

Publications

Talya Bauer and **Berrin Erdogan** (with Allison Ellis, Cal Poly State U., Donald Truxillo, U. Limerick, Ireland, Grant Brady, California State U. East Bay, and Julie McCarthy, U. Toronto) published “The Evolving Future of Work: Implications for Newcomer Adaptability and Connectivity During Organizational Socialization” in *Human Resource Management*.

 Organizational socialization and the practice of onboarding new hires are central human resources functions. However, traditional socialization theory and practice were built on assumptions that are increasingly misaligned with today's work context. We identified four current, emerging, and future work trends that characterize the evolving landscape surrounding organizational socialization: technological advancement, the expansion of remote work arrangements, rising societal loneliness and mental health challenges, and aging workforce demographics. Collectively, these trends have contributed to dramatic shifts in the context and performance of work, as well as the expectations that employees and organizations hold for one another. Accordingly, we argue that these shifts require a renewed examination of the organizational socialization process that reflects contemporary realities such as the move away from stable, physically co-located, psychologically anchored work toward boundaryless, tech-mediated, and transient work arrangements. Our review presents a future-forward look at organizational socialization through the lens of these societal and workplace shifts. We identify newcomer adaptability and connection as emergent critical factors for the future of onboarding. Through this lens, we offer practical implications for human resource practice and invite future research that advances our understanding of organizational socialization in today's context.



Presentations

Talya Bauer gave an invited talk titled “Newcomer socialization: Relationships at work” as part of the Speaker Series at Hong Kong Polytechnical University. November 4.

Berrin Erdogan gave an invited talk titled “The psychology of misalignment at work: Overqualification and beyond” as part of the Speaker Series at Hong Kong Polytechnical University. November 6.

Berrin Erdogan gave an invited talk titled “The psychology of misalignment at work: Overqualification and beyond” as part of the Speaker Series at University of Illinois at Urbana Champaign, School of Labor and Employment Relations. November 14.

Tom Gillpatrick presented "Realizing the Dream: Education in 2050" at the 3rd International ESEP Education Sciences and Effective Practices Congress, *Education in 2050 From Dream to Reality*, Kayseri, Turkiye, November 16.

Just Got In

Brandon Reich and **Wanying Shi** had their article "Homelessness-based Impact Hiring and Consumers' Contagion Concerns" accepted for publication in *Journal of Consumer Psychology*.

Piman Limpaphayom had his paper "Anchoring Effect and Long-Horizon Analysts' Forecast Errors" accepted for publication in *Cogent Economics and Finance*.

Good to Know

[This is the link](#) to the faculty resources and procedures for anything relating to research. This link will live here from now on. If you ever need to access this document, simply open the latest copy of Scholarly News to locate this link.

Research Calendar

When	Where & What
Monday, December 1 12:30-1:30pm	<p>How To: Apply for a Faculty Development Grant (SB Event, Organized by Research Committee)</p> <p>Location: Bogue Boardroom (Pizza and Salad will be served). If you cannot join us in person, you can connect via Zoom.</p> <p>PSU Faculty Development Grants provide up to \$15,000 per individual award to support scholarship and research to Tenure Track faculty (pre-and post tenure), Fixed term faculty, and Academic Professionals. Interested in learning how to apply? Join us for an informative session featuring a panel of recent award recipients and our representative on the Faculty Development Committee (Erica Wagner, Mary Marshall, and John Eckroth) as they share their insights, tips, and experiences.</p> <p>These grants are typically due in early March, giving you plenty of time to prepare a thoughtful and competitive application.</p>