JOHN HAUSKNECHT

John Hausknecht is associate professor of human resource studies at the ILR School, Cornell University, where he teaches courses on staffing organizations, strategic HR metrics, and HR analytics. He earned his Ph.D. from Penn State University with a major in industrial/organizational psychology and minor in management. He was the recipient of the 2004 S. Rains Wallace Award for the best dissertation in the field of industrial/organizational psychology.

Professor Hausknecht is known for his expertise in employee selection and retention, with several recent projects addressing the role of management practices in affecting organizational absenteeism and turnover. His research has been published in the field’s leading journals, including the Academy of Management Journal, Journal of Applied Psychology, and Personnel Psychology.

His latest research addresses linkages between human resource management practices, turnover, and organizational performance. In May 2011, he co-led the School’s Center for the Advancement of Human Resource Studies (CAHRS) spring partner meeting, “HR Analytics: Creating the Organizational Capabilities for Data-Driven Decision Making in HR.” John is a member of the American Psychological Association, Academy of Management, Society for Human Resource Management, and Society for Industrial and Organizational Psychology.