

## Rakoon (Rak) Piyanontalee

School of Labor and Employment Relations, Penn State University

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### ACADEMIC APPOINTMENT

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**The Pennsylvania State University, School of Labor and Employment Relations**

Assistant Research Professor,

Center for International Human Resource Studies

September 2021 - Present

### EDUCATION

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**University of Wisconsin, Madison**

Doctor of Philosophy (Business)

2021

**University of Illinois, Urbana-Champaign**

Bachelor of Science (Psychology)

2014

### RESEARCH INTERESTS

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Strategic HRM, International HRM, Compensation, Employee Turnover, Downsizing

### PUBLICATIONS

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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. <https://doi.org/10.1146/annurev-orgpsych-012119-045343>
2. **Piyanontalee, R.**, Farndale, E., & Brewster, C. (2025) Institutions, Economies, and Downsizing: Evidence across Time and Countries. *The International Journal of Human Resource Management*. Advance online publication. <https://doi.org/10.1080/09585192.2024.2428343>
3. Farndale, E., Horak, S., **Piyanontalee, R.**, Puffer S., & Vidović, M. (2025) Looking back to look forward: Disruption, innovation and future trends in international human resource management. *International Business Review*, 34(1). <https://doi.org/10.1016/j.ibusrev.2024.102362>

### WORKS UNDER REVIEW (E = equal contributions)

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1. **Piyanontalee, R.<sup>E</sup>**, Feng, J.<sup>E</sup>, Jayasinghe, M., & Gerhart, B. "Mediation Research: Drawing Valid and Complete Inferences."
  - Under initial review at *Personnel Psychology*

### WORKS IN PROGRESS (E = equal contributions)

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1. **Piyanontalee, R.**, Farndale, E., Roumpi, D., Özçelik, G., & Yahiaoui, D. "Congruence in Employee and Line Manager Perceptions of the HRM System: The Role of Cultural Values."
  - 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. **Piyanontalee, R.<sup>E</sup>**, Trzebiatowski, T.<sup>E</sup>, & Trevor, C.O. "Talent Dispersion within Teams."
  - Preparing for submission to *Human Resource Management*

4. **Piyanontalee, R.** & Ko, Y.H. "Progression of Withdrawal and Compensation Plans."
5. **Piyanontalee, R.** & Trevor, C.O. "Turnover as an Anti-Union Strategy."
6. **Piyanontalee, R.**, Kwon, Y., & Lee, J. "Turnover Contagion."

## HONORS AND AWARDS

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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

## CONFERENCE PRESENTATIONS

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1. **Piyanontalee, R.**, Feng, J., Jayasinghe, M., & Gerhart, B. (2024, August) "Mediation Research: Drawing Valid and Complete Inferences." *Academy of Management Annual Meeting. Chicago, IL.*
2. **Piyanontalee, R.**, & Ko, Y.H. (2024, August) "Progression of Withdrawal and Compensation Plans." In Kang, S. & Ko, Y.H. (Chairs) "Navigating the Intended and Unintended Consequences of Compensation Strategies in Organizations." Presenter Symposium at the *Academy of Management Annual Meeting. Chicago, IL.*
3. **Piyanontalee, R.** (2024, August) "Methodological challenges and prospects in working with international HRM datasets." In Farndale, E. (Chair) "Comparative Human Resource Management: Extending Beyond National Comparisons." Panel Symposium presented at the *Academy of Management Annual Meeting. Chicago, IL.*
4. **Piyanontalee, R.** (2023, October). "The Strategic Core Team Role: Emergence, Mechanisms, And Future Research Directions." *2023 Annual Meeting of the Southern Management Association. St. Pete Beach, FL.*
5. **Piyanontalee, R.**, Farndale, E., Brewster, C. (2023, October). "Institutions, Economies, and Downsizing: Evidence across Time and Countries." *2023 Midwest Academy of Management Annual Meeting. Chicago, IL.*
6. **Piyanontalee, R.** & Trevor, C.O. (2023, September). "Turnover as an Anti-Union Strategy." *16th Annual People and Organizations Conference. The Wharton School of the University of Pennsylvania.*
7. **Piyanontalee, R.**, Farndale, E., Roumpi, D., Özçelik, G., & Yahiaoui, D. (2023, August) "Cultural Values as Predictors of Congruence between Employee and Supervisor HR Strength Perceptions." *Academy of Management Annual Meeting. Boston, MA.*
8. **Piyanontalee, R.** (2022, May). "Managing Pay Differences Among Nationally Diverse Sets of Workers." *5th Global Conference on International Human Resource Management. New York, NY.*
9. **Piyanontalee, R.** (2020, October). "Examining the Temporal Relationship Between Bonus Pay and Turnover." *13th Annual People and Organizations Conference. The Wharton School of the University of Pennsylvania. Virtual.*
10. Trzebiatowski, T., **Piyanontalee, R.**, & Trevor, C.O. (2020, August). "Talent Dispersion: Core/Periphery Distinctions, Team Performance, and Individual Talent Development." *Academy of Management Annual Meeting. Virtual.*
11. **Piyanontalee, R.** & Koshimov, B. (2019, August). "Consequences of Collective Turnover: A Matter of Time and Quality." *Academy of Management Annual Meeting. Boston, MA.*
12. **Piyanontalee, R.** (2017, August). "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

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### 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

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### 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, Human Resource Management Journal, 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-present
- Strategic Management Society Annual Conference Reviewer 2020- present
- 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

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Academy of Management

2016-Present

the CRANET Research Network (<https://cranet.la.psu.edu/>)

2021-Present

## PROFESSIONAL EXPERIENCE

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Human Resources Officer at True Corporation, PCL., Bangkok, Thailand

2014-2015

## ACADEMIC REFERENCES

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**Charlie Trevor, Ph.D.**

Professor of Management  
University of Wisconsin-Madison  
4112 Grainger Hall  
975 University Avenue  
Madison, WI 53706  
[charlie.trevor@wisc.edu](mailto:charlie.trevor@wisc.edu)  
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**Barry Gerhart, Ph.D.**

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**Elaine Farndale, Ph.D.**

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The Pennsylvania State University  
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304, Fischer Road  
State College, PA 16801  
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**Tiffany Trzebiatowski, Ph.D.**

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