

Shani Pindek, Ph.D.

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EDUCATION

Visiting Scholar/Post-doctoral Research Scholar (2013-2016)

Industrial/Organizational Psychology, University of South Florida
Supervisor: Paul E. Spector, Ph.D.

Ph.D. (2013) Social and Organizational Psychology, Bar-Ilan University, Israel

Dissertation Title: On the Attributes of Performer and Target in OCBI: Evolutionary and Social Perspectives.

Supervisor: Meni Koslowsky, Ph.D.

Academic Excellence Scholarship.

M.A. (2008). Social and Organizational Psychology, Bar-Ilan University, Israel

With Distinction

B.Sc. (2005), Biology and Psychology, Tel-Aviv University, Israel

RESEARCH INTERESTS

- Occupational health, including health and safety, stress and mistreatment.
- Performance, including in-role and contextual
- Human resource management

PUBLICATIONS

Andel, S.A., **Pindek, S.**, & Spector, P.E. (In press). Being Called to Safety: Occupational Callings and Safety Climate in the Emergency Medical Services. *Journal of Occupational and Environmental Medicine*.

Pindek, S., Kessler, S.R., & Spector, P.E. (2016). A quantitative and qualitative review of what meta-analyses have contributed to our understanding of human resource management. *Human Resource Management Review*.

Spector, P.E., & **Pindek, S.** (2016). The future of research methods in occupational health psychology. *Applied Psychology: An International Review*.

Pindek, S., & Spector, P.E. (2016). Explaining the surprisingly weak relationship between organizational constraints and job performance. *Human Performance*.

Pindek, S., & Spector, P.E. (2016). Organizational constraints: A meta-analysis of a major stressor. *Work & Stress*.

Pindek, S., & Spector, P.E. (2015). Contextual factors in employee mistreatment. In P.L. Perrewé, J.R.B. Halbesleben, and C.C. Rosen (Eds.), *Research in Occupational Stress and Well Being: Mistreatment in Organizations, Vol 13*, (pp. 193-224). Emerald Group Publishing Limited.

Koslowsky, M. & **Pindek, S.** (2011). Impression management: Influencing perceptions of self. In D. Chadee (Ed.), *Theories in social psychology* (pp. 280-296). Wiley-Blackwell, xiv.

Pindek, S., Weisberg, J., & Koslowsky, M. (2010). Human resource management in Israel: A multi-faceted perspective. *Human Resource Management Review*, 20(3), 173-175.

MANUSCRIPTS UNDER REVIEW

Andel, S.A., **Pindek, S.**, Arvan, M. Hutchinson, D., Cave, K., & Spector, P.E. Instructed Response Items as an Index of Insufficient Effort Responding: How Accurate Are They?. Under review at *Organizational Research Methods*.

Arvan, M., Shimon, Y., **Pindek, S.**, Kessler, S.R., & Spector, P.E. The chicken-and-egg problem: Examining temporal precedence in the relationship between customer mistreatment and customer-directed CWB. Under revise and resubmit (R&R) at *Work and Stress*.

Pindek, S., Howard, D.J., Krajcevska, A., & Spector, P.E. Organizational constraints and their effect on performance: a mixed methods investigation. Under review at *Organizational Behavior and Human Decision Processes*.

Pindek, S., Lucianetti, L., Kessler, S.R., & Spector, P.E. When your supervisor's stress becomes your own: Shared stressors and strains among coworkers and supervisors. Under revise and resubmit (R&R) at *Work and Stress*.

MANUSCRIPTS IN PREPARATION

Andel, S.A., **Pindek, S.**, & Spector, P.E. Job Dissatisfaction and Verbal Aggression Exposure within the EMT Population (working title).

Bambacas, M., **Pindek, S.**, & Spector, P.E. Job embeddedness dimensions and attitudinal and behavioral outcomes: A meta-analysis.

Kessler, S.R., Lucianetti, L., **Pindek, S.**, & Spector, P.E. Tackling workplace accidents and injuries using safety climate and behavior modeling: A multisource multilevel conditional indirect effects model.

Kessler, S.R., **Pindek, S.**, Andel, S.A., Kleinman, G.K. & Spector, P.E. Applying what we know about safety to cyber-security (working title).

Koslowsky, M., Malkin, G., & **Pindek, S.** (Book in preparation under contract by Springer, equal contributions of authors). *Personnel Selection: What Works and What Doesn't*.

Pindek, S., Demircioglu, E., Howard, D.J., Eatough, E.M., & Spector, P.E. A Mixed Methods Study Examining Illegitimate Tasks and Attributions (working title).

Pindek, S., Arvan, M.L., & Spector, P.E. A Meta-Analysis of Stressor-Strain Relationships in Diary Studies (working title).

Pindek, S., Krajcevska, A., & Spector, P.E. Bored out of your mind: A conditional indirect effects model predicting cyberloafing (working title).

Raz, A., **Pindek, S.**, & Koslowsky, M. (Manuscript in Preparation). The "good" and "bad" recommenders: Regulating for leniency effect in reference letters.

CONFERENCE PRESENTATIONS

Bambacas, M., **Pindek, S.**, & Spector, P.E. (2016). Job embeddedness facets and attitudinal and behavioral outcomes: A meta-analysis. *Southern Management Association*, Charlotte, North Carolina, October, 2016.

Pindek, S., Kessler, S.R., Spector, P.E., & Howard, D.J. (2016). A quantitative and qualitative review of what meta-analyses have contributed to our understanding of organizational behavior/human resources. *Southern Management Association*, Charlotte, North Carolina, October, 2016.

Pindek, S., & Spector, P.E. (2016). Meta-analysis in the study of organizational behavior (Symposium). *Southern Management Association*, Charlotte, North Carolina, October, 2016.

Andel, S.A., Kessler, S.R., **Pindek, S.**, Kleinman, G., & Spector, P.E. (2016). Cyberloafing as a Buffer in the Relationship between Aggression Exposure and Strain. *Southern Management Association*, Charlotte, North Carolina, October, 2016.

Kessler, S.R., **Pindek, S.**, Kleinman, G., Andel, S.A., & Spector, P.E. (2016). Promoting Cybersecurity within Healthcare. *Academy of Management*, Atlanta, Georgia, August, 2016.

Kessler, S.R., Lucianetti, L., **Pindek, S.**, & Spector, P.E. (2016). Safety-Supporting Factors: A Multisource, Multilevel Approach. *Society for Industrial and Organizational Psychology*, Anaheim, California, April, 2016.

Pindek, S., Lucianetti, L., Kessler, S.R., & Spector, P.E. (2015). Supervisors and subordinates: Shared stress at play. *Southern Management Association*, St. Petersburg, Florida, October 2015.

Pindek, S., & Spector, P.E. (2015). Using diverse methods in the study of stress and well-being (Symposium). *Southern Management Association*, St. Petersburg, Florida, October 2015.

Spector, P.E. & **Pindek, S.** (2015). The Use of Diverse Research Methods in Occupational Health Psychology Research. *Southern Management Association*, St. Petersburg, Florida, October 2015.

Pindek, S., Howard, D.J., Krajcevskaja, A., & Spector, P.E. (2015). Organizational Constraints and Their Effect on Performance: A Mixed Methods Investigation. *Southern Management Association*, St. Petersburg, Florida, October 2015.

Kessler, S.R., Lucianetti, L., **Pindek, S.**, & Spector, P.E. (2015). Do workload and safety climate interact? *Work, Stress & Health*, Atlanta, Georgia, May 2015.

Pindek, S., & Spector, P.E. (2015). Organizational climate as the context for employee mistreatment. *Work, Stress & Health*, Atlanta, Georgia, May 2015.

Pindek, S., Howard, D.J., Krajcevskaja, A., & Spector, P.E. (2015). Explaining the surprisingly weak relationship between organizational constraints and job performance. *Society for Industrial and Organizational Psychology*, Philadelphia, Pennsylvania, April 2015.

Kessler, S.R., Lucianetti, L., **Pindek, S.**, & Spector, P.E. (2015). Safety climate: A multilevel moderated mediation model. *Society for Industrial and Organizational Psychology*, Philadelphia, Pennsylvania, April 2015.

Pindek, S., & Spector, P.E. (2014). The relationships of organizational constraints with giving and receiving mistreatment: A meta-analysis. *Southern Management Association*, Savannah, Georgia, November, 2014.

Pindek, S., & Koslowsky, M. (2012). Impression management motivation for OCBI influences the choice of targets. *International Society for the Study of Work and Organizational Values*, Goa, June, 2012.

Pindek, S., & Koslowsky, M. (2010). ICB from an evolutionary perspective: How gender affects motivation to perform ICBs and how motivation influences choice of target. *International Society for the Study of Work and Organizational Values*, Lisbon, June, 2010.

SCHOLARSHIPS AND GRANTS

The Sunshine ERC Pilot Research Project, 2015. Grant awarded for proposed diary study of work stress and sleep difficulties. Funding period: 2016. Total award: approx \$10,000.

Bar-Ilan President's Academic Excellence Scholarship, 2009. Scholarship during graduate studies. Funding period: 2009 to 2013. Total award: approx \$50,000.

TEACHING

Bar-Ilan University, Department of Psychology
Experimental Psychology Lab (2009-2013)

Bar-Ilan University, MBA Program, School of Business
SPSS Module of Statistics Course (2010-2012)

JOURNAL AND CONFERENCE REVIEWER

Ethics & Behavior (journal)

Southern Management Association (conference)

International Journal of Stress Management (journal)

SELECTED PROFESSIONAL SERVICE

School evaluation project under the supervision of Prof. Shaul Fox; ORT Israel network of schools (2009-2013)

- Teaching course for school evaluators
- Providing assistance throughout their 1st year on the job

Learning Abilities Testing project under the supervision of Prof. Shaul Fox; ORT Israel network of schools (2007-2008)

- Statistical analysis of the test's quality
- Conducting research on applications of the test
- Taking part in the steering committee

Content development manager; Interlect, online interactive school (2004-2006)

- Leading psychometric exam (Israeli SAT) content team
- Writing lesson content and animation plan
- Supervising exercise writing and proof-readings