Rakoon (Rak) Piyanontalee

School of Business, The College of New Jersey
Office: Business Building, Room 117. 2000 Pennington Rd. Ewing, NJ 08628
Website: rakoon.github.io **Email**: piyanonr@tcnj.edu

ACADEMIC APPOINTMENT

The College of New Jersey, *School of Business*
Assistant Professor, Department of Management — 2026 - Present
The Pennsylvania State University, *School of Labor and Employment Relations*
Assistant Research Professor, Center for International Human Resource Studies — 2021 - 2026

EDUCATION

University of Wisconsin, Madison
Doctor of Philosophy (Business) — 2021
University of Illinois, Urbana-Champaign
Bachelor of Science (Psychology) — 2014

RESEARCH INTERESTS

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

PUBLICATIONS ([E] = equal contributions)

1. **Piyanontalee, R.**[E], Feng, J.[E], Jayasinghe, M., & Gerhart, B. (2027). "Drawing More Complete and Valid Interpretations of Mediation in Human Resource Management: Beyond the Sole Focus on Indirect Effects and Their Statistical Significance." *Human Resource Management Review, 37(1).* https://doi.org/10.1016/j.hrmr.2026.101184
2. **Piyanontalee, R.,** Farndale, E., & Brewster, C. (2025). Institutions, Economies, and Downsizing: Evidence across Time and Countries. *The International Journal of Human Resource Management*, *36(12)*, 2118-2148. 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
4. 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

WORKS IN PROGRESS

1. **Piyanontalee, R.** & Ko, Y.H. "From Lateness to Leaving: Distinct Withdrawal Profiles and Transitions Predict Turnover."
2. **Piyanontalee, R.** & Park, H.M. "The Diligence Shield: How Workers' Pay is Shaped by Gender and Nationality Stereotypes."
3. **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."
4. **Piyanontalee, R.** "Temporal Patterns of Voluntary Turnover Surrounding Bonus Payments."

5. Shen, Y.X., Feng, J., & **Piyanontalee, R.** "Revisiting the Definition and Measurement of Involuntary Turnover and Their Implications for Organizational Performance: A Qualitative and Meta-Analytic Review."
6. **Piyanontalee, R.**[E], Trzebiatowski, T.[E], & Trevor, C.O. "Star Talent Concentration."
7. **Piyanontalee, R.** & Kwon, Y. "Turnover Intention Trajectory & Contagion."
8. **Piyanontalee, R.** & Trevor, C.O. "Turnover as an Anti-Union Strategy."

HONORS AND AWARDS

Best Conference Reviewer - Academy of Management, HR Division	2023
Best Student Convention Paper Award - Academy of Management, HR Division	2021
Student Research Grants Competition - Conference Presentation Award	2020
UW-Madison Three Minute Thesis Semifinalist	2020
Wisconsin School of Business Distinguished Teaching Award	2019

CONFERENCE PRESENTATIONS

1. **Piyanontalee, R.**, Ko., Y.H. (2026, September) "From Lateness to Leaving: Distinct Withdrawal Profiles and Transitions Predict Turnover." *19th Annual People and Organizations Conference. The Wharton School of the University of Pennsylvania*.
2. **Piyanontalee, R.**, Park., H.M. (2026, August) "The Diligence Shield: How Workers' Pay is Shaped by Gender and Nationality Stereotypes." *Academy of Management Annual Meeting. Philadelphia, PA*.
3. **Piyanontalee, R.**, Farndale, E., Roumpi, D., Özçelik, G., & Yahiaoui, D. (2025, June) "Congruence in Employee and Line Manager Perceptions of the HRM System: The Role of Cultural Values." *Asia Academy of Management Special Conference. Bangkok, Thailand*.
4. **Piyanontalee, R.**, Feng, J., Jayasinghe, M., & Gerhart, B. (2024, August) "Mediation Research: Drawing Valid and Complete Inferences." *Academy of Management Annual Meeting. Chicago, IL*.
5. **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*.
6. **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*.
7. **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.*
8. **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.*
9. **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*.
10. **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*.

11. **Piyanontalee, R.** (2022, May). "Managing Pay Differences Among Nationally Diverse Sets of Workers." *5th Global Conference on International Human Resource Management*. *New York, NY.*
12. **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.*
13. 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.*
14. **Piyanontalee, R.** & Koshimov, B. (2019, August). "Consequences of Collective Turnover: A Matter of Time and Quality." *Academy of Management Annual Meeting. Boston, MA*.
15. **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*.

MEDIA AND PUBLIC ENGAGEMENT

1. **Marketplace**. (2025, December 26). " 'Tis the season of holiday bonuses ... for some" https://www.marketplace.org/story/2025/12/26/the-number-of-employers-offering-annual-bonuses-is-falling

TEACHING EXPERIENCE

Penn State University

LHR 403: International HRM — Level: Undergraduate
LHR 312: Research Methods — Level: Undergraduate
HRER 512: Research Methods — Level: Master's

University of Wisconsin-Madison

MHR 300: Managing Organizations — Level: Undergraduate

PROFESSIONAL AND UNIVERSITY SERVICES

Editorship

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

Ad hoc Reviews

- *Human Resource Management, Human Resource Management Journal, The International Journal of Human Resource Management, Journal of Management Studies, Strategic Management Journal, South Asian Journal of Human Resources Management*

Conference Reviewing

- Academy of Management Annual Meeting Reviewer 2016-present
- Strategic Management Society Annual Conference Reviewer 2020- present

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

- Global Conference on International Human Resource Management Organizing Team 2022-2024

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
- HR Division Best Student Paper Award Committee Chair 2022

PROFESSIONAL AFFILIATIONS

Academy of Management 2016-Present
the CRANET Research Network (https://cranet.la.psu.edu/) 2021-Present