

# John P. Hausknecht

Professor of Human Resource Studies  
Cornell University

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ILR School  
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## EDUCATION

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- Ph.D. Penn State University, May 2003  
Major: Industrial/Organizational Psychology  
Minor: Management
- M.S. Penn State University, May 1999  
Minor: Management
- B.A. Baldwin-Wallace University, June 1997  
Major: Psychology

## ACADEMIC APPOINTMENTS

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Cornell University, ILR School, Department of Human Resource Studies, July 2005-present

Professor (with tenure): October 2020-present  
Associate Professor (with tenure): August 2011-September 2020  
Assistant Professor: July 2005-July 2011

DePaul University, Department of Psychology, August 2003-June 2005

Assistant Professor: August 2003-June 2005

## RESEARCH GRANTS AND AWARDS

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CAHRS Research Grant Initiative (\$90,000), 2015-2017, Co-Principal Investigator (w/C. Trevor)

SHRM Foundation Research Grant (\$85,836), 2012-2014, Principal Investigator

Rockefeller Foundation Research Grant (\$199,967), 2013, Co-Principal Investigator (w/R. Batt)

MacIntyre Award for Exemplary Teaching, 2008, Cornell University, ILR School

S. Rains Wallace Dissertation Research Award, 2004, Best Doctoral Dissertation, SIOP

Finalist, William A. Owens Scholarly Achievement Award, 2004, SIOP

Co-recipient, Best Student Paper, 2004, Academy of Management, HR Division

## JOURNAL PUBLICATIONS

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Li, H., Hausknecht, J.P., & Dragoni, L. (2020). Initial and longer-term change in unit-level turnover following leader succession: Contingent effects of outgoing and incoming leader characteristics. *Organization Science*, 31(2), 458-476.

Hom, P.W., Lee, T., Shaw, J.D., & Hausknecht, J.P. (2017). One hundred years of employee turnover theory and research. *Journal of Applied Psychology*, 102, 530-545.

Hausknecht, J.P. (2017). Collective turnover. *Annual Review of Organizational Psychology and Organizational Behavior*, 4, 527-544.

Hausknecht, J.P., & Holwerda, J.A. (2013). When does employee turnover matter? Dynamic member configurations, productive capacity, and collective performance. *Organization Science*, 24, 210-225.

Heavey, A.L., Holwerda, J.A., & Hausknecht, J.P. (2013). Causes and consequences of collective turnover: A meta-analytic review. *Journal of Applied Psychology*, 98, 412-453.

Hausknecht, J.P., Sturman, M.C., & Roberson, Q.M. (2011). Justice as a dynamic construct: Effects of individual trajectories on distal work outcomes. *Journal of Applied Psychology*, 96, 872- 880.

Hausknecht, J.P. & Trevor, C.O. (2011). Collective turnover at the group, unit, and organizational levels: Evidence, issues, and implications. *Journal of Management*, 37, 352-388.

Hausknecht, J.P. (2010). Candidate persistence and personality test practice effects: Implications for staffing system management. *Personnel Psychology*, 63, 299-324.

Hausknecht, J.P., Trevor, C.O., & Howard, M.J. (2009). Unit-level voluntary turnover rates and customer service quality: Implications of group cohesiveness, newcomer concentration, and size. *Journal of Applied Psychology*, 94, 1068-1075.

Hausknecht, J.P., Rodda, J., & Howard, M.J. (2009). Targeted employee retention: Performance-based and job-related differences in reported reasons for staying. *Human Resource Management*, 48, 269-288.

Hausknecht, J.P., Hiller, N.J., & Vance, R.J. (2008). Work-unit absenteeism: Effects of satisfaction, commitment, labor market conditions, and time. *Academy of Management Journal*, 51, 1223-1245.

Hausknecht, J.P., Halpert, J.A., Di Paolo, N.T., & Moriarty Gerrard, M.O. (2007). Retesting in selection: A meta-analysis of coaching and practice effects for tests of cognitive ability. *Journal of Applied Psychology*, 92, 373-385.

Hausknecht, J.P., Day, D.V., & Thomas, S.C. (2004). Applicant reactions to selection procedures: An updated model and meta-analysis. *Personnel Psychology*, 57, 639-683.

Hausknecht, J.P., Trevor, C.O., & Farr, J.L. (2002). Retaking ability tests in a selection setting: Implications for practice effects, training performance, and turnover. *Journal of Applied Psychology*, 87, 243-254.

## **OTHER PUBLICATIONS**

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Hausknecht, J.P. (2022, February 1). HR Answers: Getting started with people analytics.

<https://www.cumanagement.com/articles/2022/02/hr-answers-getting-started-people-analytics>.

Hausknecht, J.P. (2019). Employee mobility. In A.J. Nyberg & T. Moliterno (Eds.), *Handbook of Research on Strategic Human Capital Resources* (pp. 447-457). Northampton, MA: Edward Elgar.

Hausknecht, J.P. (2017). Talent and turnover. In D.G. Collings, W. Mellahi, & W.F. Cascio (Eds.), *Oxford Handbook of Talent Management* (pp. 361-374). Oxford, United Kingdom: Oxford University Press.

Hausknecht, J.P., & Heavey, A.L. (2017). Selection for service and sales jobs. In J.L. Farr & N. Tippins (Eds.), *Handbook of Employee Selection* (pp. 781-796). New York: Routledge.

Hausknecht, J.P., & Li, H. (2016). Big data in turnover and retention. In S. Tonidandel, E. King, & J. Cortina (Eds.), *Big Data at Work: The Data Science Revolution and Organizational Psychology* (pp. 250-271). New York: Routledge.

Hausknecht, J.P. (2013). Applicant reactions. In T. Yang & D. Cable (Eds.), *Oxford Handbook of Recruitment* (pp. 35-46). New York: Oxford University Press.

Hausknecht, J.P. (2013). Workforce analytics. In L. Disselkamp (Ed.), *Workforce Asset Management Book of Knowledge* (pp. 367-392). Hoboken, NJ: Wiley.

Hausknecht, J.P., & Wright, P.M. (2012). Organizational strategy and staffing. In N. Schmitt (Ed.), *Oxford Handbook of Assessment and Selection* (pp. 147-155). New York: Oxford University Press.

Hausknecht, J.P. (2006). Withdrawal behaviors: Turnover. In S.G. Rogelberg & C. Reeve (Eds.), *Encyclopedia of Industrial and Organizational Psychology*. Thousand Oaks, CA: Sage.

## **CONFERENCE PRESENTATIONS**

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Hausknecht, J.P. (May, 2022). Building capabilities in HR analytics. Presentation delivered at the CUES TalentNEXT Annual Conference, Austin, Texas.

Hausknecht, J.P. (August, 2022). Developing a scholarly profile. Roundtable discussion at the HR Division Middle Stage Doctoral Consortium (C. Harold & K. Landay, Co-Chairs), Annual Meeting of the Academy of Management, Seattle, Washington.

Hausknecht, J.P. (February, 2019). How analytics is revolutionizing and empowering HR. Keynote presentation delivered at the 20th Annual HR Metrics & Analytics Summit, Orlando, Florida.

Hausknecht, J.P., Li, J., & Dragoni, L. (April, 2016). Effects of leader departures on core member voluntary turnover. Paper presented at the 31st Annual Society for Industrial and Organizational Psychology Conference, Anaheim, California.

Hausknecht, J.P., & Holwerda, J.A. (August, 2010). Re-conceptualizing collective turnover: The roles of position, time, and member proficiencies. Paper presented at the 70th Annual Meeting of the Academy of Management, Montreal, Canada.

Hausknecht, J.P., Sturman, M.C., & Roberson, Q.M. (August, 2009). Organizational justice perceptions and work outcomes: Dynamic trajectories and residual effects. Paper presented at the 69th Annual Meeting of the Academy of Management, Chicago, Illinois.

Langevin, A.M., & Hausknecht, J.P. (April, 2009). The dynamic nature of applicants' reactions to integrity testing. Paper presented at the 24th Annual Society for Industrial and Organizational Psychology Conference, New Orleans, Louisiana.

Hausknecht, J.P., & Howard, M.J. (April, 2008). Propensity to retest and personality test practice effects. Paper presented at the 23rd Annual Society for Industrial and Organizational Psychology Conference, San Francisco, California.

Trevor, C.O., Hausknecht, J.P., & Howard, M.J. (April, 2007). Why top talent leaves: Performance effects on reasons for quitting. Paper presented at the 22nd Annual Society for Industrial and Organizational Psychology Conference, New York, New York.

Halpert, J.A., Gerjerts, K.G., Miller, L., Fritts, T., & Hausknecht, J.P. (April, 2007). Antecedents and outcomes of selection practice effects. Poster presented at the 22nd Annual Society for Industrial and Organizational Psychology Conference, New York, New York.

Hausknecht, J.P., Trevor, C.O., Howard, M.J., & Whelan, G. (May, 2006). Unit-level antecedents of customers' perceptions of service quality. Paper presented at the 21st Annual Society for Industrial and Organizational Psychology Conference, Dallas, Texas.

Hiller, N.J., Hausknecht, J.P., Vance, R.J., & Newman, D.A. (May, 2006). Temporal priority in the attitude-behavior relationship: A unit-level analysis. Paper presented at the 21st Annual Society for Industrial and Organizational Psychology Conference, Dallas, Texas.

Hausknecht, J.P., Howard, M.J., & Rodda, J.M. (August, 2005). Employees' reported reasons for turnover and retention: Factors that motivate top performers to stay. Paper presented at the 65th Annual Meeting of the Academy of Management, Honolulu, Hawaii.

Hausknecht, J.P., Halpert, J.A., Harder, B., Kuljanin, G., & Moriarty, M. (April, 2005). Issues in repeated testing: Test attitudes and applicant reactions. Poster presented at the 20th Annual Society for Industrial and Organizational Psychology Conference, Los Angeles, California.

Hausknecht, J.P. (April, 2005). Applicant reactions to selection procedures: An updated model and meta-analysis. Poster presented at the 20th Annual Society for Industrial and Organizational Psychology Conference, Los Angeles, California.

Howard, M.J., Whelan, G., & Hausknecht, J.P. (April, 2005). Driving organizational improvement through linkage research. Paper presented at the 20th Annual Society for Industrial and Organizational Psychology Conference, Los Angeles, California.

Sin, H.P., Farr, J.L., Murphy, K.R., & Hausknecht, J.P. (August, 2004). An investigation of Black- White differences in self-selection and performance in repeated testing. Paper presented at the 64th Annual Meeting of the Academy of Management, New Orleans, Louisiana. [Co-recipient, Best Student Paper Award, Academy of Management, Human Resources Division].

Hausknecht, J.P., & Howard, M.J. (August, 2004). Effects of candidate retesting in an employment context. Paper presented at the 64th Annual Meeting of the Academy of Management, New Orleans, Louisiana.

Hausknecht, J.P. (April, 2004). A qualitative field study of applicant reactions to selection. Poster presented at the 19th Annual Society for Industrial and Organizational Psychology Conference, Chicago, Illinois.

Day, D.V., & Hausknecht, J.P. (April, 2002). Non-linearity in personality-performance relationships: An examination of source effects. Paper presented at the 17th Annual Society for Industrial and Organizational Psychology Conference, Toronto, Ontario, Canada.

## **SERVICE ACTIVITIES**

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### **Associate Editor**

*Personnel Psychology*, 2014-2016

### **Editorial Board Member**

*Academy of Management Journal*, 2010-present

*Journal of Applied Psychology*, 2008-2013; 2015-present

*Journal of Management*, 2020-present

*Personnel Psychology*, 2010-present

### **Ad Hoc Reviewer**

*Academy of Management Review*, *Administrative Science Quarterly*, *Human Resource Management*, *Human Resource Management Journal*, *Industrial & Labor Relations Review*, *International Journal of Selection and Assessment*, *Journal of Applied Social Psychology*, *Journal of Business Research*, *Journal of Vocational Behavior*, *Organization Science*, *Organizational Behavior and Human Decision Processes*, *Organizational Research Methods*, *Psychological Bulletin*.

### **Committee Service**

Academy of Management Journal, Best Article Award Committee (2015); AOM HR Division Doctoral Student Consortium (2010, 2015); AOM HR Division Scholarly Achievement Award (2008, 2010, 2017); AOM HR Division Ralph Alexander Dissertation Award (2005, 2009); SIOP S. Rains Wallace Dissertation Award (2006, 2007)

### **Department and University Service**

Department Chair, Human Resource Studies (2022-present)

Academic Director, Executive Master in Human Resource Management program (2019-2021)

Academic Director, ILR Executive Education (2018-2020)

Committee Member, Cornell Faculty Advisory Committee on Tenure Appointments (2017-2019)

## **PROFESSIONAL MEMBERSHIPS**

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Academy of Management

Society for Industrial and Organizational Psychology

## **TEACHING EXPERIENCE**

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Human Resource Analytics (Undergraduate)

Strategic HR Metrics & Analytics (Master's)

Human Resource Management (Undergraduate, Master's, & Doctoral)

Staffing Organizations (Undergraduate & Master's)

Advanced Research Methods (Doctoral)

Employee Turnover and Work Withdrawal (Doctoral)