

MEVAN JAYASINGHE

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School of Human Resources and Labor Relations
Michigan State University
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RESEARCH INTERESTS

Strategic human resource management, International human resources, Human resource strategy in emerging economies, Employment relations

TEACHING INTERESTS

Human resource strategy, High performance work systems, Negotiation and conflict resolution

EDUCATION

<i>Ph.D.</i> Business (Management & Human Resources) University of Wisconsin-Madison, Madison, Wisconsin Primary concentration: Strategic human resource management Secondary concentration: Organizational behavior Minor: Research Methods Advisor: Barry Gerhart	July 2013
<i>B.A.</i> Economics and Business (<i>Cum Laude</i>) Lafayette College, Easton, Pennsylvania	May 2008
<i>B.S.</i> Biology (<i>Cum Laude</i>) Lafayette College, Easton, Pennsylvania	May 2008

PROFESSIONAL EXPERIENCE

Assistant Professor (tenure-track) School of Human Resources and Labor Relations Michigan State University, East Lansing, Michigan.	August 2013 to present
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DOCTORAL DISSERTATION

Labor Codes and Human Resource Strategy in Emerging Economies: Establishment Outcomes and Worker Outcomes.
Committee: Barry Gerhart (Chair), Chip Hunter, Charlie Trevor, Ray Aldag, Michael Childers
Awards: **2013 Industry Studies Association Best Dissertation Award**
Funding: University of Wisconsin Vilas Research Travel Award 2011 (\$600) & 2012 (\$1500)

PEER-REVIEWED PUBLICATIONS

Jayasinghe, M. (Accepted 2015). The operational and signaling benefits of voluntary labor code adoption: Reconceptualizing the scope of human resource management in emerging economies. *Academy of Management Journal*

Triana, M., Jayasinghe, M., & Pieper, J. (2015). Perceived workplace racial discrimination and its correlates: A meta-analysis. *Journal of Organizational Behavior*, 36(4): 491-513.

Rabl, T., Jayasinghe, M., Gerhart, B., & Kuhlmann, T. (2014). A Meta-Analysis of Country Differences in the High-Performance Work System-Business Performance Relationship: The Roles of National Culture and Managerial Discretion. *Journal of Applied Psychology*, 99(6): 1011-1041. [*lead article] [**Winner of 2015 International Human Resource Management Scholarly Research Award from the Human Resources Division of the Academy of Management] [***Nominated for 2014 Best Paper Award of the German Academic Association for Business Research]

Jayasinghe, M. (2014). Labor Codes and Human Resource Strategy in Emerging Economies. *Academy of Management Best Paper Proceedings*. [*the top 10% of papers accepted for inclusion in the annual meeting program] [**Human Resources Division Nominee for All-Academy William H. Newman Award, given to best paper based on a doctoral dissertation.]

Rabl, T., Jayasinghe, M., Gerhart, B., & Kuehlmann, T. (2011). How much does country matter? A meta-analysis of the HPWP Systems-Business Performance Relationship. *Academy of Management Best Paper Proceedings*. [*Human Resources Division Nominee for All-Academy Carolyn Dexter Award, given to best international paper.]

RESEARCH IN PROGRESS (in manuscript form or analysis/writing stage)

Jayasinghe, M., & Hunter, L. Voluntary Labor Code Adoption, Core Labor Standards and Worker Outcomes. Target journal – *Industrial and Labor Relations Review*

Triana, M., Jayasinghe, M., & Pieper, J. The Consequences for Employees from Perceived Workplace Gender Discrimination: Considering the Influence of the Country Context. Target journal – *Journal of Applied Psychology*

Jayasinghe, M. Antecedents of the adoption of employee attendance incentives in emerging economy manufacturing. Target journal – *Journal of Applied Psychology*

BOOK CHAPTERS

Triana, M., Pieper, J., Jayasinghe, M., Delgado, D. (2012). Racial/Ethnic Discrimination in U.S. Workplaces. In M. Paludi (Ed.), *Managing Diversity in Today's Workplace* (pp. 1-23). Santa Barbara, CA: Praeger.

ACADEMIC PRESENTATIONS AND MEETING PAPERS

Jayasinghe, M. (2015, May) *Voluntary labor code adoption, labor standards, and worker outcomes*. Presented at the 2015 Industry Studies Association Conference: Kansas City, MO.

Jayasinghe, M. (2015, March) *Voluntary labor codes: Do they benefit both workers and employers?* Presented at the Mid-Michigan Labor and Employment Relations Association meeting: Lansing, MI.

Jayasinghe, M. (2014, August) *Labor Codes and Human Resource Strategy in Emerging Economies*. Presented at the 74th Annual Meeting of the Academy of Management: Philadelphia, PA.

Jayasinghe, M. (2013, June). *Making Core Labor Standards Stick: Determinants of the Adoption of Voluntary Labor Codes*. Presented at the 65th Annual Meeting of the Labor and Employment Relations Association: St. Louis, MO.

Triana, M., Jayasinghe, M., & Pieper, J. (2013, April). *Race Discrimination in Employment and its Outcomes: A Meta-Analysis*. Presented at the 28th Annual Conference of the Society for Industry and Organizational Psychology: Houston, TX.

Jayasinghe, M. (2013, March). *Labor Codes and Human Resource Strategy in Emerging Economies: Establishment Outcomes and Worker Outcomes*. Michigan State University: East Lansing, MI.

Jayasinghe, M. (2012, November). *Voluntary Labor Code Adoption and Human Resource Strategy in Emerging Economies: Establishment Outcomes and Worker Outcomes*. The Ohio State University: Columbus, OH.

Jayasinghe, M. (2012, November). *Voluntary Labor Code Adoption and Human Resource Strategy in Emerging Economies: Establishment Outcomes and Worker Outcomes*. Cornell University: Ithaca, NY.

Rabl, T., Jayasinghe, M., Gerhart, B., & Kuehlmann, T. (2012, May-June). *Are High Performance Work Practice Systems Effective Across Countries? The Moderating Effect of Country-Specific Contextual Factors*. Presented at the 74th Annual Conference of the German Academic Association for Business Research: Bozen, Italy.

Rabl, T., Jayasinghe, M., Gerhart, B., & Kuehlmann, T. (2011, August). *How much does country matter? A meta-analysis of the HPWP Systems-Business Performance Relationship*. Presented at the 71st Annual Meeting of the Academy of Management: San Antonio, TX.

NON-ACADEMIC PRESENTATIONS

Jayasinghe, M. (2011, October). *Strategic Human Resources: Future Directions*. Presented at the MAS HR Leaders' Forum: Colombo, Sri Lanka.

OTHER PUBLICATIONS

Jayasinghe, M. (2007). *Pakistan: A Preliminary Evaluation of the Tax Gap*. Working paper, Andrew Young School of Policy Studies: Atlanta, GA.

Jayasinghe, M., Golden, J., Nair, P., O'Donnell, C., Werner, M., & Kurt, R. (2008). Tumor-derived CCL5 does not contribute to breast cancer progression. *Breast Cancer Research and Treatment*, 111 (3): 511-521.

TEACHING EXPERIENCE

Michigan State University

Instructor

High-Performance Work Systems (HRLR 817-001, Graduate) Spring 2015
Rating: 1.52 (1 = superior 2 = above average 3 = average 4 = below average)
Negotiation and Conflict Resolution (HRLR 819-001, Graduate) Fall 2014
Rating: 2.07 (1 = superior 2 = above average 3 = average 4 = below average)
Human Resource Strategy (HRLR 872-501, Graduate) Spring 2014
Rating: 1.65 (1 = superior 2 = above average 3 = average 4 = below average)
Human Resource Strategy (HRLR 891-004, Graduate) Fall 2013
Rating: 1.89 (1 = superior 2 = above average 3 = average 4 = below average)

Guest Lectures

World of Work (SSC 499) Spring 2014, Spring 2015
Society and the Individual (ISS 210) Fall 2014

University of Wisconsin-Madison

Instructor

Human Resource Management (*MHR 305*, Undergraduate) Summer 2011
Rating: 4.88/5.00 (School of Business mean = 4.54)

Teaching Assistant

Negotiation and Dispute Settlement for Managers (*MHR 628*, Undergraduate) Spring 2013
Global Issues in Management (*MHR/IB 403*, Undergraduate) Spring 2013
Bargaining, Negotiating, and Dispute Settlement (*MHR 728*, Graduate) Spring 2012
Compensation: Theory & Practice (*MHR 610*, Undergraduate/Graduate) Spring 2012
Managing Behavior in Organizations (*MHR 704*, Graduate) Spring 2009
Management of Teams (*MHR 401*, Undergraduate) Fall 2008
Personnel Staffing and Evaluation (*MHR 611*, Undergraduate/Graduate) Fall 2008

ACADEMIC SCHOLARSHIPS/HONORS/AWARDS

AOM International Human Resource Management Scholarly Research Award 2015
Industry Studies Association Best Dissertation Award 2013
University of Wisconsin-Madison Vilas Research Travel Award (\$1500) 2012
University of Wisconsin-Madison Vilas Research Travel Award (\$600) 2011
Wisconsin School of Business Student Travel Award (\$600) 2011
Wisconsin School of Business Scholarship 2008-2011

Wisconsin School of Business Doctoral Students Research Award (\$1000)	2009
Jeffrey D. Robinson '80 Leadership Award	2008
People's Choice Award, Lafayette's Highest Honors	2008
Omicron Delta Epsilon International Honor Society for Economics	2007-2008
Dean's List, Lafayette College	2004-2006, 2008

ACADEMIC AND PROFESSIONAL AFFILIATIONS

Academy of Management	2008-present
Industry Studies Association	2011-present
Labor and Employment Relations Association	2013-present
Society for Human Resource Management	2012-2014
Society for Industrial and Organizational Psychology	2008-2014

ACADEMIC SERVICE ACTIVITIES

Michigan State University, School of Human Resources and Labor Relations

Faculty Search Committee	2013-2015
Information Technology Committee	2014-2015
Master of Human Resources and Labor Relations Capstone Course Committee	2015
SHRLR Self-Study Subcommittee on Faculty and Research	2014-2015
Co-organizer, SHRLR Research Workshops	2014-2015
SHRLR Alumni Committee on optimizing learning	2015

University of Wisconsin-Madison, Wisconsin School of Business

Student Panel, Teaching Improvement Program for Teaching Assistants	2011
Student Panel, New Ph.D. Student Orientation	2009, 2010

Broader Academic Community

Member, Industry Studies Association Early Career Development Committee	2014
Participant, Industry Studies Association Early Career Development Workshop	2014
Participant, Academy of Management Human Resources Division Doctoral Consortium	2012

Ad hoc Reviewer, The International Journal of Human Resource Management	2014-2015
Reviewer, Academy of Management Annual Meetings	2011-2015

OTHER WORK EXPERIENCE

Intern, Human Resources Management Division, Hayleys Limited, Sri Lanka	2006
Newscaster - Main English News Bulletin, Sri Lanka Rupavahini Corporation [Youngest newscaster in the country on National television]	2001-2002

COMMUNITY INVOLVEMENT AND EXTRACURRICULAR ACTIVITIES

Honorary Guest and Panelist, 20 th Anniversary Lafayette College Leadership Institute	2015
Member, International Alumni Council, Lafayette College	2006-2013

Student Member, Trustees' Committee on Educational Policy, Lafayette College	2007-2008
Chair, Aaron O. Hoff Awards Committee, Lafayette College	2007
Leadership Intern, Lafayette Leadership Education Committee	2006-2008
President, International Students' Association, Lafayette College	2006-2007
Vice President, International Students' Association, Lafayette College	2005-2006
Vice President, Asian Cultural Association, Lafayette College	2005-2006