



ANDRES RAINERI
araineri@uc.cl

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

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

III. AREA OF SPECIALIZATION AND MAIN COURSES

- Area: Human Resources, Organizational Behavior.
- Main Courses: Human Resources Administration, Organizational Change and Development, Leadership and Organizational Change, Human Resource Management.

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

- Delgado, D. & Raineri, A. Validación del cuestionario Dimensions of national culture de Dorfman & Howell en Colombia y Chile (in progress).
- Andrés Raineri, A. & Valenzuela-Ibarra, S. The Role of Relational Coordination in the High-Performance Work Systems (HPWS) - Performance Linkage.
- Raineri, A. (2018). Diversity management in three Latin American Countries: An Institutional theory view. *Academia-Revista Latinoamericana de Administración*, 2(31), 426-447. (WoS)
- 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. (WoS)
- 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.
- Raineri, A. (2011). Change management practices: Impact on perceived change results. *Journal of Business Research*, 64(3), 266-272. (WoS)

Working Papers

- Raineri, A.; Molina, D. & Bastias, G. Exploring Public Hospitals' Employer Image Potential for Developing an Employer Brand.
- Fred Morgeson, Michal Biron, Elaine Farndale, Eleni Stavrou-Costea, James Su, Andrés Raineri, Work Design across Cultures. In progress.
- Raineri, A. "Employees' affects and beliefs as antecedents of OCB towards change implementation"
- Raineri, A. "The mediation role of Justice Perceptions and Psychological Safety in the relationship between Participative Leadership Behaviors and Team Learning "
- 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.
- Armstrong, A.; Raineri, A.; Aguila, R. Relevance of non-economic antecedents in the incidence of work strikes: Analysis of a 50-year data series from Chile.

Book Chapters

- Raineri, A. (2018) Chile: Development of Self-Managed Teams at S.C. Johnson & Son in Chile. In: Liza Castro Christiansen, Michal Biron, Elaine Farndale, Bård Kuvaas editors. *The Global Human Resource Management Casebook (Second Edition)*. New York: Routledge; 2018. p. 307-317.



- Raineri, A. (2012) Development of Self Managed Teams at S.C. Johnson & Son in Chile. In: J. Hayton, Mi. Biron, Castro Christiansen, L., & Kuvaas, B. (Eds.) Global Human Resource Management Casebook. London: Routledge. 343-355.

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, 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. CONSULTING

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