

Julian PFROMBECK

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ACADEMIC POSITIONS

10/2021 – present **Postdoctoral Research Fellow**
 Columbia University, New York / USA
 Columbia Business School, Management Division

EDUCATION

2021 **Ph.D. in I/O Psychology**
 ETH Zurich, Zurich / Switzerland
 Chair of Work and Organizational Psychology, Department of Management,
 Technology, and Economics

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

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)

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/>

Publications in Books, Magazines, and Others

Feierabend, A., Pfrombeck, J., & Schärner, 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

- Pfrombeck, J., Burmeister, A., & Grote, G. (*in preparation*). Older workers' knowledge receiving from younger coworkers as a double-edge sword: Disentangling cognitive and affective avenues to successful aging at work.
- Pfrombeck, J., & Grote, G. (*in preparation*). Contemporaneous types of career orientations in France, Germany, Italy, and Switzerland.
- Pfrombeck, J., Nagy, N., North, M. S., Grote, G., Galinsky, A. D., & Brockner, J. (*data collection*). Reducing the age gap in job search: A brief self-affirmation intervention to boost older job seekers' job search success.
- Doden, W., Pfrombeck, J., & Grote, G. (*R&R*). Are 'job hoppers' trapped in a hedonic treadmill? Effects of career orientations on newcomers' job satisfaction and turnover intention patterns.

ACADEMIC CONFERENCE CONTRIBUTIONS

- 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 accepted for presentation 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.
- Zaniboni, S., Pfrombeck, J., Feierabend, A., & Grote, G. (2022, January). *Occupational future time perspective: A key aspect for older workers for overcoming the challenges and enhancing the opportunities of Covid-19*. Paper accepted for presentation at the 19th Congress of the European Association of Work and Organizational Psychology (EAWOP), Glasgow, UK. Conference canceled due to Covid-19.
- 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

- ETH Zurich
 - **Work Design and Organizational Change** (5x from fall 2016 to fall 2020)
Teaching Assistant, including supervision of 8 student project groups
 - **HRM: Leading Teams** (5x from spring 2017 to spring 2021)
Teaching Assistant, including supervision of 16 student project groups, exam and term paper grading
 - **Master Theses**
Co-supervision of 8 master theses
- Technical University of Munich
 - **Production Management** (2x from spring 2011 to fall 2011)
Teaching of course tutorial

GRANTS & SCHOLARSHIPS

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| Postdoctoral mobility fellowship, Swiss National Science Foundation | 2021 – 2023 |
| Title of project: Understanding the Implications of Inverted Social Hierarchies for Human Resource Management | |
| 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. | |

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.].

Travel grant, Swiss Academy of Human and Social Sciences 2019

For attending the 79th Annual Meeting of the Academy of Management

Erasmus Scholarship 2012

Student exchange program at HEC Paris, France

PROFESSIONAL AFFILIATIONS & REVIEWING ACTIVITIES

Memberships

Since 01/2022 Society for Personality and Social Psychology

Since 03/2019 Academy of Management

Since 03/2019 European Association of Work and Organizational Psychology

Ad-hoc conference and journal reviewing

Academy of Management Annual Meeting

Compensation & Benefits Review

European Journal of Work and Organizational Psychology

Personality and Individual Differences

Work, Aging, and Retirement

LANGUAGES

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

OUTSIDE ACTIVITIES

Cooking, Music, Yoga.