**Keynote Panel – Organizational Behavior Research**

Chair/Discussant: Xiao-Ping Chen, University of Washington

Speakers: Madan Pillutla (London Business School)

Chris Hsee (University of Chicago)

Peter A. Bamberger (Tel Aviv University)

1. **Madan Pillutla (London Business School)**
2. **Chris Hsee: Freeriding in Discrimination**

**Abstract:** Suppose that two assistant professors are coming up for tenure. They have equal academic qualifications, but one of them looks handsome and the other looks unattractive. Their cases will be evaluated and voted on one after the other during the same appointments meeting. Will the unattractive professor have a better chance of promotion if he is evaluated before his handsome colleague or after his handsome colleague? Three experiments, including a field experiment, incorporate three types of personal attributes (physical appearance, nationality, and gender) find both a *free-riding effect* for the disadvantaged person and a *cost-bearing effect* for the advantaged person. Specifically, the disadvantaged person (e.g., the unattractive-looking professor) receives better treatment by following the advantaged person (e.g., the handsome professor), and the advantaged person receives worse treatment by following the disadvantaged person. These effects occur only if the attribute that differentiates the disadvantaged and advantaged persons is perceived as unjustifiable, and they disappear if the attribute is perceived as justifiable, suggesting that these effects are due not to anchoring, but to the actor’s need for justifiability. This research highlights the importance of choice architecture in discrimination and its prevention.

**Biography:** Christopher Hsee received his PhD in psychology from Yale University and is now the Theodore O. Yntema Professor of Behavioral Science and Marketing at the University of Chicago Booth School of Business. A leading behavioral scientist, Hsee studies topics central to psychology and behavioral economics, including judgment and decision-making, happiness, cross-cultural psychology, and the applications of behavioral theories to address real-life issues such as marketing and management. Hsee has published in many top academic journals, and his research was featured in Kahneman’s Nobel Address. Hsee has received numerous awards and recognitions, including the Distinguished Scientist Award from the Society for Consumer Psychology, Follow of the Association for Psychological Science ("for sustained and outstanding distinguished contribution to psychological science"), and the McKenzie Prize for Excellence in Teaching from Chicago Booth. Hsee has also served as the President of the Society for Judgment and Decision-Making.

1. **Peter A. Bamberger: Beyond Reflective Action: The Benefits of Infusing Insights from Cognitive Science into OB/HR Research**

**Abstract:** Research in organizational behavior and human resource management has long been governed by the assumption that employee behavior is grounded on reflective action, with individuals responding to organizational stimuli on the basis of reasoned consideration of the possible consequences of their behavior. In this talk, I argue that this assumption greatly limits our ability to explain and predict human behavior in and around organizations, and that by infusing insights from cognitive science, we can broaden our understanding of how and why even the subtlest discrete events may drive robust and often problematic responses. Examples will be given from individual and team-based research on incivility, compensation and occupational safety and health.

**Biography:** Peter A. Bamberger ([peterb@post.tau.ac.il](mailto:peterb@post.tau.ac.il) ) is the Domberger Chair in Organization and Management at Tel Aviv University’s Coller School of Management, Research Director of Cornell University’s Smithers Institute, and Editor-In-Chief of *Academy of Management Discoveries (AMD)*. A member of the Society for Organizational Behavior, and a Fellow of the Society of Industrial and Organizational Psychology, he served as an associate editor of *Academy of Management Journal*, and a founding associate editor of *AMD*. Research interests include automatic processes in individual behavior and human interaction; pro-social behavior, occupational health psychology, and pay communication. Author of over 100 refereed journal articles and book chapters, his books include *Mutual Aid and Union Renewal* (Cornell, 2000), *Human Resource Strategy* (Routledge, 2014), and *Retirement & the Hidden Epidemic: The Complex Link Between Aging, Work Disengagement and Substance Misuse* (Oxford, 2014). He received his Ph.D. in organizational behavior from Cornell University in 1990.