

## Jochen Reb

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### Educational and Employment History

Lee Kong Chian Professor 2025 – now	Singapore Management University Lee Kong Chian School of Business
Professor 2021 – 2025	Singapore Management University Lee Kong Chian School of Business
Associate Professor 2009 – 2021	Singapore Management University Lee Kong Chian School of Business
Director 2014 – now	Mindfulness Initiative @ SMU Lee Kong Chian School of Business
Senior Lecturer 2012	University of Cambridge Cambridge Judge Business School
Assistant Professor 2005 – 2009	Singapore Management University Lee Kong Chian School of Business
Ph.D. May 2005	University of Arizona, USA Eller School of Business
Diplom-Kaufmann (Master) April 2000	Berlin University of Technology, Germany Faculty of Business Management
Graduate Exchange Student 1997 – 1998	Sophia University Tokyo, Japan Graduate School of Comparative Culture

### Main Research Interests

Decision Making in Work Contexts  
Mindfulness at Work, Mindful Leadership

## Articles in Peer-Reviewed Journals

\* denotes equal contribution of authors; ^ denotes (former) PhD student; #denotes (former) post doc

53. Lee, R. P., & Reb, J. (2025). "Waste-to-products" for the sustainability transformation of megacities: Case analysis of impacts of public knowledge and perception on chemical recycling deployment in Singapore. Cleaner Waste Systems. 10.1016/j.clwas.2025.100359
52. ^Maistry, G., Reb, J., Luan, S., & Menkhoff, T. (2025). Can a simple rules training improve decision making quality? A field intervention study in the context of underwriting decision making. Journal of Business Research.
51. ^Peters, E. K., Sim, S., Reb, J., Young, J. H., & Elser Young, M. (2025). Minding well-being: Validation of the Mindfulness-Based Strategic Awareness Training (MBSAT) for non-clinical populations. Mindfulness. 10.1007/s12671-025-02581-0
50. Lyddy, C. J., Good, D. J., Yuan, S., Michel, E. J., Ahlvik-Garrison, C., & Reb, J. (2025). Reperceiving personal resources within JD-R: Mindfulness drives burnout and work engagement by shaping perceptions of job demands and job resources. Journal of Business Research, 193. DOI: <https://doi.org/10.1016/j.jbusres.2025.115307>.
49. Goldman Schuyler, K., Watson, L. W. & Reb, J. (2025). Seeking new ground for managing—An introduction to the special issue on "Awakening to Ourselves, One Another, and the Earth: Awareness Practices and Systems Change". Humanistic Management Journal. DOI: <https://doi.org/10.1007/s41463-024-00203-w>.  
  
*Editorial to the Special Issue "Awakening to Ourselves, One Another, and the Earth: Awareness Practices and Systems Change", Goldman Schuyler, K., Watson, L. W. & Reb, J. (Eds.), Humanistic Management Journal.*
48. Reb, J., & ^Neal, J. (2024). Smart heuristics in business relationships: Towards a typology. Management Decision, 62(11), 3457-3472. DOI: 10.1108/MD-06-2023-1097. [Full text](#).
47. ^Tan, N., ^Peters, E. K., & Reb, J. (2023). Effects of a mindfulness-based leadership training on leadership behaviors and effectiveness. Mindfulness, 14, 2181-2194. DOI: 10.1007/s12671-023-02209-1. [Full text](#).
46. Kay, A., ^Masters-Waage, T. C., \*Reb, J., & \*Vlachos, P. (2023). Mindfully outraged: Mindfulness increases deontic retribution for third-party injustice. Organizational Behavior and Human Decision Processes, 176, 104249. DOI: 10.1016/j.obhdp.2023.104249. [Full text](#).
45. Gigerenzer, G., Reb, J., & Luan, S. (2022). Smart heuristics for individuals, teams, and organizations. Annual Review of Organizational Psychology and Organizational Behavior, 9, 171–98. DOI: 10.1146/annurev-orgpsych-012420-090506. [Full text](#).
44. ^Masters-Waage, T. C., Reb, J., Tov, W., & Bandara, U. (2022). An initial examination of state and longitudinal effects of loving-kindness practice on affective and motivational states at work. Mindfulness, 13, 174–187. DOI: 10.1007/s12671-021-01781-8. [Full text](#).

43. Wihler, A., Hülshager, U., Reb, J., & Menges, J. (2022). It's so boring – or is it? Examining the role of mindfulness for work performance and attitudes in monotonous jobs. Journal of Occupational and Organizational Psychology, 95(1), 131–154. DOI: 10.1111/joop.12370. [Full text](#).
42. \*Shaffakat, S., \*Otake-Ebede, L., \*Reb, J., Chandwani, R., & Vongswasdi, P. (2022). Mindfulness attenuates both emotional and behavioral reactions following psychological contract breach: A two-stage moderated mediation model. Journal of Applied Psychology, 107(3), 425–443. 10.1037/apl0000878. [Full text](#).
41. ^Masters-Waage, T. C., \*Nai, J., \*Sim, S., \*Reb, J., Narayanan, J., & Tan, N. (2021). Going far together by being here now: Mindfulness increases cooperation in negotiations. Organizational Behavior and Human Decision Processes, 167, 189-205. DOI: 10.1016/j.obhdp.2021.09.001. [Full text](#).
40. Dietl, E., & Reb, J. (2021). Examining mindful self-regulated attention and political skill as antecedents of leader authenticity and leadership effectiveness. Human Relations, 74(4), 473-501. DOI: 10.1177/0018726719888260. [Full text](#).
39. ^Masters-Waage, T.C., ^Jha, N., & Reb, J. (2020). COVID-19, Coronavirus, Wuhan Virus, or China Virus? Understanding how to “do no harm” when naming an infectious disease. Frontiers in Psychology, 11, 561270. DOI: 10.3389/fpsyg.2020.561270. [Full text](#).
38. \*Howes, S. S., \*Kausel, E. E., Jackson, A.T., & Reb, J. (2020). When and why narcissists exhibit greater hindsight bias and less perceived learning. Journal of Management, 46(8), 1498-1528. DOI: 10.1177/0149206320929421. [Full text](#).
37. Reb, J., Allen, T., & Vogus, T. (2020). Mindfulness arrives at work: Deepening our understanding of mindfulness in organizations. Organizational Behavior and Human Decision Processes, 159, 1-7. DOI: 10.1016/j.obhdp.2020.04.001. [Full text](#).
- Editorial to the Special Issue “Mindfulness at Work: Pushing Theoretical and Empirical Boundaries”, Reb, J., Allen, T., & Vogus, T. J. (Eds.), Organizational Behavior and Human Decision Processes, 159.*
36. \*Kudesia, R. S., ^Lang, T., & Reb, J. (2020). How institutions enhance mindfulness: Interactions between external regulators and front-line operators around safety rules. Safety Science, 122. DOI: 10.1016/j.ssci.2019.104511. [Full text](#).
35. \*Luan, S., \*Reb, J., & Gigerenzer, G. (2019). Ecological rationality: Fast-and-frugal heuristics for managerial decision making under uncertainty. Academy of Management Journal, 62, 1735–1759. DOI: 10.5465/amj.2018.0172. [Full text](#).
34. Reb, J., Narayanan, J., Chaturvedi, S., & #Kudesia, R. (2019). Leader mindfulness and employee performance: A sequential mediation model of LMX quality, interpersonal justice, and employee stress. Journal of Business Ethics, 160, 745-763. DOI: 10.1007/s10551-018-3927-x. [Full text](#).

33. Reb, J., Li, A., & Bagger, J. (2018). Decoy effect, anticipated regret, and preferences for work-family benefits. Journal of Occupational and Organizational Psychology, 91, 441-464. DOI: 10.1111/joop.12207. [Full text](#).
32. Reb, J., Luan, S., & Greguras, G. J. (2018). Performance trends matter: But why, how, and when? Academy of Management Discoveries, 4, 501-503. DOI: 10.5465/amd.2017.0133. [Full text](#).
31. Ferris, D. L., Reb, J., Lian, H., ^Sim, S., & Ang, D. (2018). What goes up must... keep going up? Cultural differences in cognitive styles influence evaluations of dynamic performance. Journal of Applied Psychology, 103, 347-358. DOI: 10.1037/apl0000282. [Full text](#).
30. \*Luan, S., & \*Reb, J. (2017). Fast-and-frugal trees as noncompensatory models of performance-based personnel decisions. Organizational Behavior and Human Decision Processes, 141, 29-42. DOI: 10.1016/j.obhdp.2017.05.003. [Full text](#).
29. Reb, J., Narayanan, J., Chaturvedi, S., & Ekkirala, S. (2017). The mediating role of emotional exhaustion in the relationship of mindfulness with turnover intentions and job performance. Mindfulness, 8(3), 707-716. DOI: <https://doi.org/10.1007/s12671-016-0648-z>. [Full text](#).
28. Buchanan, J., Summerville, A., Lehmann, J., & Reb, J. (2016). The Regret Elements Scale: Distinguishing the affective and cognitive components of regret. Judgment and Decision Making, 11, 275-286. [Full text](#).
27. Reb, J., Narayanan, J., & Ho, Z. W. (2015). Mindfulness at work: Antecedents and consequences of employee awareness and absent-mindedness. Mindfulness, 6(1), 111-122. DOI: 10.1007/s12671-013-0236-4. [Full text](#)
26. Bagger, J., Reb, J., & Li, A. (2014). Anticipated regret in time-based work-family conflict. Journal of Managerial Psychology, 29(3), 304-320.
25. Reb, J., Narayanan, J., & Chaturvedi, S. (2014). Leading mindfully: Two studies on the influence of supervisor trait mindfulness on employee well-being and performance. Mindfulness, 5(1), 36-45. DOI: 10.1007/s12671-012-0144-z. [Full text](#)
24. He, J., van de Vijver, F. J., Espinosa, A. D., Abubakar, A., Dimitrova, R., Adams, B. G., ... & Villieux, A. (2014). Socially Desirable Responding Enhancement and Denial in 20 Countries. Cross-Cultural Research, 1069397114552781.
23. Reb, J., & Narayanan, J. (2014). The influence of mindful attention on value claiming in distributive negotiations: Evidence from four laboratory experiments. Mindfulness, 5(6), 756-766. DOI: 10.1007/s12671-013-0232-8. [Full text](#)
22. Connolly, T., Reb, J., & Kausel, E. E. (2013). Regret salience and accountability in the decoy effect. Judgment and Decision Making, 8(2), 136-149. [Link](#)
21. Barnes, C. M., Reb, J., & Ang, D. (2012). More than just the mean: Moving to a dynamic

- view of performance-based compensation. Journal of Applied Psychology, *97*, 711-718. DOI: 10.1037/a0026927. [Full text](#)
20. Connolly, T., & Reb, J. (2012). Regret aversion in reason-based choice. Theory and Decision, *73*, 35-51. DOI 10.1007/s11238-011-9269-0. [Full text](#)
  19. Connolly, T., & Reb, J. (2012). Towards interactive, internet-based decision aid for vaccination decisions: Better information alone is not enough. Vaccine, *30*, 3813-3818. DOI: 10.1016/j.vaccine.2011.12.094. [Full text](#)
  18. Connolly, T., & Reb, J. (2011). Regret and justification as a link from argumentation to consequentialism. Behavioral and Brain Sciences, *34*, 75. [Full text](#)
  17. Reb, J. (2010). The influence of past negotiations on negotiation counterpart preferences. Group Decision and Negotiation, *19*, 457-477. [Full text](#)
  16. Reb, J. (2010). Integrating IOOB and JDM through process-oriented research. Industrial and Organizational Psychology, *3*, 445-447.
  15. Reb, J., & Connolly, T. (2010). The effects of action, normality, and decision carefulness on anticipated regret: Evidence for a broad mediating role of decision justifiability. Cognition & Emotion, *24*, 1405-1420. [Full text](#)
  14. \*Reb, J., & \*Greguras, G. J. (2010). Understanding performance ratings: Dynamic performance, attributions, and rating purpose. Journal of Applied Psychology, *95*, 213-220. [Full text](#)
  13. Li, A., & Reb, J. (2009). A cross-nations, cross-cultures, and cross-conditions analysis on the equivalence of the Balanced Inventory of Desirable Responding (BIDR). Journal of Cross-Cultural Psychology, *40*, 214-233. [Full text](#)
  12. Reb, J., & Connolly, T. (2009). Myopic regret avoidance: Feedback avoidance and learning in repeated decision making. Organizational Behavior and Human Decision Processes, *109*, 182-189. [Full text](#)
  11. Reb, J. (2008). Regret aversion and decision process quality: Effects of regret salience on decision process carefulness. Organizational Behavior and Human Decision Processes, *105*, 169-182. [Full text](#)
  10. Reb, J., & Greguras, G. J. (2008). Dynamic performance and the performance-performance rating relation. Industrial and Organizational Psychology, *1*, 194-196. [Full text](#)
  9. Brockner, J., Fishman, A. Y., Reb, J., Goldman, B., Spiegel, S., & Garden, C. (2007). Procedural fairness, outcome favorability and judgments of an authority's responsibility. Journal of Applied Psychology, *92*, 1657-1671. [Full text](#)
  8. Reb, J., & Connolly, T. (2007). Possession, feelings of ownership, and the endowment effect. Judgment and Decision Making, *2*, 107-114. [Full text](#)

7. Reb, J., & Cropanzano, R. (2007). Evaluating dynamic performance: The influence of salient gestalt characteristics on performance ratings. Journal of Applied Psychology, 92, 490-499. [Full text](#)
6. Reb, J., Goldman, B. M., Kray, L. J., & Cropanzano, R. (2006). Different wrongs, different remedies? Reactions to organizational remedies after procedural and interactional injustice. Personnel Psychology, 59, 31-64. [Full text](#)
5. Connolly, T., & Reb, J. (2005a). Regret in cancer-related decisions. Health Psychology, 24, S29-S34. [Full text](#)
4. Connolly, T., & Reb, J. (2005b). Regret and the control of temporary preferences. Behavioral and Brain Sciences, 28, 653-654. [Full text](#)
3. Kray, L. J., Reb, J., Galinsky, A. D., & Thompson, L. (2004). The effect of stereotype activation on claiming and creating value in mixed-gender negotiations. Personality and Social Psychology Bulletin, 30, 399-411. [Link](#)
2. Cropanzano, R., Weiss, H. M., Hale, J. M. S., & Reb, J. (2003). The structure of affect: Reconsidering the relationship between negative and positive affectivity. Journal of Management, 29, 831-857. [Link](#)
1. Connolly, T., & Reb, J. (2003). Omission bias in vaccination decision: Where's the "omission"? Where's the "bias"? Organizational Behavior and Human Decision Processes, 91, 186-202. [Full text](#)

## Books

1. Reb, J., Luan, S., & Gigerenzer, G. (2024). Smart management: How simple heuristics help leaders make good decisions in an uncertain world. MIT Press.
2. Reb, J., & Atkins, P. W. B. (Eds.). (2015). Mindfulness in organizations: Foundations, research, and applications. Cambridge, UK: Cambridge University Press.

## Book Chapters, Conference Proceedings, Dissertation

12. Reb, J., & Masters-Waage, T. C. (2020). The mindful emotion management framework: How mindfulness helps employees manage emotions through reactivity, regulation, and reappraisal. In L. Yang, R. Cropanzano, C. S. Daus, V. Martínez-Tur (Eds.), The Cambridge handbook of workplace affect (pp. 185-199). Cambridge, UK: Cambridge University Press.
11. Kudesia, R. S., & Reb, J. (2018). Mindfulness and the risk-resilience tradeoff in organizations. In B. D. Trump, M.-V. Florin, & I. Linkov (Eds.), IRGC resource guide on resilience (Vol. 2): Domains of resilience for complex interconnected systems (pp. 94–101). Lausanne, CH: EPFL International Risk Governance Center.

10. Karelaia, N., & Reb, J. (2015). Improving decision making through mindfulness. In Reb, J., & Atkins, P. W. B. (Eds.), *Mindfulness in organizations: Foundations, research, and applications* (pp. 163-189). Cambridge, UK: Cambridge University Press.
9. Reb, J., Sim, S., Chintakananda, K., & Bhawe, D. P. (2015). Leading with mindfulness: Exploring the relation of mindfulness with leadership behaviors, styles, and development. In Reb, J., & Atkins, P. W. B. (Eds.), *Mindfulness in organizations: Foundations, research, and applications* (pp. 256-284). Cambridge, UK: Cambridge University Press.
8. Reb, J., & Atkins, P. W. B. (2015). Introduction. In Reb, J., & Atkins, P. W. B. (Eds.), *Mindfulness in organizations: Foundations, research, and applications* (pp. 1-16). Cambridge, UK: Cambridge University Press.
7. Reb, J., & Choi, E. (2014). Mindfulness in organizations. In Singh, N. (Ed.). *The psychology of meditation*. Nova. [Full text](#)
6. Reb, J., Greguras, G., Shenghua L., & Daniels, M. (2013). Performance appraisals as heuristic judgments under uncertainty. In Highhouse, S., Dalal, R. S., & Salas, E. (Eds.), *Judgment and decision making at work*. Routledge.
5. Chay, Y. W., Chow, C., Evers, H., Lee, C. L., Menkhoff, T., Reb, J., & Tan, J. (2013). In search of 'Asian' conceptions of leadership with a focus on mindfulness. In Menkhoff, T., Chay, Y. W., Evers, H., & Hoon, C. Y. (Eds.), *Catalysts of change: Chinese business in Asia*. World Scientific Publishing.
4. Slaughter, J., & Reb, J. (2006). Judgment and decision making process. In Rogelberg, S. (Ed.), *The Encyclopedia of Industrial and Organizational Psychology*. Sage.
3. Reb, J. (2006). Restoring fairness: A taxonomy of strategies to restore justice perceptions. Asian Academy of Management Conference Proceedings.
2. Reb, J. (2005). Evaluating dynamic performance: Effects of trend, mean, and variation of performance on performance ratings. Academy of Management Best Paper Proceedings.
1. Reb, J. (2005). The role of regret aversion in decision making. Dissertation, University of Arizona. Dissertation, University of Arizona. Supervisor: Terry Connolly. Committee members: Lee Roy Beach, Lisa D. Ordóñez, Massimo Piattelli-Palmarini.

## Case Studies

16. Reb, J., Raudsepp, T., & Cheah, S. M. (2024). "Can mindfulness help my career?": A talent management perspective. Part A. Teaching case. Singapore Management University. SMU Case ID: SMU-24-0005A.
15. Reb, J., Raudsepp, T., & Cheah, S. M. (2024). "Can mindfulness help my career?": A talent management perspective. Part B. Teaching case. Singapore Management



University. SMU Case ID: SMU-24-0005B.

14. Reb, J., Raudsepp, T., & Cheah, S. M. (2024). "Can mindfulness help my career?": A talent management perspective. Teaching note. Parts A and B. Singapore Management University. SMU Case ID: SMU-24-0005TN.
13. Reb, J., & Chan, C. W. (2023). Yamamotoyama: Tradition and change in a 300-year-old *shinise*. Teaching case. Singapore Management University. SMU Case ID: SMU-22-0034. [Full text](#).
12. Reb, J., & Chan, C. W. (2023). Yamamotoyama: Tradition and change in a 300-year-old *shinise*. Teaching note. Singapore Management University. SMU Case ID: SMU-22-0034TN. [Full text](#).
11. Reb, J., Young, J. H., & Cheah, S. M. (2023). Better decision-making through mindfulness-based strategic awareness training. Teaching case. Singapore Management University. SMU Case ID: SMU-20-0031. [Full text](#).
10. Reb, J., Young, J. H., & Cheah, S. M. (2023). Better decision-making through mindfulness-based strategic awareness training. Teaching note. Singapore Management University. SMU Case ID: SMU-20-0031TN. [Full text](#).
9. Reb, J., Vadera, A., & Cheah, S. M. (2020). Carlos Ghosn: The rise and fall of an automobile legend. Part A. Teaching case. Singapore Management University. SMU Case ID: SMU-20-0017A. [Full text](#).
8. Reb, J., Vadera, A., & Cheah, S. M. (2020). Carlos Ghosn: The rise and fall of an automobile legend. Part B. Teaching case. Singapore Management University. SMU Case ID: SMU-20-0017B. [Full text](#).
7. Reb, J., Vadera, A., & Cheah, S. M. (2020). Carlos Ghosn: The rise and fall of an automobile legend. Teaching note. Parts A and B. Singapore Management University. SMU Case ID: SMU-20-0017TN. [Full text](#).
6. Reb, J., Iinuma, Y., & Havovi, J. (2012). The Fukushima nuclear disaster: Causes, consequences, and implications. Teaching case. Singapore Management University. SMU Case ID: SMU-12-0016. [Full text](#).
5. Reb, J., Iinuma, Y., & Havovi, J. (2012). The Fukushima nuclear disaster: Causes, consequences, and implications. Teaching note. Singapore Management University. SMU Case ID: SMU-12-0016TN. [Full text](#).
4. Reb, J., Iinuma, Y., & Havovi, J. (2012). The Fukushima nuclear disaster: Leadership in crisis. Teaching case. Singapore Management University. SMU Case ID: SMU-12-0014. [Full text](#).
3. Reb, J., Iinuma, Y., & Havovi, J. (2012). The Fukushima nuclear disaster: Leadership in crisis. Teaching note. Singapore Management University. SMU Case ID: SMU-12-0014TN. [Full text](#).



2. Reb, J. (2012). A mindfulness training program at If Insurance. Teaching case. Singapore Management University. SMU Case ID: SMU-12-0017. [Full text](#).
1. Reb, J. (2012). A mindfulness training program at If Insurance. Teaching note. Singapore Management University. SMU Case ID: SMU-12-0017TN. [Full text](#).

## Practitioner-Oriented Publications & Technical Reports

4. Masters-Waage, T. C., Peters, E. K., & Reb, J. (2021). Helping organisations excel, one breath at a time: A meditation toolkit for business leaders. Asian Management Insights, 8, (1), 72-79. [Full text](#).
3. Yong, H. N., & Reb, J. (2017). To work or not to work? Asian Management Insights, 4, 66-71. [Full text](#).
2. Ang, J., & Reb, J. (2017). Why every manager needs a sponsor. Asian Management Insights, 4, 76-80. [Full text](#).
1. Reb, J, Narayanan, J, & Ho Z. W. The Mindfulness at Work Scale: Development and validation. Report. Singapore Management University

## Selected Work in Progress

Masters-Waage, T. C., Loo, C., & Reb, J. Handicapped by a scarcity mindset: Belief that environment is scarce reduces job seekers' salary goals.

^Sim, S., Reb, J., Goh, Z., ^Wermelinger, S., & Hofbauer, N. Lead me tender, lead me true: Leader compassion facilitates high quality relationships through perceived leader authenticity.

Tian, Y., Reb, J., Oc, B., & Schaerer, M. Mindfulness, temporal perspective, construal, and sustainability leadership.

^Peters, E. K., Tan, K., & Reb, J. Mindfully aligned: Mindfulness enhances entrepreneurial well-being through supporting goal coordination among co-founders.

^Jha, N., ^Chen, S., ^Tian, Y., & Reb, J. Relational construing: How workplace relationships shape well-being.

Peters, E. K., & Reb, J. A mindfulness-based intervention to increase social entrepreneurship: A randomized controlled trial.

Peters, E. K., Reb, J., Stephan, U., & Nübold, A. Mindfulness in entrepreneurship: An integrative review and research agenda.

Reb, J., Luan, S., Li, A., & Cropanzano, R. Justice for decision making.

Kühnel, J., Baier, B., Erber, L. & Reb, J. The power of “shinrin-yoku”: A field intervention study showing benefits of “forest bathing” for employee well-being.

## Graduate Students

Buerzle, N. (in progress). Managing innovation in private banking through business model innovation and technological change. Doctoral dissertation. Singapore Management University. Role: Dissertation committee member.

Wong, S. L. (in progress). Examining how purposeful leadership drives sustainable growth and improves the “S” score (of ESG) of an organisation. Doctoral dissertation. Singapore Management University. Role: Dissertation committee member.

22. Peters, E. P. (2025). Mindfulness and entrepreneurship: Looking back and moving forward. Doctoral dissertation. Singapore Management University. Role: Dissertation supervisor.
21. Jha, N. (2024). Social distance in workplace relationships and its impact on employee wellbeing. Doctoral dissertation. Singapore Management University. Role: Dissertation supervisor.
20. Dong, M. (2024). Study on health status characterization index and enterprise group health management method. Doctoral dissertation. Singapore Management University. Role: Dissertation committee member.
19. Wermelinger, S. J. (2024). Expansion of managerial capacity through leader mindfulness: Leader mindfulness as an antecedent to authentic leadership and its importance in team development. Doctoral dissertation. Singapore Management University. Role: Dissertation supervisor.
18. Surianarayanan, G. (2022). Exploring the impact of industry 4.0 on the business models of small and medium-sized manufacturing enterprises in Singapore. Doctoral dissertation. Singapore Management University. Role: Dissertation committee member.
17. Tay, Y. K. (2023). Innovation culture assessment: An exploratory diagnosis of a Taiwanese manufacturing company. Doctoral dissertation. Singapore Management University. Role: Dissertation committee member.
16. Raudsepp, T. (2023). Maximising effectiveness of talent pools through mindfulness. An empirical investigation in a multi-national corporation. Doctoral dissertation. Singapore Management University. Role: Dissertation supervisor.
15. Masters-Waage, T. (2022). Social attention in realistic work environments. Doctoral dissertation. Singapore Management University. Role: Dissertation supervisor.
14. Lang, T. (2020). Attention, entrainment, and rules in high reliability organizations. Doctoral dissertation. Singapore Management University. Role: Dissertation supervisor.

13. Maistry, G. (2019). An examination of the effectiveness of a training programme to improve decision making in insurance risk underwriting. Doctoral dissertation. Singapore Management University. Role: Dissertation supervisor.
12. Ong, G. C. (2019). Corporate governance of innovation in Singapore Chinese family business. Doctoral dissertation. Singapore Management University. Role: Committee member.
11. Tan, N. (2018). Leading mindfully in dynamic times: Can a mindfulness-based leadership training and coaching program increase leadership effectiveness? Doctoral dissertation. Singapore Management University. Role: Dissertation supervisor.
10. Harriman, M. K. (2018). The effect of mindfulness on stock price forecasting accuracy as mediated through emotion regulation and intuition awareness. Doctoral dissertation. Singapore Management University. Role: Dissertation supervisor.
9. Yong, H. N. (2017). "More free time, more overtime?" An examination of the overtime paradox for part-time employees through the lens of non-work time. Doctoral dissertation. Singapore Management University. Role: Dissertation supervisor.
8. Sim, S. (2016). Understanding the depleting and replenishing effects of compassion on resources and stress recovery. Doctoral dissertation. Singapore Management University. Role: Dissertation supervisor.
7. Koh, M. T. P. (2016). Relation of teachers' mindfulness with classroom and student outcomes: Examining potential mediating mechanisms. Doctoral dissertation. Singapore Management University. Role: Dissertation supervisor.
6. Tan, J. Y. Z. (2016). Leaders' status motivation and distributive justice: The moderating role of leaders' envy. Master thesis. Singapore Management University. Role: Committee member.
5. Ang, J. (2015). Sponsorship and its impact on career progression, especially for women. Doctoral dissertation. Singapore Management University. Role: Dissertation supervisor.
4. Gandhok, P. S. (2015). Essays in "managing intuition" for strategic option generation. Doctoral dissertation. Singapore Management University. Role: Dissertation supervisor.
3. Mishra, M. K. (2015). Conceptualization and development of a scale to measure samatva. Doctoral thesis. XLRI Xavier School of Management. Role: Committee member.
2. Depenbrock, F. (2014). Being mindfully aware and engaged at work? The role of affect regulative processes for the relationship between state mindfulness and state work engagement. Master thesis. Maastricht University. Role: 2<sup>nd</sup> Supervisor.
1. Franc, M. (2014). Facial features and the effectiveness of apology. Master thesis.

Singapore Management University. Role: Committee member.

## Conference Presentations

Connolly, T., & Reb, J. (2000). Action, arguments, and emotion: Cognitive mediation in decision-related regret. Poster presented at the annual meeting of the Society for Judgment and Decision Making, New Orleans, Louisiana, USA.

Connolly, T., & Reb, J. (2001). Regret and cognition: Cognitive mediation in decision-related regret. Paper presented at the 18th Conference on Subjective Probability, Utility and Decision Making (SPUDM), Amsterdam, The Netherlands.

Connolly, T., & Reb, J. (2001). “No reason to blame yourself”: Justification in decision-related regret. Paper presented at the annual meeting of the Society for Judgment and Decision Making, Orlando, Florida, USA.

Reb, J., & Connolly, T. (2001). Vaccination and regret: Still searching for an omission bias. Paper presented at the annual meeting of the Society for Judgment and Decision Making, Orlando, Florida, USA.

Connolly, T., & Reb, J. (2002). Regret avoidance in pro- and anti-vaccination choices. Paper presented at the 8<sup>th</sup> Behavioral Decision Research in Management conference, Chicago, Illinois, USA.

Kray, L. J., Reb, J., Galinsky, A. D., & Thompson, L. (2002). Power and stereotype activation in mixed-gender negotiations. Paper presented at the annual conference of the International Association for Conflict Management, Park City, Utah, USA.

Reb, J., & Connolly, T. (2002). Mental appropriation: Antecedents and consequences. Paper presented at the annual meeting of the Society for Judgment and Decision Making, Kansas City, Missouri, USA.

Reb, J., Goldman, B. M., Kray, L. J., & Hale, J. M. S. (2002). A different way to “get even” after organizational injustice: Organizational remedies, not employee retaliation. Paper presented at the annual conference of the International Association for Conflict Management, Park City, Utah, USA.

Connolly, T., & Reb, J. (2003). Is there really an omission bias? Some counter-evidence from vaccination decisions. Poster presented at the 20<sup>th</sup> Conference on Subjective Probability, Utility and Decision Making (SPUDM), Zurich, Switzerland.

Reb, J., & Connolly, T. (2003). Regret, norms, and decision process quality. Paper presented at the annual meeting of the Society for Judgment and Decision Making, Vancouver, Canada.

Reb, J., & Connolly, T. (2003). Mental appropriation: When objective ownership ≠ subjective ownership. Paper presented at the 20<sup>th</sup> Conference on Subjective Probability, Utility and Decision Making (SPUDM), Zurich, Switzerland.

Reb, J., Goldman, B. M., Kray, L. J., & Hale, J. M. S. (2003). A different way to “get even”: Organizational remedies to procedural and interactional injustice. Paper presented at the annual meeting of the Academy of Management, Seattle, Washington, USA.

Connolly, T., & Reb, J. (2004). Regret in health-related decisions. Paper presented at the National Cancer Institute, Washington, DC, USA.

Connolly, T., & Reb, J. (2004). Decision-related regret: Recent results, new theorizing. Paper presented at the 4<sup>th</sup> Tucson Interdisciplinary Workshop on Decision Making 2004, Tucson, Arizona, USA.

Reb, J. (2004). How do negotiators choose their counterparts? An examination of negotiation counterpart decisions. Paper presented at the annual meeting of the Academy of Management, New Orleans, Louisiana, USA.

Reb, J., & Connolly, T. (2004). Determinants of regret intensity: A comparison of justifiability and mutability accounts. Paper presented at the 9<sup>th</sup> Behavioral Decision Research in Management conference, Durham, North Carolina, USA.

Reb, J., Goldman, B. M., Kray, L. J., & Cropanzano, R. (2004). Avoiding the escalation of conflict: Procedural and interactional injustice call for different remedies. Paper presented at the annual conference of the International Association for Conflict Management, Pittsburgh, Pennsylvania, USA.

Fishman, A. Y., Brockner, J., Spiegel, S., Reb, J., Goldman, B. M., & Garden C. (2005). Process fairness and judgments of accountability. Paper presented at the annual meeting of the Academy of Management, Honolulu, Hawaii, USA.

Reb, J. (2005). Evaluating dynamic performance: Effects of trend, mean, and variation of performance on performance ratings. Paper presented at the annual meeting of the Academy of Management, Honolulu, Hawaii, USA.

Connolly, T., & Reb, J., (2006). Regret aversion and reason-based choice. Paper presented at the annual meeting of the Society for Judgment and Decision Making, Houston, Texas, USA.

Reb, J. (2006). Concentrate! The effect of pre-negotiation concentration exercises on negotiation performance. Paper presented at the annual meeting of the Academy of Management, Honolulu, Hawaii, USA.

Reb, J. (2006). Restoring fairness: A taxonomy of strategies to restore justice perceptions. Paper presented at the Asian Academy of Management conference, Tokyo, Japan.

Reb, J., & Connolly, T. (2006). Myopic regret aversion. Paper presented at the annual meeting of the Society for Judgment and Decision Making, Houston, Texas, USA.

Reb, J. (2007). Restoring justice through apologies. Paper presented at the annual meeting of the Academy of Management, Philadelphia, Pennsylvania, USA.

- Reb, J., & Connolly, T. (2007). How regret aversion can hinder and help learning in repeated decision tasks. Paper presented at the 21<sup>st</sup> Conference on Subjective Probability, Utility and Decision Making (SPUDM), Warsaw, Poland.
- Reb, J., & Greguras, G. J. (2007). Dynamic performance, ratings, and attributions: Frequently discussed but infrequently investigated. Paper presented as part of the symposium "Performance appraisal in the real world: Bridging the science-practice gap" at the annual meeting of the Society for Industrial and Organizational Psychology, New York, New York, USA.
- Connolly, T., & Reb, J. (2008). Decision entrapment by myopic regret avoidance. Paper presented at the annual meeting of the Society for Judgment and Decision Making, Chicago, Illinois, USA.
- Kausel, E., Reb, J., & Connolly, T. (2008). The influence of self- and other-justification on the decoy effect. Paper presented at the annual meeting of the Society for Judgment and Decision Making, Chicago, Illinois, USA.
- Reb, J., & Bagger, J. (2008). The role of anticipated regret in work-family decisions. Poster presented at the 11<sup>th</sup> Behavioral Decision Research in Management conference, San Diego, California, USA.
- Narayanan, J., Reb, J., Chen, J., & Zheng, X. (2009). When the negotiator sees red... Poster presented at the annual conference of the International Association for Conflict Management, Kyoto, Japan.
- Reb, J., & Narayanan, J. (2009). Breathe your way to a good deal: The effect of concentration exercises on negotiation outcomes. Paper presented at the annual conference of the International Association for Conflict Management, Kyoto, Japan.
- Reb, J., & Narayanan, J. (2011). Mindfully eating raisins improves negotiation success: The effect of mindfulness on negotiation performance. Paper presented at the annual conference of the International Association for Conflict Management, Istanbul, Turkey.
- Reb, J., & Ho, Z. W. (2011). Mindful decision makers: The influence of mindfulness on decision making style, competence, and outcomes. Poster presented at the 23<sup>rd</sup> Conference on Subjective Probability, Utility and Decision Making (SPUDM), Kingston-Upon-Thames, UK.
- Connolly, T., & Reb, J. (2011). Intuitive politicians or intuitive penitents? Regret aversion, accountability and justification in the decoy effect. Paper presented at the 23<sup>rd</sup> Conference on Subjective Probability, Utility and Decision Making (SPUDM), Kingston-Upon-Thames, UK.
- Reb, J., & Narayanan, J. (2012). Mindfulness enhances performance in distributive negotiations. Poster presented at the annual conference of the Society for Personality and Social Psychology, San Diego, USA.

- Reb, J. (2013). Eastern Mindfulness at Work: The Cutting Edge of Scholarship. PDW, Organizer and Presenter. Annual meeting of the Academy of Management, Orlando, USA.
- Reb, J., Chaturvedi, S., Narayanan, J. (2013). The Benefits of Mindful Leadership: Examining LMX as Mediator and Job Complexity as Moderator. Paper presented in symposium on Mindfulness at Work: Promising Areas of Research Inquiry. Annual meeting of the Academy of Management, Orlando, USA.
- Kausel, E. E., Culbertson, S. S., Jackson, A. T., Leiva, P. I., & Reb, J. (2014). The Role of Narcissism and Should Counterfactual Thinking in the Hindsight Bias. Paper presented in symposium on Decisions and Decision Makers. Annual meeting of the Society for Industrial and Organizational Psychology. Honolulu, Hawaii, USA.
- Reb, J., & Luan, S. (2014). Fast-and-Frugal Heuristics as Models of Performance-Based Decisions. Paper presented in symposium on Decisions and Decision Makers. Annual meeting of the Society for Industrial and Organizational Psychology. Honolulu, Hawaii, USA.
- Reb, J., (2014). Mindfulness at Work: Research, Teaching, and Practice. Organizer and Presenter. Annual meeting of the Society for Industrial and Organizational Psychology. Honolulu, Hawaii, USA.
- Reb, J. (2014). Mediating Processes of Mindfulness. Presentation at PDW on Researching Organisational Mindfulness and Mindful Organising: Theory, Method, and Practice. Annual meeting of the Academy of Management, Philadelphia, USA.
- Reb, J. (2014). New Perspectives on Mindfulness at Work. Discussant. Annual meeting of the Academy of Management, Philadelphia, USA.
- Choi, E., & Reb, J. (2014). Examining The Effects of Corporate Mindfulness Training. Paper presented in symposium on Mindfulness at Work: Implications for Performance. Annual meeting of the Academy of Management, Philadelphia, USA.
- Lu, C.H., Paddock, L., & Reb, J. (2015). Self-esteem and Women's Performance in Mixed-gender Negotiations. Paper presented at the Asian Management Research Consortium, INSEAD, Singapore.
- Nai, J., Narayanan, J., Tan, N., Sim, S., & Reb, J. (2016). The Influence of Mindfulness on Cooperative Intentions and Behavior. Paper presented at the annual meeting of the Academy of Management, Anaheim, USA.
- Reb, J., Li, A., & Bagger, J. (2016). Preferences for Family-Friendly Benefits: Anticipated Regret, Work Centrality, and Decoy Options. Paper presented at the annual meeting of the Academy of Management, Anaheim, USA.
- Reb, J., Vongswasdi, P., Liu, Y., & Lang, T. (2016). Examining the Relation between Mindfulness and Team Performance. Paper presented as part of a symposium on Mindfulness at Work: Extensions and Explorations. Annual meeting of the Academy of



Management, Anaheim, USA.

- Ahlvik, C., Lyddy, C., Reina, C., Reb, J., Knappert, L., & Wincent, J. (2017). Mindfulness Training to Enhance Leaders' Interpersonal Relationships: A Randomized Field Study. Paper presented in symposium on New Perspectives on the Intersection of Employee Affect and Social Interactions. Annual meeting of the Academy of Management, Atlanta, USA.
- Shaffakat, S., Otaye-Ebede, L., Reb, J., Chandwani, R., & Vongswasdi, P. (2017). Acting but Not Reacting: Role of Mindfulness in Moderating the PCV – Deviance Relationship. Paper presented at the annual meeting of the Academy of Management, Atlanta, USA.
- Sim, S., & Reb, J. (2018). Doing bad to do good? Compassion at work and pro-social rule breaking. Paper presented in symposium on Think Positive (Emotions)! Understanding Awe, Hope, and Compassion in Organizations. Annual meeting of the Academy of Management, Chicago, USA.
- Kudesia, R. S., Reb, J., & Shaffakat, S. (2018) Do mindful individuals organize mindfully? Consequences for team problem-solving. Paper presented at the annual meeting of the Academy of Management, Chicago, USA.
- Ahlvik, C., Lyddy, C., Reina, C., Good, D., & Reb, J. (2018). Overworked and Under-Resourced: A Mindfulness Intervention for Middle Manager Well-Being. Paper presented at the annual meeting of the Academy of Management, Chicago, USA.
- \*ODC Division Rupe Chisolm Award for Best Theory-to-Practice Paper.*
- Lang, T., Kudesia, R., & Reb, J. (2019). Mindfulness in the Regulatory Shadow: How Institutional Rules Enhance Organizational Safety. Paper presented at the annual meeting of the Academy of Management, Boston, USA.
- Kay, A., Vlachos, P., Reb, J., & Masters-Waage, T. C. (2019). Mindfulness Heightens Moral Emotions yet Lowers Punishment of Corporate Deviance. Paper presented at the annual meeting of the Academy of Management, Boston, USA.
- Wihler, A., Hülshager, U., Reb, J., & Menges, J. (2019). Examining the Role of Mindfulness in Monotonous Jobs. Paper presented at the annual meeting of the Academy of Management, Boston, USA.
- Masters-Waage T. C., Loo C., Peters E., & Reb J., (2020) Zen and the Art of Interruptions; The complimentary role of mindful awareness and acceptance in buffering against interruptions at work, at the Mind & Life Annual Conference run by University of Wisconsin: Madison
- Masters-Waage T. C., Jha N., Tai A., & Reb J. (2020) "C'est La Vie Decision Making; Mindfulness reduces the role of regret in decision making" at the Mind & Life Annual Conference run by University of Wisconsin: Madison. Poster Presentation.
- Masters-Waage T. C., Reb J., Tov W., & Bandara U. (2020), "Cultivating Virtuous Ethics: The

State and Longitudinal of a Loving-Kindness Practice on Motivational and Affective States at Work” at the Mind & Life Annual Conference run by University of Wisconsin: Madison

Masters-Waage T. C., Peters E., Loo C., & Reb J., (2020) “Bad Markets, Bad Contracts; A job scarcity mindset impairs decisions made on the job market” at the Society for Judgement and Decision Making Annual Conference. Poster Presentation

Masters-Waage T. C., Jha N., Tai A., & Reb J. (2020) “C’est La Vie Decision Making; Mindfulness reduces the role of regret in decision making” at the Society for Judgement and Decision Making Annual Conference. Poster Presentation

Kay, A. A., Masters-Waage T. C., Vlachos P., & Reb J. (2021), Mindfully Outraged: Mindfulness increases retribution via moral outrage at third parties, at Academy of Management Annual Conference.

Masters-Waage T. C., Loo C., Peters E., & Reb J., (2021) Zen and the Art of Interruptions; The complimentary role of mindful awareness and acceptance in buffering against interruptions at work, at Academy of Management Annual Conference.

Masters-Waage T. C., Peters E., Loo C., & Reb J., (2022) “More Than a Feeling: How Perceived Scarcity Reduces Salary Goals through Lowering Job Search Self-Efficacy”, at Academy of Management Annual Conference.

Masters-Waage T. C., McGuire J., & Reb J. (2022) “Less is More Belief & Heuristic Aversion” at the Society for Judgement and Decision Making Annual Conference.

## **Awards**

Lee Kong Chian Fellow, Singapore Management University, 2020, 2024.

Academy of Management Conference, ODC Division, Rupe Chisolm Award for Best Theory-to-Practice Paper, 2018.

Outstanding Reviewer, Academy of Management Discoveries, 2018.

Lee Kuan Yew Fellow for Research Excellence, Singapore Management University, 2007.

Outstanding Graduate Student Award, Department of Management and Policy, University of Arizona, 2003.

Graduate Teaching Assistant Award, Department of Management and Policy, University of Arizona, 2002.

## **Research Grants**

“Effects of a Mindfulness-Based Personal Development Program on Confidence and Employability of Youth Facing Adversities”. Principal Investigator. \$6,200. Diana Koh Social Transformation Grant Programme. 2/2025-4/2026.

“Mindfulness – A Winning Formula in the Talent Management Process? A Case Study Pedagogical Research Project”. Principal Investigator. \$7,900. ASEAN Business Research Initiative (ABRI). 8/2023-8/2024.

“Workplace Relationships Shaping Employee Outcomes via Mindfulness”. Principal Investigator. \$8,800. ASEAN Business Research Initiative (ABRI). 8/2023-8/2024.

“The Role of Mindfulness and Mindfulness Interventions in Entrepreneurship”. Principal Investigator. \$39,600. Ministry of Education, Tier 1 Grant. 11/2022-10/2024.

“Understanding Stakeholder Perception, Support & Decision-Making for the Transition towards Carbon Neutrality and Zero Waste in Singapore”. Principal Investigator. \$13,870. ASEAN Business Research Initiative (ABRI). 8/2022-1/2024. ABRI-G17C20434.

“From Suffering to Flourishing: Toward a Synthesis of Mindfulness Practice and Positive Psychology in Tertiary Education”. Principal Investigator. \$85,184.20. Ministry of Education, Tertiary Education Research Fund. 9/2022-8/2024. MOE2021-TRF-015.

“Emotion and Attention Regulation in Mindful Decision Making”. Principal Investigator. Office of Research and Technology Transfer, Singapore Management University. \$30,000. 1/10/2020-30/09/2022.

“Designing, Implementation, and Assessing the Effectiveness of Mindfulness Training in a Corporate Context”. Rakuten Institute of Technology, Rakuten Inc. Principal Investigator. JPY1,500,000 (SGD 18,754.50). 5/2019-.

“Mindfulness-based Training Intervention for Social Workers”. Social Service Institute / TOTE Board. Principal Investigator. \$25,420. 1/2016-12/2016.

“Future Resilient Systems”. Singapore-ETH Center (SEC). Project title: “Choice Architecture to Promote Resilience in Consumption Decisions”. Co-PI. National Research Foundation, Singapore. \$360,000. 11/2015-10/2018.

“An Empirical Examination of the Effectiveness of a Workplace Mindfulness Intervention with Special Focus on Interpersonal Outcomes”. Principal Investigator. Office of Research and Technology Transfer, Singapore Management University. \$10,300. 1/8/2014-31/7/2015.

“Fast-and-Frugal Trees as Models of Performance-Based Decisions”. Principal Investigator. \$3,150. Office of Research and Technology Transfer, Singapore Management University. 1/3/2013-31/7/2014.

“Evaluation of Dynamic Performance”. Principal Investigator. \$123,436. Office of Research, Singapore Management University. 1/11/2008-30/10/2011.

“Restoring Trust versus Restoring Justice”. Principal Investigator. \$18,612. Office of Research, Singapore Management University. 1/2/2007-31/1/2009.

“Remedies to Organizational Injustice”. Principal Investigator. \$17,927.80. Office of Research, Singapore Management University. 1/2/2006-31/1/2007.

“Past Negotiation Outcomes and Negotiation Counterpart Decisions”. Principal Investigator. \$3,926.40. Office of Research, Singapore Management University. 1/10/2005-30/9/2006.

## **Scholarships**

Graduate College Tuition Scholarship, Department of Management and Policy, University of Arizona, 2000 – 2005.

Graduate Registration Scholarship, Department of Management and Policy, University of Arizona, 2000 – 2005.

Project Stipend, Technical University Berlin, 1999 – 2000.

DAAD (German Academic Exchange Service) Scholarship, 1998 – 1999.

## **Professional Service**

### **Professional Community**

Editorial Board Member, Journal of Management, 2005 – present

Editorial Board Member, Journal of Business and Psychology, 2009 – present

Editorial Board Member, Organizational Behavior and Human Decision Processes, 2013 – present

Editorial Board Member, Mindfulness, 2016 – present

Editorial Board Member, Academy of Management Discoveries, 2018 – present

Ad-hoc reviewer for various journals and conferences

Committee Member, Best Paper Award Committee, International Association for Conflict Management, 2011

## **Singapore Management University**

*Director, Mindfulness Initiative @ SMU, 2013 – present*

*OBHR Area Coordinator, 2014 – 2017*

*OBHR Faculty Search Committee, Chair, 2013-2014, Member, 2006 – 2009, 2014 – 2017*

*OBHR PhD Programme Coordinator, 2009 – 2012, 2013 – 2014, 2017, 2023 – present*

*OBHR PhD Programme Committee Member, 2014 – 2023*

*OBHR PhD Programme Planning Committee, Member, 2006 – 2009; Chair, 2009 – 2012*

*OBHR PhD Lim Kim San Fellowship Programme Coordinator, 2010 – 2012*

*SMU IRB Member*

*OBHR Visitor Coordinator, 2008 – 2010*

*First OBHR Subject Pool Coordinator, 2005 – 2008*

*First Behavioural Lab Manager, 2005 – 2008*

Chair or Member of numerous REC and SEC committees

Supervised numerous SMU students as research assistants

## Teaching Experience

### *Undergraduate*

- Working and Leading in High-Performance Teams
- The Psychology of Managerial Decision Making
- Management of People at Work
- Negotiation and Conflict Management
- Strategic Management
- Organizational Behavior
- Negotiation and Bargaining

### *Master*

- Managerial Decision Making
- HC Analytics and Research for Management Insights
- Solving a Human Capital Challenge from a Business Perspective
- Negotiations
- Managerial Decision Making
- Management Practice

### *EMBA*

- Managerial Decision Making

### *PhD*

- Methods for Empirical Business Research
- Experimental Business Research
- Leadership and Decision Making
- Judgment and Decision Making

### *Executive Development / Professional Development*

- Effective Decision Making
- Discuss Decide Deliver
- Mindful Leadership
- Mindfulness in Coaching
- Mindfulness-Based Strategic Awareness Training
- Mindfulness-Based Stress Reduction

## Professional Affiliations

Academy of Management, International Association for Conflict Management, Society for Industrial and Organizational Psychology, Society for Judgment and Decision Making / European Association for Decision Making, Society for Personality and Social Psychology