



ANDRES RAINERI
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I. EDUCATION

- Ph.D. Psychology, State University of New York, Stony Brook 1991
- M.Sc., Business Management and Policy, W. Averell Harriman School of Business, New York State University of New York, Stony Brook. 1990
- M.A., Psychology, State University of New York, Stony Brook 1990
- Psychologist, Pontificia Universidad Católica de Chile. 1985

II. ACADEMIC POSITIONS

- Associate Professor, School of Management, Pontificia Universidad Católica de Chile. 2020 – To date
- Assistant Professor, School of Management, Pontificia Universidad Católica de Chile. 1999 – 2019
- Assistant Professor, Faculty of Economics and Administration Universidad de Chile. 1994 - 1998

III. AREA OF SPECIALIZATION AND MAIN COURSES

- Areas: Leadership, Organizational Behavior, Human Resources Management, Change Management.
- Main Courses: Leadership, Leading Teams, Organizational Change and Development, Human Resources Management, Organizational Behavior, Strategic Human Resources Management in the Health Sector, Creativity and Innovation.

IV. SELECTED SCIENTIFIC PRESENTATIONS

- British Academy of Management (BAM) 33rd Annual BAM Conference, UK, 2019
Presented Paper: The Role of Relational Coordination In The High Performance Work Systems (Hpws).
- British Academy of Management Annual Meeting, UK, 2019.
Presented Paper: Exploring Public Hospitals' Employer Image Potential for Developing an Employer Brand.
- Academy of Management Annual Meeting, USA, 2018.



Presented Paper: Employees' affects and beliefs as antecedents of OCB towards change implementation.

V. RESEARCH

Publications

- Raineri, A. (2023). Leaders' induced justice perceptions as mediator of the relation between participative leadership behaviors and team learning. *Frontiers in Psychology* 14, 1-13 (Q2 JIF Web of Science, 2023)
- Raineri, A., Kausel, E., Jin, Z., & Chamorro, N. (2023). Cultural differences in intertemporal decision making: A comparison between Chile and China. *Journal of the Experimental Analysis of Behavior*. (Q3 JIF Web of Science, 2023)
- Castaneda, DI., Raineri, A., Ramírez, CA. (2022). Cultural Dimensions in Colombia and Chile According to the Spanish Version of the Dorfman and Howell Questionnaire. *Sustainability* 14, 1-12 (Q2 JIF Web of Science, 2023)
- A Raineri, S Valenzuela-Ibarra (2021). The role of inter-team relational coordination in the high-performance work systems–team performance linkage. *The International Journal of Human Resource Management*. (Q1 JIF Web of Science, 2023)
- Raineri, A. (2018). Diversity management in three Latin American Countries: An Institutional theory view. *Academia-Revista Latinoamericana de Administración*, 2(31), 426-447. (Q3 JIF Web of Science, 2023)
- Raineri, A. (2017). Linking human resources practices with performance: the simultaneous mediation of collective affective commitment and human capital. *The International Journal of Human Resource Management*, 28(22), 3148-3178. (Q1 JIF Web of Science, 2023)
- Garrido, O., Maulen, G. & Raineri, A. (2017). Burnout, satisfacción laboral y autonomía laboral como determinantes de Intención de abandono. *Estudios de Administración*. (24)1, 5-15. (ISSN: 0717-0653, e-ISSN: 0719-0816, double-blind peer-reviewed)
- Raineri, A. (2011). Change management practices: Impact on perceived change results. *Journal of Business Research*, 64(3), 266-272. (Q1 JIF Web of Science, 2023)
- Heine, S. & Raineri, A. (2009). Self-Improving motivations and collectivism: The case of Chileans. *Journal of Cross-Cultural Psychology*, Vol. 40, No. 1, 158-163. (Q2 JIF Web of Science, 2023)
- Mesa, F.; Raineri A.; Maturana, S.; Kempffer, A. (2009). Fraud in the health systems of Chile: A detection model, *Revista Panamericana de Salud Publica*. Volume 25, Number 1, pp. 56-61 (6). (Q3 JIF Web of Science, 2023)
- Raineri, A. (2007). "Distribución de Satisfacción Laboral en Diferentes Grupos de Empleados en Chile: Similitud con Culturas Individualistas" *Estudios de Administración*. Vol. 14, Nº 2, 2007 pp1-42. (ISSN: 0717-0653, e-ISSN: 0719-0816, double-blind peer-reviewed)
- Raineri, A. (2006). "Estilo de Dirección como determinante del Clima Laboral en una muestra de administradores chilenos" *Revista Abante*. Vol. 9, Abril, Nº 1, pp. 3-33. (FACEA-PUC. double-blind



peer-reviewed)

- Raineri, A. (2003). "El impacto de la cultura nacional en la administración de equipos de trabajo en Chile". *Estudios de Administración*. Volumen 10 nº2. PG 28-57. (ISSN: 0717-0653, e-ISSN: 0719-0816, double-blind peer-reviewed)
- Raineri A. (2001). "Administración del Cambio Organizacional en Empresas Chilenas". *Estudios de Administración*. Vol 8, Nº 2. Pg 1-40. (ISSN: 0717-0653, e-ISSN: 0719-0816, double-blind peer-reviewed)
- Raineri A. (2001). Desarrollo de Habilidades Psicosociales en Administradores y Ejecutivos: Una revisión de la literatura. *Revista Abante*. (ISSN: 0717-0653, e-ISSN: 0719-0816, double-blind peer-reviewed) (ISSN: 0717-0653, e-ISSN: 0719-0816, double-blind peer-reviewed) Vol 4. Nº 2. Pg 157-192.
- Raineri A. (1998). Intereses de Carrera de una Muestra de Administradores en Chile. *Estudios de Administración*. Vol 5, Nº 2, pg. 1-36. (ISSN: 0717-0653, e-ISSN: 0719-0816, double-blind peer-reviewed)
- Raineri A. (1998). Habilidades Gerenciales: Análisis Empírico de una Muestra de Administradores y Profesionales en Chile. *Revista Abante*. Vol. 1 Nº 2, páginas 213-234. (FACEA-PUC. double-blind peer-reviewed)
- Raineri A., (1998). Creencias y Cambio en Organizaciones Públicas y Privadas. *Estudios Públicos*. Vol. 70, Otoño, 201-230.
- Raineri A. y Martínez, A. (1997). Diagnóstico Organizacional: Un Enfoque Estratégico y Práctico. *Academia*. *Revista Latinoamericana de Administración*, 19, 1-32. (ISSN: 0717-0653, e-ISSN: 0719-0816, double-blind peer-reviewed)
- Raineri A. y Martínez, A. (1996). Diagnóstico de Culturas Organizacionales: Evidencia Empírica en Chile. *Estudios de Administración*. Vol 3. Nº 2, 37-69. (ISSN: 0717-0653, e-ISSN: 0719-0816, double-blind peer-reviewed)
- Raineri A. y Fuchs C. (1995). Habilidades de dirección de personal como determinantes de la calidad de vida en el trabajo. *Estudios de Administración*. Vol 2. Nº 2, 53-75. (ISSN: 0717-0653, e-ISSN: 0719-0816, double-blind peer-reviewed)
- Raineri A. y Fuchs C. (1995). Habilidades de dirección de personal como determinantes de la calidad en el servicio interno. *Estudios de Administración*. Vol 2. Nº 1, 1-25. (ISSN: 0717-0653, e-ISSN: 0719-0816, double-blind peer-reviewed)
- A. Raineri, and H. Rachlin. (1993). The Effect of Temporal Constraints in the Value of Money and Other Commodities. *Journal of Behavioral Decision Making*, Vol 6, 77-94. (Q3 JIF Web of Science, 2023)
- H. Rachlin; A. Raineri; and D. Cross. (1991). Subjective Probability and Delay. *Journal of the Experimental Analysis of Behavior*, 55, 233-244. (Q3 JIF Web of Science, 2023)

Working Papers

- A Raineri & M Cartes. How the Dark Triad traits of supervisors cast a shadow on nurses' psychological safety, work environment perceptions, and performance. (revise and resubmit



process at International Journal of Public Health)

- M Silva, A. Raineri, & M Koljatic. Untying a Gordian Knot in Admission Testing Through the Lens of Institutional Entrepreneurship and Shared Values.
- Raineri, A. & Quiroga B. "Employees' affects and beliefs as antecedents of OCB towards change implementation"
- Morgeson..., .., Raineri... Toward a Cross-Cultural Theory of Work Design: A 30-Society Study Exploring Connections between Culture Values and Work Design.
- Raineri, A.; Molina, D. & Bastias, G. Valenzuela, S. Exploring Public Hospitals' Employer Image Potential for Developing an Employer Brand.
- Raineri, A. The association between Manager-Employee Perceptual Agreements and Disagreements about the Implementation of High-Performance Work Practices with Team Performance and Employee Satisfaction.
- Raineri & Jin, Z. Cultural differences in decision making under uncertainty: A comparison between Chile and China.
- Raineri, A. & Fernandez, C. After Action Reviews in Service-Learning experiences of management students: Meaning making beyond cognitive learning.
- Gutiérrez M.E. & Raineri, A. Caso docente: El proceso de selección de la Alta Dirección Pública de la Dirección Nacional del Servicio Civil.
- Raineri, A. A Tale of two cities: Challenges in change management in the Digital transformation of two municipalities in Chile.
- Raineri, A. Career interests, psychological capital and career decisions in a sample of Chilean managers.
- Raineri, A. Employer image dimensions of public and private healthcare organizations in Chile: Attractiveness perceived by healthcare workers.

Book Chapters

- Raineri, A. (2024). Developing a New Organizational Culture at SKY Airline. Chapter 26. In: Liza Castro Christiansen, Michal Biron, Pawan Budhwar, Brian Harney (Editors). The Global Human Resource Management Casebook, 269-276. Routledge. NY.
- Raineri, A. (2018) Chile: Development of Self-Managed Teams at S.C. Johnson & Son in Chile (II). In: Liza Castro Christiansen, Michal Biron, Elaine Farndale, Bård Kuvaas, editors. The Global Human Resource Management Casebook (Second Edition). New York: Routledge. p. 307-317.
- Raineri, A. (2012) Development of Self Managed Teams at S.C. Johnson & Son in Chile (I). In: J. Hayton, Mi. Biron, Castro Christiansen, L., & Kuvaas, B. (Eds.) Global Human Resource Management Casebook. London: Routledge. 343-355.
- Raineri, A. (2003) Capítulo 6: "Administración del Cambio Organizacional y la cultura local". En



el libro: "Gestión estratégica y sistemas de mando y control". Centro de Estudios e Investigaciones Militares. Santiago, Imprenta Salesianos.

- Raineri A. & Portales C. (2002). "Un sistema de gestión privado para el sector público chileno". En: Salvador Valdez. (Editor) Comisión de Reforma del Estado del CEP. Centro de Estudios Públicos. Santiago.
- H. Rachlin; and A. Raineri. (1993). An Objective View of Irrationality and Impulsiveness. In Loewenstein, G. F. and Elster, J. (Eds.). Choice Over time. New York: Russell Sage Foundation. 93-118.

VI. ACADEMIC REFEREE

- Human Resource Management Journal, International Journal of Human Resources Management, International Business Review, Journal of Behavioural Decision Making, Journal of Cross Cultural Psychology, Frontiers in Psychology, Sustainability, 78th Annual Meeting of the Academy of Management (2018), British Academy of Management Annual Meeting (2019), Palgrave Publishing Company, Revista Psykhe. Escuela de Psicología de la Universidad Católica de Chile, Revista Colombiana de Psicología, Revista Estudios de Administración, Fondecyt.

VII. SERVICE: COMMUNITY ENGAGEMENT, CONSULTING FOR PUBLIC INSTITUTIONS AND NGOs

Consulting for municipalities and non-profit organizations on topics related to leadership, people management, and organizational change as part of Service-Learning projects in collaboration with undergraduate student teams (2019 - present). Projects are carried out in collaboration with undergraduate students, student-tutors, and professionals from the School of Management at PUC. The following are examples of the projects developed over the past 5 years:

Identical projects performed at Municipalidades of Peñalolén and Melipilla (1-2021 to 2-2024)

- Design of a leadership competency model and survey to measure 360° over 80 individuals in the municipalities assigned to lead digital transformation in their areas. Individual feedback for all leaders. (135+ student participants)
- Evaluation of organizational culture elements with an emphasis on physical aspects and cultural symbols (using a quantitative model). (20 student participants)
- Evaluation of municipal workers' attitudes towards the Digital Transformation change process and management practices related to this process (20 student participants)
- Analyses of external and internal organizational forces that facilitate or hinder the Digital Transformation process for different municipal departments. (50 student participants)

Municipality of Providencia (2021-2023):

- Diagnosis of needs and proposal for a communication plan for the new sustainability strategy, based on interviews, visits, and benchmarking. Projects aimed at different audiences. (12 student participants)



Municipality of Puente Alto (2020-2022):

- Organizational Climate Study (28 student participants)
- User satisfaction analysis of the services provided by Puente Familia programs using the SERVQUAL model (28 student participants)
- Individualized evaluation of self-care practices and burnout among Puente Familia program staff (16 student participants)
- 360° evaluation of leadership styles in eight service units of Puente Familia, and the alignment of these styles with the programs, mission, and vision of these units. (32 student participants)

VIII. CONSULTING

- SANOFI - Consumer Health Care division Chile, Formation of a self-directed team with the executive group, Chile, 2019-2020.