

MARKO PITESA

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ACADEMIC APPOINTMENTS

2016–	Associate Professor, Organisational Behaviour & Human Resources, Singapore Management University, Lee Kong Chian School of Business
2015–	Visting Fellow, Emerging Markets Institute, INSEAD
2014–2016	Assistant Professor, Management & Organization, University of Maryland, Robert H. Smith School of Business,

EDUCATION

2014	Grenoble Ecole de Management; Ph.D. in Business Administration
2012	London Business School; Visiting Ph.D. student, Organisational Behaviour
2010	Grenoble Ecole de Management; Master in International Business
2009	Faculty of Humanities and Social Sciences, University of Zagreb; B.A. in Philosophy
2007	Faculty of Economics and Business, University of Zagreb; B.S. in Economics

RESEARCH FOCUS

I study behaviors occurring in diverse workplaces that put members of certain social groups (in terms of gender, socioeconomic background, race, age, and physical attractiveness) at a disadvantage. I focus on detecting specific individual and interpersonal behaviors at work causing these issues, and in so doing aim to provide managers with actionable insights for creating inclusive and productive workplaces.

PUBLICATIONS (titles contain links to articles, media sources to selected coverage)

Journal Articles

<i>In press</i>	Lee, M., Pitesa, M., Pillutla, M.M., Thau, S. Male immorality: An evolutionary account of sex differences in unethical negotiation behavior. <i>Academy of Management Journal</i>
<i>In press</i>	Sirola, N., Pitesa, M. Economic downturns undermine workplace helping by promoting a zero-sum construal of success. <i>Academy of Management Journal</i>

Coverage: The Straits Times

- 2015 Lee, S.Y., Pitesa, M., Pillutla, M.M., Thau, S. When beauty helps and when it hurts: An organizational context theory of attractiveness discrimination in selection decisions. *Organizational Behavior and Human Decision Processes*

Coverage: NPR interview, The Telegraph, The Huffington Post, Slate, Daily Mail, Chicago Tribune

- 2015 Lee, S.Y., Pitesa, M., Thau, S., Pillutla, M.M. Discrimination in selection decisions: Integrating stereotype fit and interdependence theories. *Academy of Management Journal*

- 2015 Thau, S., Derfler-Rozin, R., Pitesa, M., Mitchell, M.S., Pillutla, M.M. Unethical for the sake of the group: Risk of social exclusion and pro-group unethical behavior. *Journal of Applied Psychology*

- 2014 Pitesa, M., Thau, S. A Lack of material resources causes harsher moral judgments. *Psychological Science*

Coverage: The Huffington Post, Pacific Standard, The Boston Globe

- 2014 Pitesa, M., Thau, S., Pillutla, M.M. Cognitive control and socially desirable behavior: The role of interpersonal impact. *Organizational Behavior and Human Decision Processes*

- 2013 Pitesa, M., Thau, S. Compliant sinners, obstinate saints: How power and self-focus determine the effectiveness of (un)ethical social influences. *Academy of Management Journal*

- 2013 Pitesa, M., Thau, S. Masters of the universe: How power and accountability influence self-serving decisions under moral hazard. *Journal of Applied Psychology*

Coverage: BigThink

Book Chapters

- 2015 Pitesa, M. The psychology of unethical behavior in the finance industry. In O'Sullivan, Allington, & Esposito, *From hubris to disgrace: The philosophy, politics and economics of finance in the early 21st century*. Routledge

- 2014 Thau, S., Pitesa, M., Pillutla, M.M. Experiments in organizational behavior. In Webster & Sell, *Laboratory experiments in the social sciences*. Elsevier

- 2012 Pitesa, M. Employee surveillance and the modern workplace. In O'Sullivan, Esposito, & Smith, *Business ethics: A critical approach: Integrating ethics across the business world*. Routledge

Manuscripts Invited for Revision and Resubmission (Titles Altered)

- Baker, B. Pitesa, M., Derfler-Rozin, R., Johnson, M. Economic consequences of unethical behavior: An organizational context model. *Organization Science*
- Sirola, N. Pitesa, M. Economic downturns and the psychology of work evaluation. *Organizational Behavior and Human Decision Processes*
- Pitesa, M. Thau, S., Pillutla, M. Nature and trust. *Administrative Science Quarterly*
- Pitesa, M., Thau, S., Goh, Z. Promotion economy and trust. *Organization Science*
- Pitesa, M., Thau, S. Resource scarcity and physical jobs. *Journal of Applied Psychology*
- Lee, M. Pitesa, M. Pillutla, M., Thau, S. Attractive people are discriminated against in selection for low-level jobs. *Journal of Personality and Social Psychology*

Manuscripts Under Initial Review (Titles Altered)

- He, T., Pitesa, M. Tangirala, S., Ekkirala, S. SES and voice. *Organization Science*
- He, T., Derfler-Rozin, R., Pitesa, M. SES and integrative value generation. *Academy of Management Journal*
- Hussain, I., Pitesa, M. Tangirala, S., Ekkirala, S. Employee mobility and managerial solicitation of voice. *Academy of Management Journal*
- Hussain, I., Pitesa, M. Thau, S. Organizational emphasis on work meaning inhibits employee compensation demands, particularly among low SES employees. *Academy of Management Journal*

TEACHING

- 2016– **Singapore Management University:** Business Ethics (Bachelor of Science), Management of People at Work (Bachelor of Science), Statistics (PhD program), Evolutionary perspective on organizational behavior (PhD program)
- 2016– **Indian School of Business:** Management of Organizations (MBA)
- 2014–2016 **University of Maryland:** Managing People and Organizations (Bachelor of Science)
- 2010–2013 **Grenoble Ecole de Management:** Managing People and Organizations (Master in International Business), Business Ethics (Bachelor in International Business), Organizational Theory (Grande Ecole)

ACADEMIC TALKS

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| 2016 | Singapore Management University, Organisational Behaviour |
| 2016 | National University Singapore, Management & Organisations |
| 2015 | INSEAD Singapore, Organisational Behaviour |
| 2015 | University of Maryland, Psychology |
| 2014 | University of Toronto, Organizational Behaviour |
| 2013 | Washington University St. Louis, Organizational Behavior |
| 2013 | Northwestern University, Management & Organizations |
| 2013 | INSEAD Fontainebleau, Organisational Behaviour |
| 2013 | University of Maryland, Management & Organization |
| 2013 | Michigan State University, Management |
| 2013 | Singapore Management University, Organisational Behaviour |
| 2013 | National University Singapore, Management & Organisations |

PAPERS PRESENTED AT CONFERENCES

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| 2017 | Lower income promotes ageism among younger workers by inducing a zero-sum construal of success. Symposium on “ <i>Winner Takes All: An Examination of Antecedents and Consequences of Zero-Sum Mindsets at Work</i> ” (Showcase Symposium). Academy of Management, Atlanta |
| 2017 | Lower employee socioeconomic status elicits suspicion of unethical behavior at the workplace. Symposium on “ <i>New Perspectives on Moral Agents in the Workplace.</i> ” Academy of Management, Atlanta |
| 2017 | Money vs. meaning: How organizational emphasis on work meaning inhibits employee compensation demands. Academy of Management, Atlanta (Best Paper Proceedings) |
| 2017 | The macroeconomic environment and workplace altruism. Academy of Management, Atlanta |
| 2017 | Economic downturns undermine workplace helping by promoting a zero-sum construal of success. American Psychological Association, Boston |
| 2017 | Economic booms exacerbate fundamental attribution error in work evaluations. American Psychological Association, Boston |
| 2017 | Economic downturns undermine workplace helping by promoting a zero-sum construal of success. Society for Personality and Social Psychology, San Antonio |

- 2017 Economic booms exacerbate fundamental attribution error in work evaluations. Society for Personality and Social Psychology, San Antonio
- 2016 Lack of material resources hinders integrative value generation by inducing a zero-sum construal of success. Symposium on “*Emerging trends on the micro-effects of resources within organizations.*” Academy of Management, Anaheim
- 2016 An evolutionary account of the motivation to advance over others in economic interactions through unethical means. Symposium on “*Investigating why people care about hierarchical position.*” Academy of Management, Anaheim
- 2016 Employee hierarchical mobility and managerial solicitation of voice. Symposium on “*How to open the door? Investigating the link between leadership and voice.*” Academy of Management, Anaheim
- 2016 Organizational emphasis on work meaning inhibits employee negotiation for material rewards. Academy of Management, Anaheim
- 2016 Anticipated dissatisfaction with undesirable jobs causes discrimination against attractive candidates. Academy of Management, Anaheim. (***Best Paper Proceedings***)
- 2016 Economic booms exacerbate fundamental attribution error in work evaluations. Academy of Management, Anaheim
- 2016 Economic consequences of unethical behavior: An organizational context model. Academy of Management, Anaheim. (***OB Most Innovative Student Paper Award***)
- 2016 Social projection of dishonesty: Dishonest product promotion undermines trust in others. Academy of Management, Anaheim
- 2015 Cues of nature promote trust. Academy of Management, Vancouver. (***Best Paper Proceedings***)
- 2015 Lack of material resources decreases trust propensity. Academy of Management, Vancouver. (***Best Paper Proceedings***)
- 2013 Lack of material resources causes harsher moral judgments. Symposium on “Theoretical and empirical developments on motives of (un)ethical decision making and behavior” (***OB Best Symposium Award***). Academy of Management, Lake Buena Vista
- 2013 Racial preferences in selection decisions: Integrating stereotype fit and interdependence theories. Academy of Management, Lake Buena Vista
- 2013 Salience of interpersonal impact limits the negative effect of cognitive depletion on socially desirable behaviors. Society for Personality and Social Psychology, New Orleans
- 2012 Compliant sinners, obstinate saints: How power and self-focus determine the effectiveness of (un)ethical social influences. Academy of Management, Boston

- 2012 | CSR makes work more meaningful: Implications for turnover intentions, engagement and organizational citizenship behavior. Academy of Management, Boston
- 2012 | When beauty helps and when it hurts: Fundamental social goals moderate the attractiveness bias in personnel selection between same-sex individuals. Academy of Management, Boston
- 2012 | Social impact limits spontaneous selfishness. Academy of Management, Boston
- 2011 | How power and accountability influence financial investment decisions under moral hazard. Academy of Management, San Antonio
- 2011 | Bringing institutional change inside the organization. Academy of Management, San Antonio. (*Best Paper Proceedings*)
- 2010 | Professionals as institutional workers: The case of OSH professionals. International Conference on Institutions and Work. Simon Fraser University, Vancouver
- 2010 | Professionals as institutional workers: The case of OSH professionals. ABC Research Network Conference. Copenhagen Business School, Copenhagen

PROFESSIONAL SERVICE

Journal Editorial Board Member

- 2016– | Journal of Applied Psychology
- 2014– | Organizational Behavior and Human Decision Processes

Journal Ad-Hoc Reviewer

- Academy of Management Journal
- Organization Science
- Management Science
- Social and Personality Psychology Compass
- Journal of Organizational Behavior
- Journal of Business Ethics

Grant Proposal Reviewer

- United States-Israel Binational Science Foundation

Research Grants Council of Hong Kong

INSTITUTIONAL SERVICE

Singapore Management University

2016–	PhD program committee
2016–	Behavioral lab coordinator

University of Maryland

2014–2016	PhD student selection
2014–2016	Speaker Series coordinator
2014–2015	Career and Professionalization Seminar Series