

## Julian PFROMBECK

The Chinese University of Hong Kong, Department of Psychology, Sino Building Room 334,

Phone: +852 6409 9321 | email: [julianpfrombeck@cuhk.edu.hk](mailto:julianpfrombeck@cuhk.edu.hk)

### ACADEMIC POSITIONS

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- current position      **Tenure-Track Assistant Professor**  
 Department of Psychology, Faculty of Social Science  
 The Chinese University of Hong Kong, Hong Kong SAR
- 10/2021 – 09/2023      **Postdoctoral Research Fellow**  
 Columbia Business School, Management Division  
 Columbia University, New York / USA

### EDUCATION

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- 2021                      **Ph.D. in Organizational Behavior**  
 Chair of Work and Organizational Psychology, Department of Management,  
 Technology, and Economics  
 ETH Zurich, Zurich / Switzerland
- 2015                      **M.Sc. in Management and Technology** (with distinction)  
 Technical University of Munich (TUM), Munich / Germany
- 2013                      **B.Sc. in Management and Technology** (with distinction)  
 Technical University of Munich (TUM), Munich / Germany  
 HEC Paris Erasmus Exchange Program, Paris / France

### INDUSTRY EXPERIENCE

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- 04/2016 – 09/2016      **Associate Forensic Investigations, Audit**  
 KPMG, Munich / Germany
- 03/2014 – 03/2016      **Part-time Assistant, Collective Action and External Affairs, Compliance**  
 Siemens, Munich / Germany

### PUBLICATIONS

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#### Publications in Peer-Reviewed Journals

- Pfrombeck, J.**, Burmeister, A., & Grote, G. (*in press*). The positive and negative effects of older workers' knowledge seeking from younger coworkers: Disentangling countervailing forces to successful aging at work. *Journal of Organizational Behavior*. <https://doi.org/10.1002/job.2751>
- Pfrombeck, J.**, Galinsky, A. D., Nagy, N., North, M. S., Brockner, J., & Grote, G. (2023). Self-affirmation increases reemployment success for the unemployed. *Proceedings of the National Academy of Sciences of the United States of America*, 120 (37) e2301532120. <https://doi.org/10.1073/pnas.2301532120>
- Doden, W., **Pfrombeck, J.**, & Grote, G. (2023). Are 'job hoppers' trapped in a hedonic treadmill? Effects of career orientations on newcomers' job satisfaction and turnover intention patterns. *Journal of Organizational Behavior*, 44(1), 64-83. <https://doi.org/10.1002/job.2665>
- Media coverage: Psychologie Heute* (German version of Psychology Today)

- Pfrombeck, J.,** Levin, C., Rucker, D. D., & Galinsky, A. D. (2022). The hierarchy of voice framework: The dynamic relationship between employee voice and social hierarchy. *Research in Organizational Behavior*, 42, 100179. <https://doi.org/10.1016/j.riob.2022.100179>
- Grote, G.\*, & **Pfrombeck, J.\***. (2020). Uncertainty in aging and lifespan research: Covid-19 as catalyst for addressing the elephant in the room. *Work, Aging and Retirement*, 6(4), 246-250. <https://doi.org/10.1093/workar/waaa020>  
\*authors contributed equally to this work.
- Pfrombeck, J.,** Doden, W., Grote, G., & Feierabend, A. (2020). A study of organizational cynicism and how it is affected by social exchange relationships at work. *Journal of Occupational and Organizational Psychology*, 93(3), 578-604. <https://doi.org/10.1111/joop.12306>  
*Media coverage:* [Horizons: The Swiss Research Magazine](#) (English/German/French)  
*Impact:* Recognized by publisher as a top cited article in the journal
- Pfrombeck, J.,** & Pircher Verdorfer, A. (2018). How psychological capital and sense of coherence enhance servant leadership and buffer leader stress: Preliminary insights from an empirical study. *Servant Leadership: Theory & Practice*, 5(1), 25-48. <https://csuepress.columbusstate.edu/sltp/vol5/iss1/3/>

### Publications in Books and Magazines

- Feierabend, A., **Pfrombeck, J.,** & Schärrier, L. (2021). Gute Zeiten, schlechte Zeiten: Arbeitszufriedenheit in der Schweiz. [Good times, bad times: Job satisfaction in Switzerland.] *personalSCHWEIZ*, March Issue 2021, 37-39.
- Feierabend, A., & **Pfrombeck, J.** (2020). Digitalisierung und Generationenmanagement. [Digitization and management of different generations.] *personalSCHWEIZ*, November Issue 2020, 38-40.
- Pfrombeck, J.,** Feierabend, A., Schärrier, L., Kornblum, A., Grote, G., & Staffelbach, B. (2020). Schweizer Human-Relations Barometer 2020: Digitalisierung und Generationen. [Swiss Human-Relations Barometer 2020: Digitization and generations.] Zurich, Lucerne: ETH Zurich and Universities of Lucerne and Zurich.
- Pfrombeck, J.** (2019). Länger arbeiten? Auf das Alter kommt es nicht an. [Working longer? It does not depend on age.] *HR Today*, 12.
- Feierabend, A., **Pfrombeck, J.,** & Schärrier, L. (2019). Psychologische Verträge im Vergleich: Unterschiede zwischen Schweizer und ausländischen Beschäftigten. [Psychological contracts in comparison: Differences between Swiss and foreign employees.] *personalSCHWEIZ*, May Issue 2019, 40-42.
- Pfrombeck, J.,** Schärrier, L., Feierabend, A., Roth, M., Grote, G., & Staffelbach, B. (2018). Schweizer Human-Relations Barometer 2018: Integration und Diskriminierung. [Swiss Human-Relations Barometer 2018: Integration and discrimination.] Zurich, Lucerne: ETH Zurich and Universities of Lucerne and Zurich.
- Feierabend, A. & **Pfrombeck, J.** (2018). Zynismus am Arbeitsplatz. [Cynicism at work.] In S. Bernhard (Ed.), *Das Buch für die Schweizer Personalpraxis* (pp.12-24). Zurich: WEKA Business Media AG.

### SELECTED RESEARCH IN PROGRESS

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- Pfrombeck, J.,** & Grote, G. (*in preparation*). Catering for a diverse workforce: Multidimensional career orientations in France, Germany, Italy, and Switzerland.
- Gerlach, A., & **Pfrombeck, J.** (*in preparation*). A review and synthesis of individual differences toward uncertainty. Invited book chapter.
- Schneider, L., **Pfrombeck, J.,** & Grote, G. (*in preparation*). Staying Employable When Being Close(r) to Retirement: The Role of Job Autonomy
- Pfrombeck, J.** & Galinsky, A. D. (*data collection*). The tricky task of providing and accepting feedback: How the intersection of leader gender and leader relative age affects the delivery of reaction to feedback.
- Pfrombeck, J.,** Zaniboni, S., & Grote, G. (*data collection*). Uncertainty mindset and job search.
- Galinsky, A. D., **Pfrombeck, J.,** Levin, C., Magee, J. C., & Rucker, D. D. (*data collection*). The low-rank double bind: How one's range of acceptable behavior keeps people in their place.

**AWARDS**

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Recognized as outstanding reviewer of the Academy of Management Careers Division, 2022  
 Michael Driver Best Symposium Award, 2022  
 Conference Award, Swiss Academy of Human and Social Sciences, 2019

**INVITED RESEARCH TALKS**

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Erasmus University Rotterdam, School of Management, Erim seminar	September 2022
Columbia University, Columbia Business School, Lightning Talks	February 2022

**ACADEMIC CONFERENCE CONTRIBUTIONS (only first-authored contributions are listed)**

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- Pfrombeck, J., & Galinsky, A. D.** (2023, August). *The tricky task to give and receive feedback: How the intersection of leader gender and leader-subordinate age difference affect feedback delivery and acceptance*. Paper presented at the 83rd Annual Meeting of the Academy of Management (AOM), Boston, MA, USA.
- Pfrombeck, J., & Galinsky, A. D.** (2023, July). *Don't Tell Me What to Do: The Status Implications for Younger Female Managers of Providing Feedback*. Poster presented at the 36th Annual Conference of the International Association of Conflict Management (IACM), Thessaloniki, Greece.
- Pfrombeck, J., Zaniboni, S., Magni, F., Gerlach, A., Strittmatter, L. E. & Grote, G.** (2023, May). *The Role of Uncertainty Mindsets in Extending Occupational Future Time Perspective*. Paper presented at the 21st Congress of the European Association of Work and Organizational Psychology (EAWOP), Katowice, Poland. **Chaired symposium.**
- Pfrombeck, J., Levin, C., Rucker, D. D., & Galinsky, A. D.** (2023, April). *The hierarchy of voice framework: The dynamic relationship between employee voice and social hierarchy*. Paper presented at the East Coast Doctoral Conference (ECDC), New York, NY, USA.
- Pfrombeck, J., Levin, C., Rucker, D. D., & Galinsky, A. D.** (2023, February). *The Low-Rank Double Bind: How The Less Powerful are Kept in Their Place*. Poster presented at the Society for Personality and Social Psychology's (SPSP) Annual Convention, Atlanta, GA, USA.
- Pfrombeck, J., Nagy, N., North, M. S., Grote, G., Brockner, J., & Galinsky, A. D.** (2022, August). *Tackling age-based stereotype threat in the job market: How a self-affirmation intervention helps younger and older job seekers to find employment*. Paper presented at the 82nd Annual Meeting of the Academy of Management (AOM), Seattle, USA. **Winner of the Michael Driver Best Symposium Award 2022.**
- Pfrombeck, J., Nagy, N., North, M. S., Grote, G., Galinsky, A. D., & Brockner, J.** (2022, February). *Reducing the age gap in job search: A brief self-affirmation intervention boosts the success of older job seekers*. Poster presented at the Society for Personality and Social Psychology's (SPSP) Annual Convention Pre-Conference: Intervention science: harnessing psychology to address real world social problems, San Francisco, USA.
- Pfrombeck, J., Zaniboni, S., & Grote, G.** (2021, October). *Uncovering the role of uncertainty regulation in aging and lifespan research: Uncertainty appraisal interventions as a means to extend future time perspective during job search*. Paper presented at the Age in the Workplace Meeting 2021, Groningen, The Netherlands.
- Pfrombeck, J., North, M. S., & Grote, G.** (2021, August). *Reducing the age gap in job search: A brief self-affirmation intervention to boost older job seekers' job search success*. Paper presented at the 81<sup>st</sup> Annual Meeting of the Academy of Management (AOM), Philadelphia, USA.
- Pfrombeck, J., Burmeister, A., & Grote, G.** (2020, August). *Learning from younger coworkers: Disentangling cognitive and affective avenues to older employees' successful aging at work*. Paper presented at the 80<sup>th</sup> Annual Meeting of the Academy of Management (AOM), Vancouver, Canada. **Chaired symposium, selected as showcase symposium (top 10%).**
- Pfrombeck, J., Burmeister, A., & Grote, G.** (2020, February). *Times of demographic change: Maintaining older employees' motivation and achieving successful aging at work through knowledge sharing*. Paper presented at the 1st Careers Division Community Conference, Vienna, Austria. **Chaired symposium.**

- Pfrombeck, J., & Grote, G.** (2019, November). The gains of sharing: *How older employees benefit from knowledge sharing*. Paper presented at the Age in the Workplace Meeting 2019, St. Gallen, Switzerland.
- Pfrombeck, J., & Grote, G.** (2019, September). *Eine Studie zur Verteilung von Karriereorientierungen in Deutschland, Frankreich, Italien und der Schweiz*. [A study on the distribution of career orientations in Germany, France, Italy, and Switzerland.] Paper presented at the 11<sup>th</sup> Congress of the German Association of Work and Organizational Psychology (AOW), Brunswick, Germany. **Co-chaired symposium.**
- Pfrombeck, J.** (2019, August). *How cultural and economic differences influence career orientations: A comparative study across France, Germany, Italy, and Switzerland*. Paper presented at the 79<sup>th</sup> Annual Meeting of the Academy of Management (AOM), Boston, USA. **Finalist for the Best International Paper Award of the Careers Division.**
- Pfrombeck, J., & Grote, G.** (2019, June). *How to design jobs in sustainable careers? The combined effects of task significance and job autonomy for employees in their late career*. Paper presented at the 19<sup>th</sup> Congress of the European Association of Work and Organizational Psychology (EAWOP), Turin, Italy.
- Pfrombeck, J., & Grote, G.** (2019, May). *Career orientations in macroeconomic context: A comparative study across France, Germany, Italy, and Switzerland*. Paper presented at the 19<sup>th</sup> Congress of the European Association of Work and Organizational Psychology (EAWOP), Turin, Italy.
- Pfrombeck, J., Doden, W., Grote, G., & Feierabend, A.** (2018, September). *Social exchange relationships as predictors of organizational cynicism*. Poster presented at the 51<sup>st</sup> Congress of the German Association of Psychology (DGPs), Frankfurt a.M., Germany.
- Pfrombeck, J., & Grote, G.** (2017, September). *The development of a value-based career orientation scale*. Poster presented at the 10<sup>th</sup> Congress of the German Association of Work and Organizational Psychology (AOW), Dresden, Germany.
- Pfrombeck, J., & Grote, G.** (2017, September). *The development of a value-based career orientation scale*. Paper presented at the 15<sup>th</sup> Congress of the Swiss Psychological Society (SGP), Lausanne, Switzerland.

## TEACHING EXPERIENCE

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- The Chinese University of Hong Kong
  - **Engagement and Motivation in Organizations**, level: MPhil (fall 2023)
- ETH Zurich, Department of Management, Technology, and Economics
  - **Work Design and Organizational Change**, level: MSc, MA and MBA  
Teaching Assistant, including supervision of 8 student project groups  
5x from fall 2016 to fall 2020 (4.5/5)
  - **HRM: Leading Teams**, level: MSc, MA and MBA  
Teaching Assistant, including supervision of 16 student project groups, exam and term paper grading  
5x from spring 2017 to spring 2021 (4.0/5)
  - **Master Theses**  
Co-supervision of 7 master theses
- Technical University of Munich, School of Management
  - **Production Management**, level: BSc, BA  
Teaching of course tutorial (Instructor evaluation: 4.5/5)  
2x from spring 2011 to fall 2011

## GRANTS & SCHOLARSHIPS

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### Project grant, Swiss National Science Foundation

2022 – 2026

Title of project: When more uncertainty is better: Interventions for promoting effective uncertainty regulation at work

Role: Project partner with principal investigator Gudela Grote, ETH Zurich

Total award: CHF 603k

- Postdoctoral mobility fellowship, Swiss National Science Foundation** 2021 – 2023  
 Title of project: Understanding the Implications of Inverted Social Hierarchies for Human Resource Management  
 Role: Principal investigator  
 Total award: CHF 126k
- Project grant, ETH Zurich MTEC Foundation** 2020 – 2022  
 Title of project: Responding to Demographic Change: The Power of Small Interventions to Change Employees' Motivation and Retirement Intentions.  
 Role: Principal investigator  
 Total award: CHF 31k
- Project grant, Suzanne and Hans Biäsch Foundation for the Advancement of Applied Psychology** 2019 – 2021  
 Title of project: Wann führt informelles Lernen bei älteren Beschäftigten zu Kompetenzerleben? Eine altersdiverse und relationale Perspektive auf informelles Lernen am Arbeitsplatz. [When does informal learning lead to competence experience for older employees? An age-diverse and relational perspective on informal learning at work.].  
 Role: Principal investigator  
 Total award: CHF 14k
- Erasmus Scholarship**, Student exchange program at HEC Paris, France 2012

### **PROFESSIONAL AFFILIATIONS, EDITORIAL & REVIEWING ACTIVITIES, ACADEMIC SERVICE**

#### Professional Affiliations

- Since 01/2023 International Association of Conflict Management
- Since 01/2022 Society for Personality and Social Psychology
- Since 03/2019 Academy of Management (OB, DEI, and Careers Divisions)
- Since 03/2019 European Association of Work and Organizational Psychology

#### Editorial Work

Co-editor of Special Issue in *Work, Aging, and Retirement* (2022-2024)

Topic: Uncertainty and Age: Key Issues to Navigate in the Emergent New Era of Work [[Link](#)]

#### Ad-hoc Conference and Journal Reviewing

- *Academy of Management Annual Meeting*
- *Compensation & Benefits Review*
- *European Association of Work and Organizational Psychology Congress*
- *European Journal of Work and Organizational Psychology*
- *International Association for Conflict Management Conference*
- *Journal of Organizational Behavior*
- *Journal of Occupational and Organizational Psychology*
- *Journal of Personality and Social Psychology*
- *Personality and Individual Differences*
- *Work, Aging, and Retirement*

#### University Committees

- Member of I-O Psychology Programme Committee
- Member of Self-financed Study Programme Committee
- Member of Student Consultation Committee

### **LANGUAGES**

German (*native*), English (*fluent*), French (*fluent*)