

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

### 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.

### WORKS UNDER REVIEW

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

### SELECTED WORKING PAPERS AND WORKS IN PROGRESS <sup>(E denotes equal contributions)</sup>

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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."
  - Preparing for submission to *Personnel Psychology*
2. Piyanontalee, R. "Temporal Patterns of Collective Voluntary Turnover Surrounding Bonus Payments."
  - Preparing for submission to *Organization Science*
3. Trzebiatowski, T., Piyanontalee, R., & Trevor, C.O. "Talent Dispersion within Teams."
  - Preparing for submission to *Journal of Management*
4. Piyanontalee, R. & Trevor, C.O. "Turnover as an Anti-Union Strategy."
5. Piyanontalee, R. & Ko, Y.H. "Withdrawal Behaviors and Employee Compensation."
6. Piyanontalee, R. & Kwon, Y. "Turnover Contagion."

## HONORS AND AWARDS

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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
Wisconsin School of Business Research Travel Grant	2016-2019
Wisconsin School of Business Scholarship (\$2,000; \$4,000)	2018; 2020
Dean's Scholarship (tuition and fees)	2015-2019

## CONFERENCE PRESENTATIONS

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

## TEACHING EXPERIENCE

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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* 2023

### Ad hoc Reviews

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

### Award Committee & Conference Reviewing

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

### Service to the 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

## 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.**

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University of Wisconsin-Madison  
4112 Grainger Hall  
975 University Avenue  
Madison, WI 53706  
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**Barry Gerhart, Ph.D.**

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**Elaine Farndale, Ph.D.**

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Management  
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