over Time*, A. Van Vianen and A. Kristof-Brown (Chairs), presented at the 2005 Society for Industrial and Organizational Psychology National Conference, Los Angeles, CA.

Ilies, R., & Judge, T. A. *Performance Feedback and Goal Regulation: Mediating Processes and Dispositional Moderating Influences*. Paper presented at the 2004 Academy of Management National Conference, New Orleans, LA.

Ilies, R., & Morgeson, F. P. *Authentic Leadership and Eudaemonic Well-Being: Understanding Leader-Follower Outcomes*. Paper presented at the 2004 Gallup Leadership Institute Summit, Omaha, NE.

Zhang, Z., Ilies, R., & Arvey, R. A. *Born to be Made: The Impact of Gene-Environment Interactions on Leadership Emergence*. Paper presented at the 2004 Gallup Leadership Institute Summit, Omaha, NE.

Ilies, R., de Pater, I. E., & Judge, T. A. *Affective Reactions to Performance Feedback: The Role of Self-Esteem*. Paper presented at the 2004 Society for Industrial and Organizational Psychology National Conference, Chicago, IL.

Scott, B., Ilies, R., & Judge, T. A. *The Influence of Personal Traits and Experienced States on Satisfaction with Job, Marriage, and Life*. Part of the symposium: *Positive I-O Psychology: A Discussion of Approaches and Directions*, M. Gerhardt (Chair), presented at the 2004 Society for Industrial and Organizational Psychology Conference, Chicago, IL.

Heller, D., Watson, D., & Ilies, R. *The Role of Person versus Situation in Life Satisfaction: A Critical Examination*. Part of the symposium: *Positive I-O Psychology: A Discussion of Approaches and Directions*, M. Gerhardt (Chair), presented at the 2004 Society for Industrial and Organizational Psychology National Conference, Chicago, IL.

Ilies, R., & Judge, T. A. *Modeling the Influence of Individual Differences in Stimulus Sensitivity on Emotional Reactions in Multilevel Analyses: Using Cross-Level Interactions*. Part of the symposium: *Multilevel Perspectives on Emotions in Organizations*, N. Ashkanasy (Chair), presented at the 2003 Society for Industrial and Organizational Psychology National Conference, Orlando, FL.

Ilies, R., & Judge, T. A. *An Experience-Sampling Measure of Job Satisfaction*. Paper presented at the 2003 Society for Industrial and Organizational Psychology National Conference, Orlando, FL.

## CONFERENCE PRESENTATIONS (continued)

Bono, J., & Ilies, R. *A Multi-level Examination of Emotional Links between Leaders and Followers*. Part of the symposium: *Multilevel Perspectives on Emotions in Organizations*, N. Ashkanasy (Chair), presented at the 2003 Society for Industrial and Organizational Psychology National Conference, Orlando, FL.

Piccolo, R., Judge, T. A., & Ilies, R. *The Ohio State Studies: Consideration and Initiating Structure Revisited*. Paper presented at the 2003 Society for Industrial and Organizational Psychology National Conference, Orlando, FL.

Ilies, R., & Judge, T. A. *How to Conduct Research over the Internet*. Invited presentation at the 2003 Society for Industrial and Organizational Psychology National Conference, Orlando, FL.

Colbert, A., Judge, T. A., & Ilies, R. *A Meta-Analysis of the Relationship between Intelligence and Leadership*. Part of the symposium: *The Determinants of Leadership: The Role of Personality, Cognitive Ability, and Genetics*, M. Rotundo, & R. Arvey (Chairs), presented at the 2003 Society for Industrial and Organizational Psychology National Conference, Orlando, FL.

Mount, M. K., Johnson, E., Ilies, R., & Barrick, M. A. *A Process Model Explaining How Personality Influences Work Performance*. Paper presented at the 2002 Society for Industrial and Organizational Psychology National Conference, Toronto, ON.

Ilies, R., Judge T. A., & Werner, M. *Individual Differences in Leadership Emergence: Integrating Meta-Analytic Findings and Behavioral Genetics Estimates*. Paper presented at the 2002 Society for Industrial and Organizational Psychology National Conference, Toronto, ON.

- Winner of the John C. Flanagan Award for Outstanding Student Contribution.

Ilies, R., & Judge T. A. *On the Heritability of Job Satisfaction*. Part of the symposium: *Dispositional Effects on Work Attitudes*, R. Ilies and T. A. Judge (Chairs), presented at the 2002 Society for Industrial and Organizational Psychology National Conference, Toronto, ON.

Bono, J. E., & Ilies R. *Transformational Leadership and Emotions: The Effect on Followers*. Part of the symposium: *Leadership and Emotions*, J. E. Bono (Chair), presented at the 2002 Society for Industrial and Organizational Psychology National Conference, Toronto, ON.

Judge T. A., & Ilies, R. *Personality, Affect, and Job Satisfaction: An Experience Sampling Study*. Part of the symposium: *Modeling Organizational Behavior over Time: Experience Sampling and Longitudinal Research*, A. Miner (Chair), presented at the 2002 Academy of Management National Conference, Denver, CO.

## CONFERENCE PRESENTATIONS (continued)

Schmidt, F. L., & Ilies, R. *The Multifaceted Nature of Measurement Error: An Empirical Examination*. Part of the symposium: *Measurement Error and Reliability*, Schmidt, F. L. (Chair), presented at the 2001 American Psychological Association National Convention, San Francisco, CA.

Judge, T. A., Bono, J. E., Ilies, R., & Werner, M. *Trait Theory of Leadership: An Appraisal of the Literature*. Part of the symposium: *Emerging Trends in Personality and Leadership*, Costa, P. T. (Chair), presented at the 2001 Academy of Management National Conference, Washington, DC.

Ilies, R., & Hauserman, N. *Reported Incidence Rates of Sexual Harassment in the Workplace: Using Meta-Analysis to Explain Reported Rate Disparities*. Paper presented at the 2001 Academy of Management National Conference, Washington, DC.

Judge, T. A., & Ilies, R. *Relevance of Experience Sampling to the Dispositional Source of Job Satisfaction: The Role of Personality and Mood*. Part of the symposium: *Experience Sampling Methods (ESM) in Organizational Research*, Weiss, H. M. (Chair), presented at the 2001 Society for Industrial and Organizational Psychology National Conference, San Diego, CA.

Bono, J. E., & Ilies, R. *Using Web-based Technology in the Management of Complex, Multi-level Data*. Technology showcase presentation at the 2001 Society for Industrial and Organizational Psychology National Conference, San Diego, CA.

Boles, T., & Ilies, R. *Reference Point Conflict and Judgment: The Influence of Mood*. Paper presented at the 2000 Society for Judgment and Decision National Conference, New Orleans, LA.

## TECHNICAL REPORTS

Schmidt, F. L., Le, H., & Ilies, R. (2001). *Development and Validation of an Employee Selection Instrument for Iowa Department of Personnel*. Iowa City, Iowa.

Brown, K. G., Le, H., & Ilies, R. (2001). *Technology Skill and Attitude Assessment for Iowa Health Care System*. Iowa City, Iowa.

Ilies, R., Kumar, K., Werner, M., & Brown, K. G. (2000). *Customer Contact Training Program (CCTP) Continuous Improvement Project: Phase I Needs Assessment in Cooperation with Toyota Financial Services*. Iowa City, Iowa.

Schmidt, F. L., & Ilies, R. (2000). *Validity of ePredix Power Screens*. Iowa City, Iowa.

## **RESEARCH INTERESTS**

Job design, stress, work-family balance, and well-being

Organizational citizenship behaviors

Affective and attitudinal spillover across life domains

Work engagement, motivation and self-regulation

Leadership and group processes

Dispositions, personality and behavioral genetics

## **GRADUATE STUDENT COMMITTEES**

Yizhen Lu, Ph. D., Management & Organisation, on-going (Chair)

Runkun Su, Ph. D., Management & Organisation, on-going (Chair), at Sun-Yat Sen University

Randy Lee, Ph. D., Management & Organisation, on-going (Chair), at Lingnan University

Noriko Tan, Ph. D., Management & Organisation, (Chair), at Singapore Management University

Huirong Ju, Ph. D., Management & Organisation, (Chair), at CEIBS

Guo Yang, Ph.D., Management & Organisation, (Chair), at IESEG University

Sherry Aw, Ph.D., Management & Organisation, 2019 (Chair), at National University of Singapore

Xinxin Li, Ph.D., Management & Organisation, 2019 (Chair), at Shanghai JiaTong University

Dongwon Choi, Ph.D., Management & Organisation, 2017 (Chair), at NEOMA Business School

Yukun Liu, Ph.D., Management & Organisation, 2017 (Chair), at Curtin University

Jia Lin, Ph.D., Management & Organisation, 2017 (Chair), at Hong Kong Polytechnic University

Zen W. Goh, Ph.D., Management & Organisation, 2016 (Chair), at Monash University

Helen Pluut, Ph.D., 2016 (co-Promoter at Tilburg University), at Leiden University

Rahimah Rajah, Ph.D., Management & Organisation, 2014 (Chair), at Koblenz University

Nikos Dimotakis, Ph.D., Management, 2011 (Chair), at University of Nebraska

Kelly S. Wilson, Ph.D., Management, 2009 (Chair); at Purdue University

David T. Wagner, Ph.D., Management, 2009 (Chair); at University of Oregon

Huai Ching Liu, Ph.D. Organizational Behavior.

Felipe Guzman, Ph.D., 2018 (external committee member at IESE).

Zhenyu Liao, Ph.D., Management & Organisation, 2017

Wang Nan, Ph.D., Management & Organisation, 2015

## **GRADUATE STUDENT COMMITTEES (continued)**

Chen, Jiaqing, Ph.D., Management & Organisation, 2014

Portia Dyrenforth, Ph.D., Psychology, 2010

Jessica Keeney, M.S., Psychology, 2009 (co-Chair)

Ruchi Sinha, Ph.D., Psychology, 2010

Chi Dang, Ph.D., Psychology, 2009

Dustin Jundt, Ph.D., Psychology, 2009

Jennifer Nahrgang, Ph.D., Management, 2009

Jason Huang, M.S., Psychology, 2009

Kindy Lee, Ph.D., Psychology, 2009

Alyssa Friede, Ph.D., Psychology, 2008

Hannah-Hanh Nguyen, Ph.D., Psychology, 2006

Michael D. Johnson, Ph.D., Management, 2006

Brendan Baird, Ph.D., Psychology, 2006

Christopher Meyer, Ph.D., Management, 2005

## **TEACHING EXPERIENCE**

Bocconi University:

*Organizational Behavior (Ph.D.)*

*Organizational Behavior and Social Psychology (undergraduate)*

*Behavioral Skills Seminar (MSc.)*  
*Managing People in Organizations (MBA)*

National University of Singapore:  
*Experiencing Work: Effects on Behavior and Well-Being (Honors undergraduate)*  
*Research Methods in Management and Organization (Honors undergraduate)*  
*Seminar in Quantitative Research Methods (Ph.D.)*  
*Seminar in Advanced Quantitative Research Methods (Ph.D.)*

Michigan State University:  
*Organizational Research Methods (Ph.D.)*  
*Leadership Development (Weekend MBA course)*  
*Leadership and Team Management (MBA elective course)*  
*Creativity and Innovation (Weekend MBA module)*  
*Management Capstone (undergraduate course)*  
*Training and Individual Development (undergraduate course)*

## **TEACHING EXPERIENCE (continued)**

University of Florida: *Organizational Behavior (undergraduate course)*  
University of Iowa: *Introduction to Management (undergraduate course)*

## **PROFESSIONAL ACTIVITIES**

Guest (co)-editor: *Human Relations*, special issue, published in 2012: “The Life of a Happy Worker: Examining Short-Term Fluctuations in Employee Happiness and Well-Being”

Guest (co)-editor: *Journal of Organizational Behavior*, special issue, published in 2011: “Intraindividual Processes Linking Work and Employee Well-Being”

Editorial board member: *European Journal of work and Organizational Psychology*, 2020 -  
*Journal of Applied Psychology*, 2006 - 2014  
*Journal of Management*, 2008 - 2015  
*Journal of Managerial Psychology*, 2018 -  
*Journal of Occupational and Organizational Psychology*, 2012 -  
*Journal of Organizational Behavior*, 2007 - 2012

Editorial board member: *Leadership Quarterly*, 2006 - 2012  
*Organizational Behavior and Human Decision Processes*, 2020 -



*Personnel Psychology*, 2010 – 2014

*Psihologia Resurselor Umane*, 2007 –

Chair: Early Career Achievement Award Committee, *Human Resources Division of the Academy of Management*, 2011.

Committee member: Cummings Scholarly Achievement Award, recognizing an early- to mid-career scholar, *Organizational Behavior Division of the Academy of Management*, 2021.

Scholarly Achievement Award, Human Resources Division, *Academy of Management*, 2012, 2013.

2009 Outstanding Publication in Organizational Behavior Award, *Organizational Behavior Division of the Academy of Management*, 2010.

Scholarly Achievement Award, *Human Resources Division of the Academy of Management*, 2013.

Distinguished Early Career Contributions Award, *Society for Industrial and Organizational Psychology*, 2009-2011.

## **PROFESSIONAL ACTIVITIES (continued)**

Committee member: Cummings Scholarly Achievement Award, recognizing an early- to mid-career scholar, *Organizational Behavior Division of the Academy of Management*, 2009-2010.

S. Rains Wallace Award, *Society for Industrial and Organizational Psychology*, 2007-2008.

Assistant program chair: *Academy of Management, Human Resources Division, Washington, DC*, 2001.

Program committee member: *Institute of Work Psychology (Sheffield, UK)*, 2020.

*Academy of Management, Human Resources*, 2002-2005, 2009.

*Academy of Management, Organizational Behavior*, 2001-2004, 2009.

*American Psychological Association*, 2001.

Ad-hoc reviewer: *Asian Academy of Management*, 2012.

*Southern Management Association*, 2002.

*Society for Industrial and Organizational Psychology*, 2005.

*Academy of Management Journal*

*Academy of Management Review*

*Administrative Science Quarterly*

*Applied Psychology: An International Review*  
*British Journal of Management*  
*British Journal of Social Psychology*  
*European Journal of Work and Organizational Psychology*  
*European Psychologist*  
*Human Performance*  
*Human Relations*  
*International Journal of Selection and Assessment*  
*The Israel Science Foundation*  
*Journal of Applied Social Psychology*  
*Journal of Business Venturing*  
*Journal of Educational Psychology*  
*Journal of Managerial Psychology*  
*Journal of Marriage and Family*  
*Journal of Occupational and Organizational Psychology*  
*Journal of Occupational Health Psychology*  
*Journal of Personality*

## **PROFESSIONAL ACTIVITIES (continued)**

Ad-hoc reviewer: *Journal of Personality and Social Psychology*  
*Journal of Research in Personality*  
*National Science Foundation (US)*  
*Organization Science*  
*Organizational Behavior and Human Decision Processes*  
*Organizational Psychology Review*  
*Organizational Research Methods*  
*Personality and Individual Differences*  
*Psychological Science*  
*Research Grants Council of Hong Kong*  
*Sex Roles: A Journal of Research*  
*Social Sciences and Humanities Research Council of Canada*

## **PROFESSIONAL AFFILIATIONS (some expired)**

Academy of Management  
American Psychological Association  
American Psychological Society  
European Association for Work and Organizational Psychology

Society for Industrial and Organizational Psychology

Society for Occupational Health Psychology

Society for Personality and Social Psychology

## **UNIVERSITY SERVICE**

Bocconi University

Director of the PhD Program in Business Administration and Management, 2023-

University Committee for Appointments and Promotions, 2023-

Chair of Department Research Committee, 2022-

Department Executive Committee, 2021-

National University of Singapore

Head of Department, Department of Management and Organisations, 2020-2022

Honors Thesis Committee, 2014-2021

Department Tenure and Promotion Committee, Chair, 2014-2016

Department Mid-Term Advisory Report Committee (Chair; member), 2013-2020

School Research Committee, 2014-2016

School Committee on Faculty Tenure and Promotion, 2012-2013, 2016-2017, 2018-2020

## **UNIVERSITY SERVICE**

National University of Singapore

Expert Panel for Humanities and Social Sciences at the Office of the Deputy President for Research and Technology, 2017-2021

Department Evaluation Committee, 2012-2020

Chair of Faculty Search and Recruiting Committee, 2011-2020

Department Doctoral Program Committee, 2011-2020

Michigan State University

Doctoral Programs Committee, Broad School, 2010-2011

OB/HR Recruiting Committee, Member, 2005, 2009

HR Professor of Practice Committee, 2008

Graduate Student Selection Committee, Member, 2007-2009

University Committee on Faculty Tenure and Promotion, Member, 2005-2008

Chair of OB/HR Recruiting Committee, 2006-2009

University Grievance Office, Appeal Panel Member, 2006