

Shani Pindek, Ph.D.

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Department of Human Services
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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

Pindek, S. Failing is derailing: The underperformance as a stressor model. (In press). *Frontiers in Psychology*.

Pindek, S., Zhou, Z.E., Kessler, S.R., Krajcevska, A., & Spector, P.E. (2020). Workdays Are Not Created Equal: Job Satisfaction and Job Stressors Across the Workweek. *Human Relations*.

Pindek, S., & Segel-Karpas, D. (2020). Do Satisfied Older Employees Perceive More Social Support over Time? A Cross-Lagged Examination. *Applied gerontology*.

Lavee, E., & **Pindek, S.** (2020). The Costs of Customer Service Citizenship Behaviors: A Qualitative Study. *Frontiers in Psychology*, 11, 460.

Kessler, S.R., Lucianetti, L., **Pindek, S.,** & Spector, P.E. (2020). “Walking the talk”: the role of frontline supervisors in preventing workplace accidents. *European Journal of Work and Organizational Psychology*, 29(3), 450-461.

Arvan, M., Shimon, Y., **Pindek, S.,** Kessler, S.R., & Spector, P.E. (2020). Examining temporal precedence between customer mistreatment and customer-directed counterproductive work behavior. *International Journal of Stress Management*.

Pindek, S., Howard, D.J., Krajcevska, A., & Spector, P.E. (2019). Organizational constraints and performance: an indirect effects model. *Journal of Managerial Psychology*, 34(2), 79-95.

Andel, S.A. Kessler, S.R., **Pindek, S.,** Kleinman, G.K., & Spector, P.E. (2019). Is cyberloafing more complex than we originally thought? Cyberloafing as a coping response to workplace aggression exposure. *Computers in Human Behavior*, 101, 124-130.

Arvan, M., **Pindek, S.,** Andel, S.A., & Spector, P.E. (2019). Too Good for Your Job? Disentangling the Relationships Between Objective Overqualification, Perceived Overqualification, and Job Dissatisfaction. *Journal of Vocational Behavior*, 115, 103323.

Kessler, S.R., **Pindek, S.,** Kleinman, G.K., Andel, S.A., & Spector, P.E. (2019). Information security climate and the assessment of information security risk among healthcare workers. *Health Informatics Journal*, 26(1), 461-473.

Andel, S.A., **Pindek, S.,** & Spector, P.E. (2019). When antecedent becomes consequent: An examination of the temporal order of job dissatisfaction and verbal aggression exposure in a longitudinal study. *Work & Stress*, 33(4), 334-350.

Pindek, S., Demircioğlu, E., Howard, D.J., Eatough, E.M., & Spector, P.E. (2018). Illegitimate Tasks Are Not Created Equal: Examining the Effects of Attributions on Unreasonable and Unnecessary Tasks. *Work & Stress*, 33(3), 231-246.

Pindek, S., Arvan, M., & Spector, P.E. (2018). The stressor–strain relationship in diary studies: A meta-analysis of the within and between levels. *Work & Stress*, 33(1), 1-21.

Pindek, S., Krajcevska, A., & Spector, P.E. (2018). Cyberloafing as a coping mechanism: Dealing with workplace boredom. *Computers in Human Behavior*, 86, 147-152.

Pindek, S., Kessler, S.R., & Spector, P.E. (2017). A quantitative and qualitative review of what meta-analyses have contributed to our understanding of human resource management. *Human Resource Management Review*, 27(1), 26-38.

Andel, S.A., **Pindek, S.**, & Spector, P.E. (2016). Being Called to Safety: Occupational Callings and Safety Climate in the Emergency Medical Services. *Journal of Occupational and Environmental Medicine*, 58(12), 1245-1249.

Spector, P.E., & **Pindek, S.** (2016). The future of research methods in occupational health psychology. *Applied Psychology: An International Review*, 65(2), 412-431.

Pindek, S., & Spector, P.E. (2016). Explaining the surprisingly weak relationship between organizational constraints and job performance. *Human Performance*, 29(3), 192-208.

Pindek, S., & Spector, P.E. (2016). Organizational constraints: A meta-analysis of a major stressor. *Work & Stress*, 30(1), 7-25.

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. Bored, Angry, and Overqualified? The Hot and Cold Paths Linking Perceived Overqualification to Behavioural Outcomes. Under revise and resubmit (R&R) at *European Journal of Work and Organizational Psychology*.

Kessler, S.R., Lucianetti, L., **Pindek, S.**, Zhu, Z., & Spector, P.E. Job Satisfaction and Firm Performance: Can Employees' Job Satisfaction Change the Trajectory of a Firm's Performance? Under revise and resubmit (R&R) at *Journal of Applied Social Psychology*.

Pindek, S., & Gazica, M.W. Being Called to Nursing: Buffering the Stress-Rumination Effects. Under revise and resubmit (R&R) at *Occupational Health Science*.

Pindek, S., Lucianetti, L., Kessler, S.R., & Spector, P.E. When your subordinates' stress becomes your own: The transference of workload and physical strain to the leader. Under revise and resubmit (R&R) at *International Journal of Stress Management*.

MANUSCRIPTS IN PREPARATION

Andel, S.A., **Pindek, S., & Spector, P.E.** Traumatic Events and Strain in the Emergency Medical Services: The Role of Rumination and Mindfulness (temporary title).

Gazica, M.W., & **Pindek, S.** The effects of nurses' occupational stress on rumination and work interference with family: A daily diary study (temporary title).

Pindek, S., Zhou, Z.E., Kessler, S.R., Krajcevaska, A., & Spector, P.E. The Curvilinear Relationships between Daily Workload and Outcomes: A Demands/Resources perspective (temporary title).

CONFERENCE PRESENTATIONS

Pindek, S., & Kessler, S.R. (2020). Poor Leadership is Not Limited to Abusive Supervision. *Israeli Organizational Behavior Conference*, Tel-Aviv, Israel, 2020.

Pindek S. (2019). What does the future hold for cyberloafing research. *Work, Stress and Health*, Philadelphia, PA, November, 2019.

Pindek S., & Gazica, M. W., (2019). Being Called to Nursing: Buffering the Stress-Rumination Effects. *Work, Stress and Health*, Philadelphia, PA, November, 2019.

Andel, S.A., **Pindek, S.,** (2019). Unique Factors Related to Stress and its Outcomes in in Patient Care Workers. *Work, Stress and Health*, Philadelphia, PA, November, 2019.

Pindek, S., (2019). Surprising and Underexplored Stress Phenomena in the Workplace. *Society for Industrial and Organizational Psychology*, National Harbor/Washington DC, April 2019.

Pindek, S., & Gazica, M. W. (2019). Rumination, the Link Between Nurses' Daily Work Stress and Work Interference With Family? *Society for Industrial and Organizational Psychology*, National Harbor/Washington DC, April 2019.

Shen, W., & **Pindek, S.** (2019). Understaffing and OCBs: Coming Apart or Pulled Together? *Society for Industrial and Organizational Psychology*, National Harbor/Washington DC, April 2019.

Kessler, S.R., Lucianetti, L., **Pindek, S.**, Zhu, Z., & Spector, P.E. (2019). Job Satisfaction and Productivity: Is a Happy Workforce More Productive? *Society for Industrial and Organizational Psychology*, National Harbor/Washington DC, April 2019.

Pindek, S., Shen, W., Grey, C., & Spector, P.E. (2018). A Meta-Analytic Examination of Curvilinear Workload-Strain Relationships. *European Academy of Occupational Health Psychology*, Lisbon, Portugal, September 2018.

Pindek, S., Zhou, Z.A., Kessler, S.R., Krajcevska, A., & Spector, P.E. (2018). Charging the Batteries” or the “Monday Blues?” A Daily Diary Study Examining Stress Experience Over the Work Week. *European Academy of Occupational Health Psychology*, Lisbon, Portugal, September 2018.

Arvan, M., **Pindek, S.**, Anel, S.A., & Spector, P.E. (2018). Investigating Directionality Between Perceived Overqualification and Job Satisfaction. *Society for Industrial and Organizational Psychology*, Chicago, Illinois, April 2018.

Anel, S.A., **Pindek, S.**, Crowe, R.P., Cash, R.E., & Spector, P.E., (2018). Examining the Impact of Traumatic Event Exposure in the Emergency Medical Services. *Society for Industrial and Organizational Psychology*, Chicago, Illinois, April 2018.

Pindek, S., Lucianetti, L., Kessler, S.R., & Spector, P.E. (2018). Have We Forgotten about the Leader in Organization Stress Research?. *Israeli Organizational Behavior Conference*, Tel-Aviv, Israel, 2018.

Pindek, S., Zhou, Z.A., Kessler, S.R., Krajcevska, A., & Spector, P.E. (2018). Stress and Sleep: A Daily Diary Study Using FitBits. *Israeli Organizational Behavior Conference*, Tel-Aviv, Israel, 2018.

Pindek, S., Arvan, M., & Spector, P.E. (2017). A Meta-Analysis of Stressor-Strain Relationships in Diary Studies. *Southern Management Association*, St. Petersburg, Florida, October 2017.

Krajcevska, A., **Pindek, S.**, & Spector, P.E. (2017) Cyberloafing as an Adaptive Response to Boredom. *Southern Management Association*, St. Petersburg, Florida, October 2017.

Anel, S. A., **Pindek, S.**, Arvan, M., Hutchinson, D.M., Cave, C.A., & Spector, P. E. (2017). Instructed Response Items as an Index of Insufficient Effort Responding. *Society for Industrial and Organizational Psychology*, Orlando, Florida, April 2017.

Anel, S. A., **Pindek, S.**, & Spector, P.E. (2017). Occupational Callings and Safety Climate in the Emergency Medical Services. *Society for Industrial and Organizational Psychology*, Orlando, Florida, April 2017.

Demircioglu, E., Howard, D.J., **Pindek, S.**, Eatough, E.M., & Spector, P.E. (2107). A Mixed Methods Study Examining Illegitimate Tasks and Attributions. *Society for Industrial and Organizational Psychology*, Orlando, Florida, April 2017.

Andel, S. A., **Pindek, S.**, & Spector, P. E. (2017). Job dissatisfaction and verbal aggression exposure within the emergency medical services. *Work, Stress, and Health*, Minneapolis, Minnesota, June 2017.

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

German Israeli Foundation, Young Scientists' Program, 2018. Grant submitted for proposed study on Work stress and unhealthy snacking: A diary study. Under review.

Israeli Science Foundation, 2018. Grant resubmitted for proposed study on the effect of occupational calling on the stress and well-being of nurses. Under review.

Israeli Science Foundation, 2017. Grant submitted for proposed study on the effect of occupational calling on the stress and well-being of nurses. Rejected with a "Very good" evaluation.

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

University of Haifa, Department of Human Services

- Occupational Health, MA level (2016-present)
- Research Methods, Statistics, and HR analytics, MA level (2016-present)
- Human Resource Management, BA level (2016-present)
- Selection and Interviews, BA level (2016-present)
- Statistics, BA level (2018-present)

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

Journal Editorial Boards:

- Work & Stress
- International Journal of Stress Management
- Group & Organization Management

Regular conference reviewer:

- Southern Management Association (conference)
- Society for Industrial and Organizational Psychology (conference)

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