

# About the Authors

**Raymond A. Noe** is the Robert and Anne Hoyt Professor of Management at The Ohio State University. He was previously a professor in the Department of Management at Michigan State University and the Industrial Relations Center of the Carlson School of Management, University of Minnesota. He received his BS in psychology from The Ohio State University and his MA and PhD in psychology from Michigan State University. Professor Noe conducts research and teaches undergraduate as well as MBA and PhD students in human resource management, managerial skills, quantitative methods, human resource information systems, training, employee development, and organizational behavior. He has published articles in the *Academy of Management Journal*, *Academy of Management Review*, *Journal of Applied Psychology*, *Journal of Vocational Behavior*, and *Personnel Psychology*. Professor Noe is currently on the editorial boards of several journals including *Personnel Psychology*, *Journal of Applied Psychology*, and *Journal of Organizational Behavior*. Professor Noe has received awards for his teaching and research excellence, including the Herbert G. Heneman Distinguished Teaching Award in 1991 and the Ernest J. McCormick Award for Distinguished Early Career Contribution from the Society for Industrial and Organizational Psychology in 1993. He is also a fellow of the Society for Industrial and Organizational Psychology.

**John R. Hollenbeck** received his PhD in Management from New York University in 1984, and is currently the Eli Broad Professor of Management at the Eli Broad Graduate School of Business Administration at Michigan State University. Dr. Hollenbeck was the first recipient of the Ernest J. McCormick Award for Early Contributions to the field of Industrial and Organizational Psychology in 1992, and is currently a Fellow of the Academy of Management, the American Psychological Association, and the Society of Industrial and

Organizational Psychology. He has published over 70 articles and book chapters on the topics of work motivation and group behavior with more than 40 of these appearing in the most highly cited refereed outlets. According to the Institute for Scientific Research, this body of work has been cited over 1,300 times by other researchers. Dr. Hollenbeck was the acting editor at *Organizational Behavior and Human Decision Processes* in 1995, the associate editor at *Decision Sciences* between 1998 and 2004, and the editor of *Personnel Psychology* from 1996 to 2002. He currently serves on the editorial board of the *Academy of Management Journal*, the *Journal of Applied Psychology*, *Personnel Psychology*, and *Organizational Behavior and Human Decision Processes*. Dr. Hollenbeck's teaching has been recognized with several awards, including the Michigan State University Teacher-Scholar Award in 1987 and the Michigan State University Distinguished Faculty Award in 2006. Within the Broad School of Business, he was awarded the Dorothy Withrow Teaching Award in 2002, the Lewis Quality of Excellence Award in both 2001 and 2004, and Most Outstanding MBA Faculty Award in 2007.

**Barry Gerhart** is the Bruce R. Ellig Distinguished Chair in Pay and Organizational Effectiveness and Director of the Strategic Human Resources Program at the University of Wisconsin–Madison. He was previously the Frances Hampton Currey Chair in Organizational Studies at the Owen School of Management at Vanderbilt University and Associate Professor and Chairman of the Department of Human Resource Studies, School of Industrial and Labor Relations at Cornell University. He received his BS in psychology from Bowling Green State University in 1979 and his PhD in industrial relations from the University of Wisconsin–Madison in 1985. His research is in the areas of compensation/rewards, staffing, and employee attitudes. Professor Gerhart has worked with a variety of organizations,

including TRW, Corning, and Bausch & Lomb. His work has appeared in the *Academy of Management Journal*, *Industrial Relations*, *Industrial and Labor Relations Review*, *Journal of Applied Psychology*, *Personnel Psychology*, and *Handbook of Industrial and Organizational Psychology*, and he has served on the editorial boards of the *Academy of Management Journal*, *Industrial and Labor Relations Review*, and the *Journal of Applied Psychology*. He was a corecipient of the 1991 Scholarly Achievement Award, Human Resources Division, Academy of Management.

**Patrick M. Wright** is Professor of Human Resource Studies and Director of the Center for Advanced Human Resource Studies in the School of Industrial and Labor Relations at Cornell University. He was formerly Associate Professor of Management and Coordinator of the Master of Science in Human Resource Management program in the College of Business Administration and Graduate School of Business at Texas A&M University. He holds a BA in psychology from Wheaton College and an MBA and a PhD in organizational behavior/human resource management from Michigan State University. He teaches, conducts research, and consults in the areas of personnel selection, employee motivation, and strategic human resource

management. His research articles have appeared in journals such as the *Academy of Management Journal*, *Journal of Applied Psychology*, *Organizational Behavior and Human Decision Process*, *Journal of Management*, and *Human Resource Management Review*. He has served on the editorial boards of *Journal of Applied Psychology* and *Journal of Management* and also serves as an ad hoc reviewer for *Organizational Behavior and Human Decision Processes*, *Academy of Management Journal*, and *Academy of Management Review*. In addition, he has consulted for a number of organizations, including Whirlpool Corporation, Amoco Oil Company, and the North Carolina State government.

He has co-authored two textbooks, has co-edited a number of special issues of journals dealing with the future of Strategic HRM as well as Corporate Social Responsibility. He has taught in Executive Development programs and has conducted programs and/or consulted for a number of large public and private sector organizations. Dr. Wright served as the Chair of the HR Division of the Academy of Management and on the Board of Directors for SHRM Foundation, World at Work, and Human Resource Planning Society.