

Julian PFROMBECK

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ACADEMIC POSITIONS

- 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

- 2021 **Ph.D. in Work and Organizational / Industrial-Organizational Psychology**
 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

- 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

Publications in Peer-Reviewed Journals and Books

Gerlach, A., & Pfrombeck, J. (*in press*). An integrative review and conceptual framework of seven uncertainty-related individual differences. In G. Grote & M. A. Griffin (Eds.), *The Oxford Handbook of Uncertainty Management in Work Organizations*. Oxford University Press.

Pfrombeck, J., Burmeister, A., & Grote, G. (2024). 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*, 45(1), 1-20. <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>

Media coverage: [The British Psychological Society](#)

Media coverage: [FORTUNE](#)

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 the 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/slt/vol5/iss1/3/>

Other Publications in Books and Magazines

Feierabend, A., **Pfrombeck, J.**, & Schärer, 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., Schärer, 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.**, & Schärer, 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., Schärer, 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

Pfrombeck, J., & Li, J. M. H. (*under review*). The motivational potential of digital self-efficacy for older workers.

Pfrombeck, J., & Grote, G. (*R&R*). Catering for a diverse workforce: Multidimensional career orientations in France, Germany, Italy, and Switzerland.

Pfrombeck, J., Zaniboni, S., Grote, G., Freund, A. M., Heckhausen, J., Truxillo, D. M., & Wang, M. (*under review*). A Framework of Uncertainty in Work-Related Transitions over the Life Course

Pfrombeck, J. & Galinsky, A. D. (*data collection*). How the intersection of leader gender and leader relative age affects the delivery of reaction to employee performance feedback.

Pfrombeck, J., Zaniboni, S., & Grote, G. (*in preparation*). 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

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 TALKS

Research Talk, The Chinese University of Hong Kong Shenzhen, Management Division	December, 2024
Invited panelist at a panel discussion on "The aging workforce: How to foster employability and workability", 84th Annual Meeting of the Academy of Management (AOM), Chicago, IL, USA.	August, 2024
Invited panelist at a panel discussion on "Crafting your research identity: Navigating the career path after Ph.D.", Age in the Workplace Meeting, Lithuania	November, 2023
Research talk, 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)

Pfrombeck, J., & Zaniboni, S., & Grote, G. (2024, August). *Seeing the opportunities: An uncertainty mindset intervention during job search*. Paper presented at the 84th Annual Meeting of the Academy of Management (AOM), Chicago, IL, USA.

Pfrombeck, J., & Galinsky, A. D. (2024, August). *Roadblocks at the intersection of leader gender and relative age: Why feedback from young female managers is less accepted*. Paper presented at the 84th Annual Meeting of the Academy of Management (AOM), Chicago, IL, USA.

Pfrombeck, J., & Galinsky, A. D. (2024, June). *Roadblocks at the intersection of leader gender and relative age: Why feedback from young female managers is less accepted*. Poster presented at the 37th Annual Conference of the International Association of Conflict Management (IACM), Singapore, Singapore.

Pfrombeck, J. (2024, January). *A social-cognitive perspective on when and how older employees' digital self-efficacy is related to motivation to continue working beyond retirement age*. Poster presented at the Conference on Age-Friendly Digital Society: Overcoming Challenges in Technology Adoption among Older Adults, Hong Kong, SAR.

Pfrombeck, J., & Galinsky, A. D. (2023, November). *The intersection of leader gender and leader-subordinate age difference affect feedback delivery and acceptance*. Paper presented at the Age in the Workplace Meeting 2023, Vilnius, Lithuania.

Pfrombeck, J., Zaniboni, S., & Grote, G. (2023, November). *A hybrid panel discussion: Rethinking uncertainty and age in the new era of work*. Panel discussion held at the Age in the Workplace Meeting 2023, Vilnius, Lithuania.

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 81st 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 80th 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 11th 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 79th 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 19th 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 19th 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 51st 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 10th 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 15th Congress of the Swiss Psychological Society (SGP), Lausanne, Switzerland.

TEACHING EXPERIENCE

- The Chinese University of Hong Kong
 - **Seminar in Professional Issues**, level: Postgraduate (spring 2024), course evaluation (5.6/6)
 - **Applied Psychology in Business**, level: Undergraduate (spring 2024), course evaluation (5.6/6)
 - **Engagement and Motivation in Organizations**, level: Postgraduate (fall 2023), course evaluation (5.7/6)
 - **Supervision of MPhil students**
4 full-time MPhil students
4 part-time MPhil student
 - **Co-supervision of part-time PhD students**
1 part-time PhD student in I/O Psychology and 1 part-time PhD student in the Social Sciences Programme
- 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
 - **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
 - **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

Project grant, Hong Kong General Research Fund, Early Career Scheme Title of project: Promoting Employees' Knowledge Seeking "When They Need it the Most" Role: Principal investigator Total award: HKD 531k	2024 – 2026
Project grant, Research Data Management Grant CUHK Title of project: Building digital self-efficacy for continued employment: The predictors of older employees' digital self-efficacy and contextual boundary conditions of whether it contributes to motivation to continue working beyond retirement age Role: Principal investigator Total award: HKD 100k	2024 – 2026
Project grant, Swiss National Science Foundation 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	2022 – 2026
Postdoctoral mobility fellowship, Swiss National Science Foundation Title of project: Understanding the Implications of Inverted Social Hierarchies for Human Resource Management Role: Principal investigator Total award: CHF 126k	2021 – 2023

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 11/2023 COST Action CA22120, LeverAge Network
- 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

- *Applied Psychology: An International Review*
- *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*
- *Personality and Social Psychology Bulletin*
- *Organization Science*
- *Work, Aging, and Retirement*

University Department 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*), Cantonese (*elementary*)