

## CURRICULUM VITA

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**Emilija Djurdjevic, Ph.D.**

Associate Professor

Management

College of Business

University of Rhode Island

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Kingston, RI 02881

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### EDUCATION

**University of Arkansas, Fayetteville, AR**

2013

*PhD in Business Administration with a Management Concentration*

Dissertation: The effects of social contextual factors on rater motivation and performance ratings

Committee: Christopher C. Rosen (Chair), Nina Gupta, and John E. Delery

**University of South Florida, Tampa, FL**

2008

*Bachelor of Arts, Psychology*

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### ACADEMIC POSITIONS

**University of Rhode Island, Kingston, RI**

2019-Present

Management Area

College of Business

Kingston, RI

Associate Professor

**University of Rhode Island, Kingston, RI**

2013- 2019

Management Area

College of Business

Kingston, RI

Assistant Professor

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### RESEARCH INTERESTS

**General Areas:**

Organizational Behavior

Human Resources Management

**Specific Topics:**

Interpersonal Influence Processes

Performance Management

Emotion at Work

Construct Measurement and Modeling

Training

Selection

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## REFEREED PUBLICATIONS

Glew, R. J., **Djurdjevic, E.**, Xiao, J. J. (Accepted). Applying the theory of planned behavior in estate planning. *International Journal of Bank Marketing*.

Rawski, S., L., **Djurdjevic, E.**, Soderberg, A. T., & Foster, Joshua, R. (2023). The devil is in the details: Sexual harassment e-training design choices and perceived messenger integrity. *Journal of Business Ethics*.

**Djurdjevic, E.**, Rosen, C. C., Conroy, S. A., Rawski, S. L., & Sosna, K. (2019). The influence of political climate on job pursuit intentions and the moderating effect of Machiavellianism. *International Journal of Selection and Assessment*, 27, 180-192.

Gabriel, A. S., Campbell, J. T., **Djurdjevic, E.**, Johnson, R. E., & Rosen, C. C. (2018). Fuzzy Profiles: Comparing and Contrasting Latent Profile Analysis and Fuzzy Set Analysis for Person-Centered Research. *Organizational Research Methods*, 21, 877–904.

Becker, W., Conroy, S. A., **Djurdjevic, E.**, Gross, M. (2017). Crying is in the eyes of the beholder: An attribution theory framework of crying at work. *Emotion Review*, 10, 125-137.

**Djurdjevic, E.**, Stoverink, A. C., Klotz, A., Koopman, J., da Motta Veiga, S. P., Yam, K. C., & Chiang, J. T.-J. (2017). Workplace status: The development and validation of a scale. *Journal of Applied Psychology*, 102, 1124-1147.

Ferris, D. L., Johnson, R. E., Rosen, C. C., **Djurdjevic, E.**, Chang, C.-H., & Tan, J. A. (2013). When is success not satisfying? Integrating regulatory focus and approach/avoidance motivation theories to explain the relation between core self-evaluation and job satisfaction. *Journal of Applied Psychology*, 98, 342-353.

Johnson, R. E., Rosen, C. C., Chang, C.-H., **Djurdjevic, E.**, & Taing, M. U. (2012). Recommendations for improving the construct clarity of higher-order multidimensional constructs. *Human Resource Management Review*, 22: 62-72.

Johnson, R. E., Rosen, C. C., & **Djurdjevic, E.** (2011). Assessing the impact of common method variance on higher-order multidimensional constructs. *Journal of Applied Psychology*, 96: 744-761.

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## BOOK CHAPTERS

Chong, S., **Djurdjevic, E.**, & Johnson, R. E. (2017). Implicit measures for leadership research. In Schyns, B., Neves, P., & Hall, R (Eds.), *Handbook of Methods in Leadership Research* (pp. 13-47). Cheltenham, UK: Edward Elgar Publishing.

Rawski, S. L., **Djurdjevic, E.**, & Sheppard, L. (2014). Occupational stress: Considering the complex interplay of sex, gender, and job roles. In P.L. Perrewe, J. Halbesleben, & C.C. Rosen (Eds.), **Research in Occupational Stress and Well-Being** (pp. 199-233). Volume 12. Bingley, UK: Emerald Group Publishing Limited.

**Djurdjevic, E.** & Wheeler, A. R. (2014). A dynamic multilevel model of performance rating. In M. R. Buckley, J. R. B. Halbesleben, & A. R. Wheeler (Eds.), **Research in Personnel and Human Resources Management** (147-176). Volume 32. Bingley, UK: Emerald Group Publishing Limited.

Rosen, C. C., Chang, C.-H., **Djurdjevic, E.**, & Eatough, E. (2010). Occupational stress and performance: An updated review and recommendations. In P. L. Perrewé & D. C. Ganster (Eds.), **Research in Occupational Stress and Well-Being** (pp. 1-60). Volume 8. Bingley, UK: Emerald Group Publishing Limited.

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## PROCEEDINGS

Rawski, Shannon, L., **Djurdjevic, E.**, Soderberg, A. T., & Foster, Joshua, R. (2020, August). The role of trainer characteristics in intern sexual harassment training effectiveness. **Proceedings of the Eightieth Annual Meeting of the Academy of Management**. Online ISSN: 2151-6561.

Bilgili, H. & **Djurdjevic, E.** (2014, August). Appraising performance during different organizational change periods. **Proceedings of the Seventy Fourth Annual Meeting of the Academy of Management**.

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## EXTERNAL FUNDING

*The TCI Expansion Project: Improving Access and Uptake of Rhode Island's Temporary Caregiver Insurance Program.* U.S. Department of Labor, Employment and Training Administration grant through the Rhode Island Department of Labor and Training. (2015 – 2016). Status: Funded (\$235,000). PI: Silver, B.; Co-PIs: Mederer, H., & **Djurdjevic, E.**

*Launching the Rhode Island Temporary Caregiver Insurance program: Employee experiences one year later.* U.S. Department of Labor, Employment and Training Administration grant through the Rhode Island Department of Labor and Training. (2014 – 2015). Status: Funded (\$138,917). PI: Silver, B.; Co-PIs: Mederer H., & **Djurdjevic, E.**

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## CONFERENCE PRESENTATIONS

Glew, R., J., **Djurdjevic, E.**, Xiao, J.J. (November, 2025). Applying the Theory of Planned Behavior in Estate Planning. Paper to be presented at the 2025 Association for Financial Counseling & Planning Education ® (AFCPE ®) Symposium, Phoenix-Glendale, Arizona.

Rawski, S. L., Monzani, L., **Djurdjevic, E.**, & Priya, K. (2023). The interactive effect of organizational tolerance for sexual harassment & leader character on direct bystander intervention intentions. Paper to be presented at the 38<sup>th</sup> Annual Society for Industrial and Organizational Psychology Meeting, Anaheim, California.

Rawski, Shannon, L., **Djurdjevic, E.**, Soderberg, A. T., & Foster, Joshua, R. (August, 2020). The role of trainer characteristics in intern sexual harassment training effectiveness. Paper presented at the 80<sup>th</sup> Academy of Management Annual Meeting, Vancouver, Canada.

Becker, W., Conroy, S. A., Djurdjevic, E., & Gross, M. (August, 2016). Crying in the eyes of the beholder: An attribution theory framework of crying at work. Paper presented at the 76<sup>th</sup> Academy of Management Annual Meeting, Anaheim, California.

Silver, B., Mederer, H., & **Djurdjevic, E.** (June, 2016). Paid Leave in Rhode Island: A 360 Perspective. Paper presented at the Work and Family Researchers Network Conference, Washington, District of Columbia.

**Djurdjevic, E.**, Conroy, S. A., Rawski, S. L., & Sonsna, K. (April, 2016). Effects of political climate and Machiavellianism on job pursuit intentions. Paper presented at the 31<sup>st</sup> Annual Society for Industrial and Organizational Psychology Meeting, Anaheim, California.

Conroy, S., & **Djurdjevic, E.** (April, 2016). When do pay raises make us happy? Paper to be presented at the 31<sup>st</sup> Annual Society for Industrial and Organizational Psychology Meeting, Anaheim, California.

Conroy, S. A., Sosna, K., Rawski, S. L., & **Djurdjevic, E.** (January, 2016). Effects of job advertisement information on recommendations to agentic and communal individuals. Paper to be presented at the 17<sup>th</sup> Annual Society for Personality and Social Psychology Annual Convention in San Diego, California.

Conroy, S. A., Sosna, K., Rawski, S. L., & **Djurdjevic, E.** (2015, April). Risky business: When do women accept high risk pay systems?. Paper to be presented at the 30<sup>th</sup> Annual Society for Industrial and Organizational Psychology Meeting, Philadelphia, Pennsylvania.

Stoverink, A. C., **Djurdjevic, E.**, Hargrove, D., & Thundyil, T. (2014, October). Fiedler's contingency model of leader effectiveness: a dyadic approach to conceptualizing and measuring situational control dispersion. Research presented at the Southern Management Association Meeting, Savannah, Georgia.

Bilgili, H. & **Djurdjevic, E.** (2014, August). Appraising performance during different organizational change periods. Paper presented at the 74<sup>th</sup> Academy of Management Annual Meeting, Philadelphia, Pennsylvania.

Rawski, S. L., **Djurdjevic, E.**, & Sheppard, L. (2014, August). Occupational stress: Considering the complex interplay of sex, gender, and job roles. Paper to be presented at the 74<sup>th</sup> Academy of Management Annual Meeting, Philadelphia, Pennsylvania.

**Djurdjevic, E.**, Stoverink, A. C., Klotz, A. C., & da Motta Veiga, S. P. (2014, May). Perceived Workplace Status: Scale Development and Validation. Paper presented at the 29<sup>th</sup> Annual Society for Industrial and Organizational Psychology Meeting, Honolulu, Hawaii.

**Djurdjevic, E.**, Conroy, S., Liou, R., & Becker, W. (2014, May). A Social Perception Perspective on Managerial HR Decisions. Paper presented at the 29<sup>th</sup> Annual Society for Industrial and Organizational Psychology Meeting, Honolulu, Hawaii.

**Djurdjevic, E.** & Conroy, S. A. (2013, November). A theoretical investigation of pay raise decisions: Understanding the effects of employee warmth and competence. Paper presented at the Southern Management Association Meeting, New Orleans, Louisiana.

Chiaburu, D. S., Harris, B., Smith, T., & **Djurdjevic, E.** (2012, October). The interactive effects of gender and gender-specific system justification on discretionary behavior expectations: A “Catch 22” for women?. Paper presented at the Southern Management Association Meeting, Fort Lauderdale, Florida.

**Djurdjevic, E.**, Rosen, C. C., & Johnson, R. E. (2012, April). Use it or lose it: An examination of how political skill relates to social capital. Paper presented at the 27<sup>th</sup> Annual Society for Industrial and Organizational Psychology Conference, San Diego, California.

**Djurdjevic, E.**, Rosen, C. C., & Johnson, R. E. (2011, August). Improving the construct clarity of multidimensional constructs: A focus on precise, theoretically derived, and testable inclusion criteria. Paper presented at the 71<sup>st</sup> Academy of Management Annual Meeting, San Antonio, TX.

**Djurdjevic, E.**, Rosen, C. C., Chang, C.-H., Taing, M. U., & Johnson, R. E. (2011, August). Core self-evaluation: Assessing and improving construct clarity. Paper presented at the 71<sup>st</sup> Academy of Management Annual Meeting, San Antonio, TX.

Rose, A. S., **Djurdjevic, E.**, & Conroy, S. A. (2011, August). Stakeholder Power Plays: The influence tactics stakeholders use to impact TMT responses. Paper presented at the 71<sup>st</sup> Academy of Management Annual Meeting, San Antonio, TX.

**Djurdjevic, E.**, & Rosen, C. C. (2010, August). The Effects of Perceptions of Organizational Politics on Organizational Citizenship Behavior. Paper presented at the 70<sup>th</sup> Academy of Management Annual Meeting, Montreal, CA.

**Djurdjevic, E.**, Rosen, C. C., & Johnson, R. E. (2010, August). Enhancing the prediction of core self-evaluations by considering trait interactions. Paper presented at the 70<sup>th</sup> Academy of Management Annual Meeting, Montreal, CA.

Liou, R., Djurdjevic, E., Lee, K. (2010, August) To help or to discriminate? Coworkers' responses to stigmatized identities. Paper presented at the 70<sup>th</sup> Academy of Management Annual Meeting, Montreal, CA.

Johnson, R. E., Rosen, C. C., Toumbeva, T., & Djurdjevic, E. (2010, April). *Controlling for common method variance using statistical remedies*. Poster presented at the 25<sup>th</sup> Annual Society for Industrial and Organizational Psychology Conference, Atlanta, Georgia.

Johnson, R. E., Rosen, C. C., Toumbeva, T., & Djurdjevic, E. (2010, April). *Does "CSE" mean core self-evaluations or common source effects?* Poster presented at the 25<sup>th</sup> Annual Society for Industrial and Organizational Psychology Conference, Atlanta, Georgia.

Djurdjevic, E., & Johnson, R. E. (2009, August). *Putting the "Implicit" in Implicit Leadership Theory: Assessing ILTs using Implicit Measures*. Paper presented at the 69<sup>th</sup> Academy of Management Annual Meeting, Chicago, Illinois.

Djurdjevic, E., Grzesick, N., & Johnson, R. E. (2008, April). *Support for creativity: Does supervisor support for creativity relate to employee attitudes and performance?* Poster presented at the 23<sup>rd</sup> Annual Society of Industrial and Organizational Society, San Francisco, CA.

Djurdjevic, E. & Johnson, R. E. (2008, February). *Improving employee job performance and attitudes through understanding the effects of support for creativity*. Poster presented at The Society of Consulting Psychology 16th Annual Mid-Winter Conference Student Poster Session, Austin, TX.

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## PROFESSIONAL AND ACADEMIC AFFILIATIONS

Academy of Management  
Society for Industrial and Organizational Psychology  
Southern Management Association

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## EDITORIAL WORK

*Associate Editor*  
Group & Organization Management (2021 – Present)

*Editorial Board*  
Human Resource Management Review (2020 – Present)