



Kevin Rockmann, PhD

Professor of Management, Dean's Scholar

Education

PhD, Business Administration, University of Illinois at Urbana-Champaign

Key Interests

Social Dilemmas | Teams | Relationship Development | Identity

CONTACT

Phone: 703-993-4988 | Email: krockman@gmu.edu

Website: www.kevinrockmann.com

SELECT PUBLICATIONS

- › Rockmann, K. W., & Northcraft, G. B. (2018). The Dilemma Portfolio: A Strategy to Advance the Study of Social Dilemmas in Organizations. *Academy of Management Annals*, 12(2), 494-509.
- › Rockmann, K. W., & Pratt, M. G. (2015). Contagious offsite work and the lonely office: The unintended consequences of distributed work. *Academy of Management Discoveries*, 1(2), 150-164.
- › Rockmann, K. W., & Ballinger, G. A. (2017). Intrinsic motivation and organizational identification among on-demand workers. *Journal of Applied Psychology*, 102(9), 1305.

Research Focus

My primary research area is psychological attachment and relationship formation and as such I am particularly interested in theories of identity, social exchange, and motivation. I enjoy studying distributed, virtual, on-demand, and other non-traditional work contexts.

Relationships are fundamental to all organizational life, and as such if we can create and sustain high performing, productive relationships organizations and society improve.

Current Projects

- Pandemic-induced nostalgia: How individuals are coping with their new world of work.