

Edward Emmet Lawler III

Address: Center for Effective Organizations
Marshall School of Business
University of Southern California
Los Angeles, California 90089-0871

Telephone: (213) 740-9814

E-Mail: elawler@marshall.usc.edu

Website: <http://edwardlawler.com>

Date of Birth: June 16, 1938

Education: St. Stephens School, Alexandria, Virginia 1951-56
Brown University, Providence, Rhode Island 1956-60, B.A.
Psychology
University of California, Berkeley, California 1960-64,
Ph.D. Psychology

Honors and
Extracurricular
Activities: Brown University:
Varsity Football and Track (2,3,4)
Scholastic All-Ivy Football Team
Honors Program, Dean's List

OCCUPATIONAL EXPERIENCE

University of Southern California

1978-Present Director, Center for Effective Organizations
Distinguished Professor of Business
Marshall School of Business
Management and Organization Department

University of Michigan

1974-1975 Chair, Organizational Psychology Program

1972-1980 Professor of Psychology and Program Director, Institute for
Social Research

Battelle Institute

1975-1981 Visiting Scientist, Human Affairs Research Center, Battelle Memorial Institute

Yale University

1964-67 Assistant Professor of Industrial Administration and Psychology

1967-72 Associate Professor of Administrative Sciences and Psychology

1969-72 Director of Undergraduate Studies for Administrative Sciences Department

FELLOWSHIPS AND SCHOLARSHIPS

1962-64 Ford Foundation Fellowship for Research on Business Problems

1967-68 Ford Foundation Fellowship for Research on Business Problems

1968 Fulbright Teaching Fellowship to London Graduate School of Business Studies

1972 Visiting Fellow, Battelle Seattle Research Center

AWARDS

1968 McKinsey Foundation Award for one of the outstanding articles published in the California Management Review (1966-67)

1972 Distinguished Scientific Award, American Compensation Association

1972 Book of the Year Award, American College of Hospital Administrators

1985 Selected one of Top Ten Organization Development Experts

1985 Phi Kappa Phi Faculty Recognition Award, University of Southern California

1989 Associates Award for Excellence in Creativity in Research and Scholarship, University of Southern California

1990	American Psychological Association Award for Career Research Excellence (Division 14)
1994	American Society of Training Directors Award for Outstanding Achievement in Employee Involvement in the Workplace
1995	Academy of Management: Irwin Award for Scholarly Contributions to Management
1997	Society for Human Resource Management Award for Professional Excellence in Human Resource Education
1997	American Compensation Association: Keystone Award
1997	American Psychological Association: RHR Award for Contributions to Consulting Psychology
1997	University of Phoenix: Exemplar of Excellence in Education Award.
2002	ASTD Lifetime Achievement Award
2002	SHRM: Michael R. Losey Human Resource Research Award (Inaugural Winner)
2007	Academy of Management: Distinguished Scholar-Practitioner Award
2009	Society for Industrial and Organizational Psychology: Raymond A. Katzell Award in I-O Psychology
2014	Academy of Management Human Resources Division: Herbert Heneman Jr. Career Achievement Award
2014	Communicating OD Knowledge, given by Organization Development Network
2015	Thinkers50 2015 Hall of Fame
2016	HR Magazine: Hall of Fame Lifetime Achievement Award

PROFESSIONAL SOCIETIES

Member of:	Academy of Management
	American Psychological Association
	British Academy of Management
	Society for Human Resource Management

Fellow: Divisions 8 & 14, American Psychological Association
 Academy of Management
 Association for Quality and Participation
 British Academy of Management
 National Academy of Human Resources
 (Inaugural Fellow)
 World Academy of Productivity Science

Chair: Educational and Training Committee, Division 14,
 APA (1970-72)
 Organization Behavior Division, Academy of
 Management (1974-75)

Editorial Board: Organizational Behavior and Human Performance
 (1970-1987)
 Journal of Applied Psychology (1970-82) (1994-1995)
 Accounting Organizations and Society (1975-1993)
 Journal of Organizational Behavior (1980- Present)
 Human Resource Management (1983-1990)
 New Management (1982-1988)
 Personnel (1984-1990)
 Compensation and Benefits Review (1986- Present)
 Academy of Management Executive (1987-1992)
 Journal of Organizational Change Management (1988-1996)
 ACA Journal (1992-1994)
 Human Resource Management Review (1990-1995)
 Journal of Quality Management (1995-2004)
 Organizational Dynamics (2001- Present)

Member of: Council of Representatives, American Psychological
 Association, (1973-76)

Board of Directors, American Center for Quality of Work Life (1973-1977)

Academic Advisory Committee, Work in America Institute (1978-1992)

U.S. Department of Commerce Advisory Committee on Corporate Social Reporting, (1977-1978)

Board of Governors, ASTD (1983-1986)

U.S. Senate Productivity Awards Committee (1985)

National Research Council, Committee for the International Union of Psychological Science (1985)

National Research Council, Commission on Engineering and Technical Systems (1988-1990)

Board of Directors, American Productivity and Quality Center (1989-2012)

Board of Directors, SHRM Foundation (2011-Present)

Research Grants and
Contracts from:

Ford Foundation

Department of Labor

National Science Foundation

Department of Commerce

Department of Health, Education, and Welfare

Office of Naval Research

Weyerhaeuser Foundation

State of Connecticut

Many corporations

SHRM Foundation

JOURNAL ARTICLES / BOOK CHAPTERS

Lawler, E. E. (1963). Age and authorship of citations in selected psychological journals. Psychological Reports, 13, 537.

Lawler, E. E. and Porter, L. W. (1963). Perceptions regarding management compensation. Industrial Relations, 3, 41-49.

Lawler, E. E. (1964). How long should a manager stay in the same job? Personnel Administration, 27, 6-9.

- Lawler, E. E. and Lawler, C. O. (1964). Who cites whom in psychology. Journal of General Psychology, 73, 31-36.
- Porter, L. W. and Lawler, E. E. (1964). The effects of “tall” vs. “flat” organization structures on managerial job satisfaction. Personnel Psychology, 17, 135-148.
- Lawler, E. E. (1965). Should managers’ compensation be kept under wraps? Personnel, 42, 17-20.
- Lawler, E. E. (1965). Managers’ perceptions of their subordinates’ pay and of their superiors’ pay. Personnel Psychology, 18, 413-422.
- Lawler, E. E. (1965). Secondary reinforcement value of stimuli associated with shock reduction. Quarterly Journal of Experimental Psychology, 17, 57-62.
- Lawler, C. O. and Lawler, E. E. (1965). Color-mood association in young children. Journal of Genetic Psychology, 107, 29-32.
- Porter, L. W. and Lawler, E. E. (1965). Properties of organization structure in relation to job attitudes and job behavior. Psychological Bulletin, 64, 23-51.
- Lawler, E. E. (1966). Ability as a moderator of the relationship between job attitudes and job performance. Personnel Psychology, 19, 153-164.
- Lawler, E. E. (1966). The mythology of management compensation. California Management Review, 9, 11-22
- Lawler, E. E. (1966). Managers’ attitudes toward how their pay is and should be determined. Journal of Applied Psychology, 50, 273-279.
- Lawler, E. E. and Porter, L. W. (1966). Predicting managers’ pay and their satisfaction with their pay. Personnel Psychology, 19, 363-373.
- Lawler, E. E. (1967). Management performance as seen from above, below, and within. In Evaluation of executive performance. Princeton, New Jersey. Educational Testing Service.
- Lawler, E. E. (1967). The multitrait-multitrait approach to measuring managerial job performance. Journal of Applied Psychology, 51, 403-410.
- Lawler, E. E. (1967). Antecedent attitudes of effective managerial performance. Organizational Behavior and Human Performance, 2, 122-142.
- Lawler, E. E. (1967). Secrecy about management compensation: Are there hidden costs? Organizational Behavior and Human Performance, 2, 122-142.
- Lawler, E. E. (1967). Attitude surveys as predictors of employee behavior: The missing link. Personnel Administration, 30(5), 22-24.
- Lawler, E. E. (1967). Post-doctoral training for industrial psychologists. The Industrial Psychologist, 4, 34-40.
- Lawler, E. E. (1967). How much money do executives want? TRANS-ACTION, 4, 23-29.

- Lawler, E. E. and Porter, L. W. (1967). The effects of performance on job satisfaction. Industrial Relations, 7, 20-28.
- Lawler, E. E. (1968). Motivation and the design of jobs. ASTME VECTORS, 3, 14-21.
- Lawler, E. E. (1968). Effects of hourly overpayment on productivity and work quality. Journal of Personality and Social Psychology, 10, 306-314.
- Lawler, E. E. (1968). Equity theory as a predictor of productivity and work quality. Psychological Bulletin, 70, 596-610.
- Lawler, E. E. (1968). Does money make people work harder? Yale Alumni Monthly, 31(3), 40-43.
- Lawler, E. E., Koplín, E. A., Young, T. F. and Fadem, J. A. (1968). Inequity reduction over time in an induced overpayment situation. Organizational Behavior and Human Performance, 3, 253-268.
- Lawler, E. E. and Levin, E. (1968). Union officers' perceptions of members' pay preferences. Industrial and Labor Relations Review, 21, 509-517.
- Lawler, E. E., Porter, L. W. and Tannenbaum, A. (1968). Managers' attitudes toward communication episodes. Journal of Applied Psychology, 52, 432-439
- Porter, L. W. and Lawler, E. E. (1968). What job attitudes can tell us about employee motivation. Harvard Business Review, 46(1), 118-126.
- Hall, D. T. and Lawler, E. E. (1969). Unused potential in R. and D. Labs. Research Management, 12, 339-354.
- Lawler, E. E. (1969). Pay, promotion and motivation. ASTME-VECTORS, 4, 4-11.
- Lawler, E. E. (1969). Money as an (expensive) communication device. Innovation, I(3), 48-56.
- Lawler, E. E. (1969). Job design and employee motivation. Personnel Psychology, 22, 426-434.
- Hall, D. T. and Lawler, E. E. (1970). Job characteristics and job pressures and the organizational integration of professionals. Administrative Science Quarterly, 15, 271-281.
- Lawler, E. E. (1970). Accounting data and behavior in organizations. In T. J. Burns (ed.), The behavioral aspects of accounting data for performance evaluation (pp. 275-284). Ohio State University: Columbus.
- Lawler, E. E. (1970). Job attitudes and employee motivation: Theory, research and practice. Personnel Psychology, 23, 223-237.
- Lawler, E. E. and Hall, D. (1970). The relationship of job characteristics to job involvement, satisfaction and intrinsic motivation. Journal of Applied Psychology, 54, 305-312.
- Wood, I. and Lawler, E. E. (1970). The effects of piece rate overpayment on productivity. Journal of Applied Psychology, 54, 234-238.
- Hackman, J. R. and Lawler, E. E. (1971). Employee reactions to job characteristics. Journal of Applied Psychology, 55, 259-286.

- Hall, D. T. and Lawler, E. E. (1971). A positive view of job pressure. American Scientist, 59, 64-73.
- Lawler, E. E. (1971). Compensating the new life-style-workers. Personnel, 48, 19-25.
- Lawler, E. E. (ed.). (1971). The changing role of industrial psychology in university education: A symposium. Professional Psychology, 2, 2-22.
- Schefflen, K. C., Lawler, E. E. and Hackman, J. R. (1971). The long-term impact of employee participation in the development of pay incentive plans: A field experiment revisited. Journal of Applied Psychology, 55, 182-186.
- Schneider, B., Lawler, E. E. and Carlson, R. E. (1971). Hickory dockery dick, Let's get off the stick. Professional Psychology, 2, 232-234.
- Lawler, E. E. (1972). Secrecy and the need to know. In H. Tosi, R. House, and M. D. Dunnette (eds.), Managerial motivation and compensation (pp. 455-476). East Lansing: Michigan State University Press.
- Lawler, E. E. and Cammann, C. (1972). What makes a work group successful? In A. J. Marrow (ed.), The failure of success (pp. 122-130). New York: Amacom.
- Lawler, E. E. and Hackman, J. R. (1972). Corporate profits and employee satisfaction: Must they be in conflict? California Management Review, 14, 46-55.
- Lawler, E. E. and Suttle, J. L. (1972). A causal correlational test of the need hierarchy concept. Organizational Behavior and Human Performance, 7, 265-287.
- Wanous, J. and Lawler, E. E. (1972). Measurement and meaning of job satisfaction. Journal of Applied Psychology, 56, 95-105.
- Cammann, C. and Lawler, E. E. (1973). Employee reactions to pay incentive plan. Journal of Applied Psychology, 58, 163-172.
- Lawler, E. E. (1973). Quality of working life and social accounts. In M. Dierkes and R. A. Bauer (eds.), Corporate social accounting (pp. 154-165). New York: Praeger.
- Lawler, E. E., Hackman, J. R. and Kaufman, S. (1973). Effects of job redesign: A field experiment. Journal of Applied Social Psychology, 3, 49-62.
- Lawler, E. E. and Suttle, L. (1973). Expectancy theory and job behavior. Organizational Behavior and Human Performance, 9, 482-503.
- Rhode, J. and Lawler, E. E. (1973). Human resource accounting: Accounting system of the future. In M. Dunnette (ed.), Work in the year 2001 (pp. 153-177). Monterey: Brooks/Cole.
- Sorensen, J. E., Rhode, J. G. and Lawler, E. E. (1973). The generation gap in public accounting. Journal of Accountancy, 136(6), 42-50.
- Lawler, E. E. (1974). The individualized organization: Problems and promise. California Management Review, 17(2), 31-39.

- Lawler, E. E. (1974). For a more effective organization - Match the job to the man. Organizational Dynamics, 3(1), 19-29.
- Lawler, E. E., Hall, D. T. and Oldham, G. R. (1974). Organizational climate: Relationship to organizational structure, process and performance. Organizational Behavior and Human Performance, 11, 139-155.
- Jenkins, G. D., Nadler, D. A., Lawler, E. E. and Cammann, C. (1975). Standardized observations: An approach to measuring the nature of jobs. Journal of Applied Psychology, 60, 171-181.
- Lawler, E. E. (1975). Participation and pay. Compensation Review, 7(3), 62-66.
- Lawler, E. E. (1975). Pay, participation and organizational change. In E. L. Cass and F. G. Zimmer (eds.), Man, work and society (pp.137-149). New York: Van Nostrand Rienhold.
- Lawler, E. E. (1975). Measuring the psychological quality of working life: The why and how of it. In L. E. Davis and A. B. Cherns (eds.), The quality of working life: Vol. I (pp. 123-133). New York: The Free Press.
- Lawler, E. E., Kuleck, W. J., Rhode, J. G. and Sorenson, J. E. (1975). Job choice and post decision dissonance. Organizational Behavior and Human Performance, 13, 133-145.
- Rhode, J. G., Sundem, G. L. and Lawler, E. E. (1975). Contabilization del valor de los recursos humanos. Administracion de Empresas, T.VI, 465-479.
- Lawler, E. E. (1976). Control systems in organizations. In M. Dunnette (ed.), Handbook of industrial and organizational psychology (pp.1247-1292). Chicago: Rand McNally.
- Lawler, E. E. (1976). Comments on H. H. Meyer's, "The pay for performance dilemma." Organizational Dynamics, 4, 23-75.
- Lawler, E. E. (1976). Should the quality of work life be legislated? The Personnel Administrator, 21, 17-21.
- McCall, M. W. and Lawler, E. E. (1976). High school students' perceptions of work. Academy of Management Journal, 19, 17-24.
- Rhode, J. G., Lawler, E. E. and Sundem, G. L. (1976). Human resource accounting: A critical assessment. Industrial Relations, 15, 13-25.
- Lawler, E. E. (1976). Humanizing organizational behavior. In H. Meltzer and F. R. Wickert (eds.), Humanizing organizational behavior (pp. 201-210). Springfield, Illinois: Thomas.
- Lawler, E. E. (1976). Conference review: Issue of understanding. In P. Warr (ed.), Personal goals and work design (pp. 225-234). New York: Wiley.
- Lawler, E. E. (1976). New approaches to pay: Innovations that work. Personnel, 53(5), 11-23.
- Lawler, E. E. (1976). Comment. In Schiff, M. and Sorter, G. (eds.), Proceedings of the conference on topical research in accounting (pp. 44-48). New York: Ross Institute of Accounting Research.

- Rhode, J. G., Sorensen, J. E. and Lawler, E. E. (1976). An analysis of personal characteristics related to professional staff turnover in public accounting firms. Decision Sciences, 7(4), 771-800.
- Sorensen, J. E., Sorensen, T. L., Rhode, J. G. and Lawler, E. E. (1976). A behavioral study of staff retention in the profession of public accounting. In Symposium on auditing research (pp. 89-135). Urbana-Champaign, Illinois, Department of Accounting.
- Drexler, J. A. and Lawler, E. E. (1977). A union-management cooperative project to improve the quality of work life. Journal of Applied Behavioral Science, 13(3), 373-386.
- Lawler, E. E. (1977). Adaptive experiments: An approach to organizational behavior research. Academy of Management Review, 2, 576-585.
- Lawler, E. E. (1977). Administering pay programs. Compensation Review, 9(1), 8-16.
- Lawler, E. E. (1977). Reward systems. In Hackman, J. R. and Suttle, J. L. (eds.), Improving life at work (pp. 163-226). Santa Monica: Goodyear..
- Lawler, E. E. (1977). Developing a motivating work climate. Management Review, 66(7), 25-38.
- Lawler, E. E. and Olsen, R. N. (1977). Designing reward systems for new organizations. Personnel, 54(5), 48-60.
- Lawler, E. E. (1977). Workers can set their own wages--responsibly. Psychology Today, 10(9), 109-112.
- Mirvis, P. H. and Lawler, E. E. (1977). Measuring the financial impact of employee attitudes. Journal of Applied Psychology, 62(1), 1-8.
- Rhode, J. G., Sorensen, J. E. and Lawler, E. E. (1977). Sources of professional staff turnover in public accounting firms revealed by the exit interview. Accounting, Organizations and Society, 2(2), 153-164
- Kane, J. and Lawler, E. E. (1978). Methods of peer assessment. Psychological Bulletin, 85(3), 555-586.
- Lawler, E. E. (1978). The new plant revolution. Organizational Dynamics, 6(3), 2-12.
- Lawler, E. E. and Bullock, R. J. (1978). Pay and organizational change. Personnel Administrator, 23(5), 32-36.
- Lawler, E. E. and Drexler, J. (1978). The dynamics of establishing cooperative quality of work life projects. Monthly Labor Review, 101(3), 23-28.
- Renwick, P. A. and Lawler, E. E. (1978). What you really want from your job. Psychology Today, May, 53-65.
- Goodman, P. S. and Lawler, E. E. (1979). Etats unis (United States). In Les Nouvelles Formes D'organisation du Travail (pp. 167-207). Geneve: Bureau international du travail.

- Kane, J. and Lawler, E. E. (1979). Performance appraisal effectiveness. In B. Staw (ed.), Research in organizational behavior: Vol. 1 (pp. 425-478). Greenwich, Conn.: JAI Press.
- Lawler, E. E. (1979). Performance appraisal and merit pay. Civil Service Journal, April/June, 14-18.
- Lawler, E. E. and Ozley, L. (1979). Winning union-management cooperation on quality of work life projects. Management Review, 68(3), 19-24.
- Bullock, R. J. and Lawler, E. E. (1980). Incentives and gain-sharing: Stimuli for productivity. In J. D. Hogan (ed.), Dimensions of productivity research. Houston: American Productivity Center.
- Kane, J. S. and Lawler, E. E. (1980). In defense of peer assessment: A rebuttal of brief's critique. Psychological Bulletin, 88, 80-81.
- Lawler, E. E. (1980). Motivation: Closing the gap between theory and practice. In K. D. Duncan, M. M. Grunberg, and D. Wallis (eds.), Changes in working life (pp. 539-550). London: Wiley.
- Lawler, E. E. (1980). Task design. In B. Karmel (ed.), Point and counterpoint in organizational behavior (pp. 95-107). Hinsdale, Illinois: Dryden.
- Nadler, D. A., Hanlon, M. and Lawler, E. E. (1980). Factors influencing the success of labour-management quality of work life projects. Journal of Occupational Psychology, 1, 53-67.
- Nieva, V. G., Perkins, D. and Lawler, E. E. (1980). Improving the quality of life at work: Assessment of a collaborative selection process. Journal of Occupational Behavior, 1, 43-52.
- Jenkins, G. D. and Lawler, E. E. (1981). Impact of employee participation in development of a pay plan. Organizational Behavior and Human Performance, 28, 111-128.
- Lawler, E. E. (1981). Merit pay: Fact or fiction. Management Review, 70(2), 50-53.
- Lawler, E. E. and Drexler, J. A. (1981). Entrepreneurship in the large corporation: Is it possible? Management Review, 70(4), 8-11.
- Lawler, E. E. and Hackman, J. R. (1981). Quality of work life in the 1980s. In Working: Changes and choices. New York: Human Science Press (also appeared in 400 newspapers in the United States).
- Lawler, E. E. and Mirvis, P. H. (1981). How graphic controls assesses the human side of the corporation. Management Review, 70(10), 54-63.
- Lawler, E. E., Renwick, P. A. and Bullock, R. J. (1981). Employee influence on decisions: An analysis. Journal of Occupational Behavior, 2, 115-123.
- Lawler, E. E. (1982). Strategies for improving the quality of work life. American Psychologist, 37, 486-493.
- Lawler, E. E. (1982). Increasing worker involvement to enhance organizational effectiveness. In P. Goodman (ed.), Change in organizations (pp. 280-315). San Francisco: Jossey-Bass

- Lawler, E. E. (1982). Creating high involvement work organizations. In E. Flamholtz (ed.), Human resource productivity in the 1980's (pp. 216-239). Los Angeles: Institute of Industrial Relations, University of California.
- Lawler, E. E. (1982). Entwicklung und anwendung von bewertungsmabstoben fur das humankopitol in organisationen. In H. Schmidt (ed.), Humon vermogens rechming (pp. 191-222). Berlin: Grugter.
- Lawler, E. E. (1982). Quality of work life: An overview. Transamerica, (1), I-III.
- Lawler, E. E. and Ledford, G. E. (1982). Productivity and the quality of work life. National Productivity Review, 1(1), 23-36.
- Ledford, G. E. and Lawler, E. E. (1982). Quality of work life programs, coordination, and productivity. Journal of Contemporary Business, 11, 93-106.
- Lawler, E. E. (1983). Human resource productivity in the 80's. New Management, 1(1), 46-49.
- Mirvis, P. H. and Lawler, E. E. (1983). Systems are not solutions: Issues in creating information systems that account for the human organization. Accounting, Organizations and Society. 8, 175-190.
- Mohrman, A. M. and Lawler, E. E. (1983). Motivation and performance-appraisal behavior. In F. Landy and S. Zedeck (eds.), Performance measurement and theory (pp. 173-189). Hillsdale, N.J.: Erlbaum.
- Mohrman, S., Cummings, T. and Lawler, E. (1983). Creating useful research with organizations: Relationships and process issues. In R. Kilman, K. Thomas, D. Slevin, R. Nath and S. Jerrell (eds.), Producing useful knowledge for organizations (pp. 613-624). New York: Praeger.
- Nadler, D. A. and Lawler, E. E. (1983). Quality of work life: Perspectives and directions. Organizational Dynamics, 11(3), 20-30.
- Bullock, R. J. and Lawler, E. E. (1984). Gainsharing: A few questions, and fewer answers. Human Resource Management, 23(1), 23-40.
- Lawler, E. E. (1984). Human resource productivity in the eighties: A critical analysis of trends. In E. Flamholtz and T. Das (eds.), Human resource management and productivity (pp. 9-26). Los Angeles: University of California.
- Lawler, E. E. (1984). Leadership in participative organizations. In J. Hunt, D. Hosking, C. Schriesheim and R. Stewart (eds.), Leaders and managers (pp. 316-332). New York: Pergamon Press.
- Lawler, E. E. (1984). Whatever happened to incentive pay? New Management, 1(4), 37-41.
- Lawler, E. E. (1984). The strategic design of reward systems. In C. Fombrun, N. Tichy and M. Devanna (eds.), Strategic human resource management (pp. 127-147). New York: Wiley & Sons.
- Lawler, E. E. (1984). Qu'en est-il aujourd'hui du salaire au rendement? In M. deMontmollin and O. Pastre (Eds.), Le taylorisme (pp. 287-300). Paris: Editions La Decouverte.

- Lawler, E. E., Mohrman, A. M. and Resnick, S. M. (1984). Performance appraisal revisited. Organizational Dynamics, 13(1), 20-35.
- Mirvis, P. H. and Lawler, E. E. (1984). Accounting for the quality of work life. Journal of Occupational Behavior, 5, 197-212.
- Mohrman, A. M. and Lawler, E. E. (1984). A review of theory and research. In F. Warren McFarlan (ed.), The information systems research challenge, proceedings (pp. 135-164). Boston: Harvard Business School Press.
- Mohrman, S. A. and Lawler, E. E. (1984). Quality of work life. In K. Rowland and G. Ferris (eds.), Research in personnel and human resources management, Vol. 2 (pp. 219-260). Greenwich, CT, JAI Press.
- Lawler, E. E. (1985). Making performance pay. Enterprise, 9(5), 23-25.
- Lawler, E. E. (1985). The new pay. New Management, 3(1), 52-59.
- Lawler, E. E. (1985). Participation to involvement: A personal view of work place change. O.D. Newsletter, Winter, 4-50.
- Lawler, E. E. (1985). Education, management style, and organizational effectiveness. Personnel Psychology, 38(1), 1-26.
- Lawler, E. E. and Ledford, G. E. (1985). Skill based pay. Personnel, 62(9), 30-37.
- Lawler, E. E. and Mohrman, S. A. (1985). Quality circles after the fad. Harvard Business Review, 85(1), 64-71.
- Mohrman, A. M. and Lawler, E. E. (1985). The diffusion of QWL as a paradigm shift. In W. G. Bennis, K. D. Benne, and R. Chin (eds.), The planning of change (pp. 149-161). New York: Holt.
- Lawler, E. E. (1986). Gainsharing: It works. Commitment Plus, 2(2), 5.
- Lawler, E. E. (1986). What's wrong with point-factor job evaluation. Compensation and Benefits Review, 18(2), 20-28.
- Lawler, E. E. (1986). Reward systems and strategy. In J. R. Gardner, R. Rachlin, and H. W. Sweeny (eds.), Handbook of strategic planning (pp. 10.1—10.24), New York: Wiley.
- Mohrman, S. A., Ledford, G. E., Lawler, E. E. and Mohrman, A. M. (1986). Quality of worklife and employee involvement. In C. L. Cooper and I. Robertson (eds.), International review of industrial and organizational psychology (pp. 189-216). London: Wiley.
- Prince, J. B. and Lawler, E. E. (1986). Does salary discussion hurt the developmental performance appraisal? Organizational behavior and human decision processes, 37, 357-375.
- Lawler, E. E. (1987). Paying for organizational performance. Business and Economics Review, 1(1), 12-19.
- Lawler, E. E. (1987). Pay and organization development consultation. Consultation, 6, 281-283.

- Lawler, E. E. (1987). The design of effective reward systems. In J. W. Lorsch (ed.), Handbook of organizational behavior (pp. 255-271). Englewood Cliffs, N.J.: Prentice-Hall.
- Lawler, E. E. (1987). Pay for performance: A motivational analysis. In H. R. Nalbantian (ed.), Incentives, cooperation and risk taking (pp. 69-86). Totowa, N.J.: Rowman and Littlefield.
- Lawler, E. E. (1987). Paying for performance: Future directions. In D. B. Balkin and L. R. Gomez-Mejia (eds.), New perspectives on compensation (pp. 162-168). Englewood Cliffs, N.J.: Prentice-Hall.
- Lawler, E. E. and Mohrman, S. A. (1987). Unions and the new management. Academy of Management Executive, 1, 293-300.
- Lawler, E. E. and Mohrman, S. A. (1987). Quality circles: After the honeymoon. Organizational Dynamics, 15(4), 42-55.
- Lawler, E. E. (1988). Choosing an involvement strategy. Academy of Management Executive, 2(3), 197-204.
- Lawler, E. E. (1988). Transformation from control to involvement. In R. H. Kilman, T. J. Covin and Associates (eds.), Corporate transformation (pp. 46-65). San Francisco: Jossey-Bass.
- Lawler, E. E. (1988). Substitutes for hierarchy. Organizational Dynamics, 17(1), 4-15.
- Lawler, E. E. (1988). Human resources management: Meeting the new challenges. Personnel, 65(1), 22-27.
- Lawler, E. E. (1988). Pay for performance: Making it work. Personnel, 65(10), 68-71.
- Lawler, E. E. (1988). Gainsharing theory and research: Findings and future directions. In W. A. Pasmore and R. Woodman (eds.), Research in organizational change and development: Vol. 2 (pp. 323-344). Greenwich, CT: JAI.
- Ledford, G. E., Lawler E. E. and Mohrman, S. A. (1988). The quality circle and its variations. In J. P. Campbell, R. J. Campbell and Associates (eds.), Productivity in organizations (pp. 255-294). San Francisco: Jossey-Bass.
- Mohrman, S. A. and Lawler, E. E. (1988). Participative managerial behavior and organizational change. Journal of Organizational Change Management, 1, 45-59.
- Lawler, E. E. (1989). Pay for performance: A strategic analysis. In L. R. Gomez-Mejia (ed.), Compensation and Benefits (pp. 136-181). Washington: BNA.
- Lawler, E. E. (1989). Participative management in the United States: Three classics revisited. In C. J. Lammers and G. Szell (eds.), International handbook of participation in organizations: Vol. 1. (pp. 91-97). New York: Oxford.
- Lawler, E. E. and Mohrman, S. A. (1989). High-involvement management. Personnel, 66(4), 26-31.

- Mohrman, S. A. and Lawler, E. E. (1989). Parallel participation structures. Public Administration Quarterly, 13, 255-272.
- Lawler, E. E. (1990). Achieving competitiveness by creating new organization cultures and structures. In D. B. Fishman and C. Cherniss (eds.), The human side of corporate competitiveness (pp. 69-101). Newbury Park, N.J.: Sage.
- Lawler, E. E. (1990). The new plant revolution revisited. Organizational Dynamics, 19(2), 4-14.
- Mitchell, D. J. B., Lewin, D. and Lawler, E. E. (1990). Alternative pay system, firm performance and productivity. In A. S. Binder (ed.), Paying for productivity: A look at the evidence (pp. 15-94). Washington: Brookings.
- Lawler, E. E. (1991). Participative management strategies. In J. W. Jones, B. D. Steffy and D. W. Bray (eds.), Applying psychology in business (pp. 578-586). Lexington, MA.: Lexington.
- Lawler, E. E. (1991). Employee involvement and pay system designs. In M. L. Rock and L. A. Berger (eds.), The compensation handbook (pp. 592-603). New York: McGraw-Hill.
- Lawler, E. E. (1991). The organizational impact of executive compensation. In F. K. Foulkes (ed.), Executive compensation (pp. 129-151). Boston: Harvard Business School.
- Lawler, E. E. (1991). Executive behavior in high-involvement organizations. In R. H. Kilman, I. Kilman and Associates (eds.), Making organizations competitive (pp. 176-194). San Francisco: Jossey-Bass.
- Lawler, E. E. (1991). Paying the person: A better approach to management? Human Resource Management Review, 1, 145-154.
- Lawler, E. E. (1991). The new plant approach: A second generation approach. Organizational Dynamics, 20(1), 5-14.
- Bowen, D. E. and Lawler, E. E. (1992). Total quality-oriented human resources management. Organizational Dynamics, 20(4), 29-41.
- Bowen, D. E. and Lawler, E. E. (1992). The empowerment of service workers: What, why, how, and when. Sloan Management Review, 33(3), 31-39.
- Lawler, E. E. (1992). Pay systems must support quality: TQM, 2(5), 248-250.
- Lawler, E. E. and Cohen, S. G. (1992). Designing pay systems for teams. ACA Journal, 1(1), 6-19.
- Lawler, E. E. and Jenkins, G. D. (1992). Strategic reward systems. In M. D. Dunnette and L. M. Hough (eds.), Handbook of industrial and organizational psychology (2nd ed., 1009-1055). Palo Alto, CA: Consulting Psychologists Press
- Lawler, E. E. and Ledford, G. E. (1992). A skill-based approach to human resource management. European Management Journal, 10(4), 383-391.
- Lawler, E. E., Mohrman, S. A. and Ledford, G. E. (1992). The fortune 1000 and total quality. Quality and Participation, 15(5), 6-10.

- Mohrman, S. A., Mohrman, A. M. and Lawler, E. E. (1992). Applying employee involvement in schools. Educational Evaluation and Policy Analysis, 14, 347-360.
- Mohrman, A. M., Mohrman, S. A., and Lawler, E. E. (1992). The performance management of teams. In W. J. Bruns (ed.), Performance measurement, evaluation, and incentives (pp. 217-241). Boston: Harvard Business School Press.
- Worley, C. G., Bowen, D. E., and Lawler, E. E. (1992). On the relationship between objective increases in pay and employees' subjective reactions. Journal of Organizational Behavior, 13, 559-571.
- Lawler, E. E. (1993). Managing employee involvement. In W. F. Christopher and C. G. Thor (eds.), Handbook for productivity measurement and improvement (pp. 10-1.3—10.1.13). Cambridge, Mass.; Productivity Press
- Lawler, E. E. (1993). Understanding work motivation and organizational effectiveness: A career long journey. In A. G. Bedian (ed.), Management laureates: A collection of autobiographical essays (pp. 81-109). Greenwich, CT: JAI Press.
- Lawler, E. E., Cohen, S. G. and Chang, L. (1993). Strategic human resource management. In P. Mirvis (ed.), Building the Competitive Workforce (pp. 31-59). New York: Wiley.
- Lawler, E. E., Ledford, G. E. and Chang, L. (1993). Who uses skill-based pay and why? Compensation Benefits and Review, 25(2), 22-26.
- Lawler, E. E. (1994). Total quality management and employee involvement: Are they compatible? Academy of Management Executive, 8(1), 68-76.
- Lawler, E. E. (1994). Compensation strategies for the global organizations: An exclusive interview with honeywell CEO Micheal R. Bonsignore. ACA Journal, 3(1), 6-17.
- Lawler, E. E. (1994). Performance management: The next generation. Compensation and Benefits Review, 26(3), 16-19.
- Lawler, E. E. (1994). Effective reward systems: Strategy, diagnosis and design. In A. Howard and associates (eds.), Diagnosis for organizational change (pp. 210-238). New York: Guilford.
- Lawler, E. E. (1994). From job based to competency-based organizations. Journal of Organizational Behavior, 15, 3-15.
- Lawler, E. E. (1994). High performance organizations. USC Business, 5(spring), 46-49.
- Lawler, E. E. and Galbraith, J. R. (1994). Avoiding the corporate dinosaur syndrome. Organizational Dynamics, 23(2), 5-17.
- Ledford, G. E. and Lawler, E. E. (1994). Research on employee participation: Beating a dead horse? Academy of Management Review, 19, 633-636.
- Bowen, D. E., and Lawler, E. E. (1995). Empowering service employees. Sloan Management Review, 36(4), 73-84.
- Bowen, D. E. and Lawler, E. E. (1995). Organizing for service: Empowerment or production line? In W. J. Glynn and J. G. Barnes (eds.), Understanding services management:

Integrating marketing, organizational behaviour, operations and human resources management (pp. 269-294). New York: Wiley.

- Landen, D. L., Bluestone, I., and Lawler, E. E. (1995). High involvement organizations and industrial democracy. In G. R. Ferris, S. D. Rosen, and D. T. Barnum (eds.), Handbook of human resources management (pp. 370-385). Cambridge, Mass: Blackwell.
- Lawler, E. E. (1995). The new pay: A strategic approach. Compensation & Benefits Review, 27(4), 14-22.
- Lawler, E. E. (1995). Strategic human resource management: An idea whose time has come. In B. Downie and M. L. Coates (eds.), Managing human resources in the 1990s and beyond (pp. 46-62). Kingston, Canada: IRC Press.
- Lawler, E. E. (1995). Organizational effectiveness: New realities and challenges. In H. Risher and C. Fay (eds.), The performance imperative: Strategies for enhancing workforce effectiveness (pp. 51-71). San Francisco: Jossey-Bass.
- Ledford, G. E., Lawler, E. E., and Mohrman, S. A. (1995). Reward innovations in fortune 1000 companies. Compensation & Benefits Review, 27(4), 76-80.
- McMahan, G. C. and Lawler, E. E. (1995). Effects of union status on employee involvement: Diffusion and effectiveness. In W. A. Pasmore and R. W. Woodman (eds.), Research in organizational change and development (pp. 47-76). Greenwich, CT: JAI Press Inc.
- Mohrman, S. A., Tenkasi, R. V., and Lawler, E. E. (1995). Total quality management: Practice and outcomes in the largest US firms. Employee Relations, 17(3), 26-41.
- Bowen, D. E., and Lawler, E. E. (1996). Le motivazioni e le implicazioni dell'empowerment. De Qualitate, 5, 22-29.
- Lawler, E. E. (1996). Competencies: A poor foundation for the new pay. Compensation and Benefits Review, 28(6), 20-26.
- Lawler, E. E. (1996). Far from the fad in-crowd. People Management, 2(21), 38-41.
- Lawler, E. E. and Mohrman, S. A. (1996). Organizing for effectiveness: Lessons from business. In W. F. Massey (ed.), Resource allocation in higher education (pp. 143-161). Ann Arbor, Mich.: University of Michigan.
- Ledford, G. E. Jr., and Lawler, E. E. (1996). Belonningsystem som stödjer organisationsförändringar (Reward Systems that Support Organizational Change). In J. E. Rendahl (ed.), Att för andra och leda morgondagens arbete (pp. 86-107). Stockholm: Swedish Association of Engineering Industries.
- McMahan, G. C., Mohrman, S. A. and Lawler, E. E. (1996). The current practice of the human resource function. Human Resource Planning, 19(4), 11-13.
- Mohrman, S. A., and Lawler, E. E. (1996). Motivation for school reform. In S. A. Fuhrman and J. A. O'Day (eds.), Rewards and reform (pp. 115-143). San Francisco: Jossey Bass.
- Mohrman, S. A., Lawler, E. E., and Ledford, G. E. (1996). Do employee involvement and TQM programs work? Journal for Quality and Participation, 19(1), 6-10.

- Bowen, D. E. and Lawler, E. E. (1997). L'organizzazione delle imprese di servizi: Empowerment o linea-di-produzione? In L. Negri (ed.), Qualità dei servizi (pp. 65-87). Rome: Nuovo Studio Tecna.
- Lawler, E. E. (1997). Rethinking organization size. Organization Dynamics, 26(2), 24-35.
- Lawler, E. E. and Ledford, G. E. (1997). New approaches to organizing: Competencies, capabilities and the decline of the bureaucratic model. In C. C. Cooper and S. E. Jackson (eds.), Creating tomorrow's organizations: A handbook for future research in organizational behavior (pp. 231-249). Chichester, England: Wiley.
- Mohrman, S. A. and Lawler, E. E. (1997). Transforming the human resource function. Human Resource Management, 36(1), 157-162.
- Mohrman, S. A. and Lawler, E. E. (1997). Transforming the Human Resource Function. Chapter in D. Ulrich, M. R. Casey, and G. Lake (eds.), Tomorrow's HR management (pp. 241-249). New York: Wiley.
- Conger, J. A., Finegold, D. and Lawler, E. E. (1998). Appraising boardroom performance. Harvard Business Review, 76(1), 136-148.
- Conger, J. A., Finegold, D. and Lawler, E. E. (1998). CEO appraisals: Holding corporate leadership accountable. Organizational Dynamics, 27(1), 7-20.
- Conger J. A., Lawler E. E., and Finegold D. (1998). Evaluating individual directors. Directors and Boards, 22(2), 51-54.
- Adler, P. S. and Lawler, E. E. (1999). Who needs an MBA? USC's strategic human resource management MBA concentration. Human Resource Management, 38, 125-130.
- Lawler, E. E. (1999). Employee involvement makes a difference. Quality and Participation, 22, 18-20.
- Lawler, E. E. (1999). Creating effective pay systems for teams. In E. Sundstrom (ed.), Supporting work team effectiveness (pp. 188-212). San Francisco: Jossey-Bass.
- Conger, J. A., Lawler, E. E., Benson, G. S., and Finegold, D. (2000). CEO appraisal: Keys to effectiveness. Global Focus, 12(2), 35-44.
- Lawler, E. E. (2000). Pay system change: Lag, lead, or both? In M. Beer and N. Nohria (eds.), Breaking the code of change (pp. 327-336). Boston: Harvard Business School Press.
- Lawler, E. E. (2000). Pay can be a change agent. Compensation and Benefits Management, 16(3), 23-26.
- Lawler, E. E. (2000). Pay strategy: New thinking for the new millennium. Compensation and Benefits Review, 32(1), 7-12.
- Lawler, E. E. (2000). Research directions. Human Resource Management Review, 10(3), 307-311.
- Lawler, E. E. and Finegold, D. (2000). Individualizing the organization: Past, present, and future. Organizational Dynamics, 29(1), 1-15.

- Lawler, E. E., and Mohrman, S. A. (2000). Beyond the vision: What makes HR effective? Human Resource Planning, 23(4), 10-20.
- Yu, C-S., Finegold, D., Lawler, E. E., and Cochran, D. S. (2000). Does cultural fit matter? In M. A. Rahim, R. T. Golembiewski, and K. D. Mackenzie (eds.), Current topics in management (pp. 283-304). Stamford: JAI Press.
- Conger, J. A. and Lawler, E. E. (2001). Building a high-performing board: How to choose the right members. Business Strategy Review, 12(3), 11-19.
- Conger, J. A. and Lawler, E. E. (2001). From meek to mighty: Reforming the boardroom. strategy+business, 25(4), 92-96.
- Finegold, D., Lawler E. E., and Conger, J. (2001). To whom are boards accountable? The Corporate Board, 22(129), 17-22.
- Finegold, D., Lawler E. E., and Conger, J. (2001). Building a better board. Journal of Business Strategy, 22(6), 33-37.
- Lawler, E. E. (2001). The era of human capital has finally arrived. In W. Bennis, G. M. Spreitzer, and T. G. Cummings (Eds.), The future of leadership: Today's top leadership thinkers speak to tomorrow's leaders (pp. 14-25). San Francisco: Jossey-Bass.
- Lawler, E. E. (2001). Designing change-capable organizations. In C. L. Cooper and R. J. Burke (Eds.), The new world of work: Challenges and opportunities (pp. 222-238). Oxford: Blackwell Business.
- Conger, J., and Lawler, E. E. (2002). Individual director evaluations: The next step in boardroom effectiveness. Ivey Business Journal, May/June, 28-31.
- Lawler, E. E. (2002). Managing organizational change in the information age. In Emirates Center for Strategic Studies and Research (Ed.), Leadership and management in the information age (pp. 161-176). London: British Academic Press.
- Lawler, E. E. (2002). Toward high-performance organizations. Performance Improvement, 41(3), 8-12.
- Lawler, E. E. (2002). The folly of forced ranking. Strategy + Business, (28), 28-32.
- Lawler, E. E. (2002). Pay strategies for the next Economy: Lessons from the dot-comp Era. WorldatWork Journal, 11(1), 6-10.
- Lawler, E. E., Finegold, D., Benson, G., and Conger, J. (2002). Adding value in the boardroom. MITSloan Management Review, 43(2), 92-93.
- Lawler, E. E., Finegold, D., Benson, G., and Conger, J. (2002). Corporate boards: Keys to effectiveness. Organizational Dynamics, 30(4), 310-324.

- O'Toole, J., Galbraith, J., and Lawler, E. E. (2002). When two (or more) heads are better than one: The promise and pitfalls of shared leadership. California Management Review, *44* (4), 65-83.
- Benson, G. S. and Lawler, E. E. (2003). Employee involvement: Utilization, impacts, and future prospects. In D. Holman, T. D. Wall, C. W. Clegg, P. Sparrow and A. Howard (Eds.), The new workplace: A guide to the human impact of modern working practices (pp. 155-173). New York: John Wiley & Sons, Ltd.
- Conger, J. A., Lawler, E. E., and Finegold, D. (2003). The boardroom of the future. In S. Chowdhury (Ed.), Organization 21C: Someday all organizations will lead this way (pp. 179-192). Upper Saddle River, NJ: Pearson Education, Inc.
- Lawler, E. E. (2003). What it means to treat people right. Ivey Business Journal, Nov./Dec., 1-6.
- Lawler, E. E. (2003). Reward systems in knowledge-based organizations. In S. E. Jackson, M. A. Hitt, and S. DeNisi (Eds.), Managing knowledge for sustained competitive advantage: Designing strategies for effective human resource management (pp. 274-302). San Francisco: Jossey-Bass.
- Lawler, E. E. (2003). Reward practices and performance management system effectiveness. Organizational Dynamics, *32*(4), 396-404.
- Lawler, E. E. (2003). Pay systems for virtual teams. In C. B. Gibson and S. G. Cohen (Eds.), Virtual teams that work: Creating conditions for virtual team effectiveness (pp. 121-144). San Francisco: Jossey-Bass.
- Lawler, E. E. (2003). Pay practices in Fortune 1000 corporations. WorldatWork Journal, *12*(4), 45-54.
- Lawler, E. E. and McDermott, M. (2003). Current performance management practices. WorldatWork Journal, *12*(2), 49-60.
- Lawler, E. E. and Mohrman, S. A. (2003). HR as a strategic partner: What does it take to make it happen? Human resource planning, *26*(3), 15-29.
- O'Toole, J., Galbraith, J., and Lawler, E. E. (2003). The promise and pitfalls of shared leadership. In C. L. Pearce and J. A. Conger (Eds.), Shared leadership: Reframing the hows and whys of Leadership (pp. 250-267). Thousand Oaks: SAGE Publications.
- Lawler, E. E. (2004). Leading a virtuous spiral organization. Leader to Leader, *32*, 32-40.
- Lawler, E. E. (2004). HR on top. Strategy + Business, 20-25.
- Lawler, E. E., Levenson, A. and Boudreau, John W. (2004). HR metrics and analytics: Use and impact. Human Resource Planning, *24*(4), 27-35.
- Lawler, E. E. (2005). From human resources management to organizational effectiveness. In M. Losey, S. Meisinger, and D. Ulrich (Eds.), The future of human resource management (pp. 144-153). New York: John Wiley & Sons.
- Lawler, E. E. (2005). Creating high performance organizations. Asia Pacific Journal of Human Resources, *43*(1), 1-17.

- Lawler, E. E. (2005). From human resource management to organizational effectiveness. Human Resource Management, 44(2), 165-169.
- Lawler, E. E., and Finegold, D. (2005). The changing face of corporate boards. MIT Sloan Management Review, 46(2), 67-70.
- Lawler, E. E. (2005). Business process outsourcers. In Wharton, A., (Ed.), People, performance, profit: Maximizing return on human capital investments (pp. 98-100). San Francisco: Montgomery Research.
- Lawler, E. E. and Mohrman, S. A. (2005). Human resources consulting. In Greiner, L., and Poulfelt, F., (Eds.), The contemporary consultant: Insights from world experts (pp. 133-148). Cincinnati: Thomson South-Western.
- Lawler, E.E. (2006, Jan.). Becoming a key player in business strategy. WorldatWork Journal, 49, 10-13.
- O'Toole, J., and Lawler, E.E. (2006, June). A piece of work. Fast Company, 87-89.
- Lawler, E.E. (2006). A mission for the front line. In Maruca, R.F. (Ed.), What managers say, what employees hear, (pp. 35-40). Westport: Praeger.
- Lawler, E.E., and Boudreau, J.W. (2006). HR support for corporate boards. Human Resource Planning, 29(1), 15-24.
- Lawler, E.E., and Finegold, D.A. (2006). Who's in the boardroom and does it matter: The impact of having non-director executives attend board meetings. Organizational Dynamics, 35(1), 106-115.
- Lawler, E.E., and Worley, C.G. (2006, Mar./April). Winning support for organizational change: Designing employee reward systems that keep on working. Ivey Business Journal, 1-5.
- Lawler, E.E. (2006). Creating a virtuous spiral organization. In Gandossy, R., Tucker, E., and Verma, N., (Eds.), Workforce wake-up call: Your workforce is changing, are you?, (pp. 155-163). New York: John Wiley & Sons.
- Worley, C.G., and Lawler, E.E. (2006). Designing organizations that are built to change. MIT Sloan Management Review, 48(1), 19-23.
- O'Toole, J., Lawler, E.E. (2006, Sep./Oct.). The choices managers make—or don't. The Conference Board Review, 44(5), 24-29.
- Lawler, E.E., and O'Toole, J. (2006, Nov.). Revising work in America. WorldatWork Journal, 49(11), 48-50.
- Benson, G.S., Young, S.M., and Lawler, E.E. (2006). High-involvement work practices and analysts' forecasts of corporate earnings. Human Resource Management, 45(4), 519-537.
- Gibson, C. B., Porath, C. L., Benson, G. S., and Lawler, E. E. (2007). What results when firms implement practices: The differential relationship between specific practices, firm financial performance, customer service, and quality. Journal of Applied Psychology, 92(6), 1467-1480.

- Lawler, E. E. (2007). Why HR practices are not evidence-based. The Academy of Management Journal, 50, (5), 1033-1036.
- Lawler, E. E., and Finegold, D. (2007). CEO compensation: What board members think. WorldatWork Journal, 16(3), 38-47.
- Lawler, E. E. (2008). Strategic human resource management. In Cummings, T. G., (Ed.), Handbook of organization development (pp. 353-366). Los Angeles: SAGE Publications.
- Lawler, E. E. (2008). Why are we losing all our good people? Harvard Business Review, 86 (6), 41-51.
- Lawler, E. E. (2008). The four pillars of managing performance. Talent Management, 4 (5), 30-32.
- Lawler, E. E. (2008). The Talent Lie. Strategy + Business, 51, 38-42.
- Lawler, E. E. (2008). Reinventing HR. Talent Management, 4 (9), 22-25.
- Lawler, E. E. (2008). Choosing the right talent management strategy. Workspan, 51 (7), 73-75.
- O'Toole, J., and Lawler, E.E. (2008). How American corporations can succeed in the 21st century. The Journal of the Human Resource Planning Society: People & Strategy, 31 (4), 26-33.
- Lawler, E. E. (2009). Make human capital a source of competitive advantage. Organizational Dynamics, 38 (1), 1-7.
- Worley, C. G., and Lawler, E. E. (2009). Building a change capability at Capital One Financial. Organizational Dynamics, 38 (4), 245-251.
- Conger, J.A., and Lawler, E.E. (2009). Appraising your board's performance. In Conger, J., (Ed.), Boardroom realities: Building leaders across your board (pp. 123-144). San Francisco: Jossey-Bass.
- Lawler, E. E. (2009). Reducing labor costs: Choosing the right cost-cutting solution for your talent management strategy. Workspan, 52 (6), 20-27.
- Finegold, D., and Lawler, E.E. (2009). Behind the boardroom doors: Changes underway in U.S. corporate governance post Sarbanes-Oxley. In Gomez, P.-Y., and Moore, R., (Eds.), Board members and management consultants: Redefining the boundaries of consulting and corporate governance (pp. 3-25). Information Age Publishing.
- Lawler, E. E. (2009, May/June). Fixing executive compensation: Right time, wrong approach. Chief Executive, 30-41.
- Lawler E. E. (2009, Summer). Just rewards: Let's get CEO pay right this time. Conference Board Review, 46 (4), 14-21.
- Conger, J.A., and Lawler, E. E. (2009). Sharing leadership on corporate boards: A critical requirement for teamwork at the top. Organizational Dynamics 38 (3), 183-191.

- Lawler, E. E. (2009). Boards as overseers of human capital. Boards & Directors, 33 (3), 56-59.
- Lawler, E. E., and Boudreau, J. W. (2009). What makes HR a strategic partner? People & Strategy, 32 (1), 14-22.
- Lawler, E. E., and Boudreau, J. W. (2009, First Quarter). Pay at the top: When HR makes a difference. WorkatWork Journal, 6-19.
- Lawler, E. E., and Worley, C. G. (2009). Designing organizations that are built to change. In Hesselbein, F., and Goldsmith, M. (Eds.), The organization of the future 2 (pp. 188-202). San Francisco: Jossey-Bass.
- Lawler E. E., and Worley, C. G. (2009, 29 January). The rebirth of change. People Management 15 (3), 28-30.
- Benson, G. S., and Lawler, E. E. (2010). Raising skill demand: Generating good jobs. In Finegold, D., Gatta, M., Salzman, H., and Schurman, S., (Eds.), Transforming the U.S. workforce development system: Lessons from research and practice. (pp. 87-107). Urbana-Champaign, Illinois, Labor and Employment Relations Association.
- Worley, C. G., and Lawler, E. E. (2010). Built to change organizations and responsible progress: Twin pillars of sustainable success. In Pasmore, W. A., Shani, A. B., Woodman, R. W., (Eds.), Research in organizational change and development, (pp. 1-49). United Kingdom, Emerald Group Publishing Limited.
- Ramirez, R., Melville, N., and Lawler, E. E. (2010). Information technology infrastructure, organizational process redesign, and business value: An empirical analysis. Decision Support Systems 49, 417-429.
- Lawler, E. E., (2010). Why are we losing all our good people? (2nd publication). Harvard Business Review OnPoint, 16-26.
- Lawler, E. E. (2010). Survey results: Corporate directors sound off on executive pay. Workspan, 53, (2), 22-26.
- Worley, C. G., and Lawler, E. E. (2010). Agility and organization design: A diagnostic framework. Organizational Dynamics, 39 (2) 194-204.
- Lawler, E. E., (2011). Celebrating 50 Years: HR: Time for a Reset? Human Resource Management, 50 (2) 171-173
- Lawler, E. E., (2011) CHROs and Boards: A Missing Link. In Wright, P. M., Boudreau, J.W., Pace, D. A., Sartain, E., McKinnon, P., Antoine, R. L. (Eds.), The Chief HR Officer: Defining the New Role of Human resource Leaders, (pp. 183-192). San Francisco: Jossey-Bass.
- Lawler, E. E., (2011). Creating a new employment deal: Total rewards and the new workforce. Organizational Dynamics, 40, (4), 302-309.
- Lawler, E. E., (2011) Creating an Effective Appraisal System. In Oakes, K., Galagan, P. (Eds.), The Executive Guide to Integrated Talent Management, (pp. 79-90). Alexandria, VA: American Society for Training & Development.
- Lawler, E. E., (2011). The future is now. People Matters, 2 (11) 67.

- Lawler, E. E., Jamrog, J., and Boudreau, J., (2011) Shining Light on the HR Profession. HR Magazine, 56, (2), 38-41.
- Lawler, E. E., and Worley, C. G., (2011). Nine Principles for Sustainable Talent Management. Workspan, 54, (11) 18-22.
- Lawler, E. E., and Worley, C.G., (2011) Management Reset: You can achieve sustainability. Leadership Excellence, 28, (9) 4-5.
- Lawler, E. E., and Worley, C. G., (2011) Time to reboot: How to Transform Today's Businesses into Tomorrow's Sustainable Effective Leaders. Sustainability: The Journal of Record, 4 (2) 62-65.
- Mohrman, S., and Lawler, E.E., (2012) Generating Knowledge That Drives Change. The Academy of Management Perspectives, 26, (1) 41-51.
- Lawler, E.E., Benson, G., and McDermott, M. (2012). What Makes Performance Appraisals Effective? Compensation & Benefits Review, 44, (4) 191-200.
- Lawler, E.E., and Boudreau, J.W. (2012). Creating an Effective Human Capital Strategy. HR Magazine, 57, (8) 57-59.
- Lawler, E.E., and Worley, C.G. (2012). Why Boards Need to Change. MIT Sloan Management Review, 54, (1) 10-12.
- Lawler, E.E., and Worley, C.G. (2012). Designing Organizations for Sustainable Effectiveness. Organizational Dynamics, 41, (4) 265-270.
- Lawler, E.E., and Ellig, B. (2012) Should We Audit Executive Pay? The Corporate Board, 33, (197) 6-10.
- Lawler, E.E., Benson, G.S., and McDermott, M. (2012). Performance Management and Reward Systems. WorldatWork Journal, 21, (4) 19-28.
- Williams, T., Worley, C.G., and Lawler, E.E., (2013). The Agility Factor. Strategy + Business. www.strategy-business.com/article/00188. 1-10.
- Lawler, E.E. and Boudreau, J.W. (2013). What Makes Human Resources Effective? Workspan, 56, (6) 32-36.
- Lawler, E.E. and Mohrman, S.A. (2013). Sustainability: What Should Boards Do? The Corporate Board, 34, (201) 19-24.
- Lawler, E.E., and Boudreau, J.W. (2013). Effectiveness of Management Approaches. WorldatWork Journal, 22, (3) 27-33.
- Benson, G.S., Kimmel, M., and Lawler, E.E., (2013). Adoption of Employee Involvement Practices: Organizational Change Issues and Insights. In Shani, A.B., Pasmore, W.A., Woodman, R.W., and Noumair, D.A. (Eds.), Research in Organizational Change and Development (pp. 233-257). United Kingdom, Emerald Group Publishing Limited.
- Boudreau, J., and Lawler, E.E. (2014). Is HR Ready to Face the Future? Talent Management, 10, (6) 24-27, 47.

- Boudreau, J., and Lawler, E.E. (2014). The strategic role of HR in the United States and China: relationships with HR outcomes and effects of management approaches. In Sparrow, P., Scullion, H., and Tarique, I. (Eds.), Strategic Talent Management: Contemporary Issues in International Context (pp. 197-223). New York, Cambridge University Press.
- Lawler, E.E., and Mohrman, S. A. (2014). CEO special issue of Organizational Dynamics. In Lawler, E.E., and Mohrman, S. A. (Eds.), Special Issue: Effective Organizations in the New Environment. Organizational Dynamics, 43, (3) 155-156.
- Lawler, E.E. (2014). Individualizing organizations: Progress and possibilities. In Lawler, E.E., and Mohrman, S. A. (Eds.), Special Issue: Effective Organizations in the New Environment. Organizational Dynamics, 43, (3) 157-167.
- Lawler, E.E., and Mohrman, S. A. (2014). Designing organizations for sustainable effectiveness: A new paradigm for organizations and academic researchers. Journal of Organizational Effectiveness: People and Performance, 1, (1) 14-34.
- Boudreau, J., and Lawler, E.E. (2014). Stubborn traditionalism in HRM: Causes and consequences. Human Resource Management Review, 24, (3) 232-244.
- Lawler, E.E. (2014). An Idiot's Guide to Employee Engagement. In Fan, W.C. (Ed.), The HRwisdom Employee Engagement Guide (pp. 22-24). Retrieved from <http://hrwisdom.com.au/wp-content/uploads/2014/09/The-HRwisdom-Employee-Engagement-Guide.pdf>
- Lawler, E.E., and Worley, C.G. (2014). Organization Agility and Talent Management. WorldatWork Journal, 23, (4) 59-70.
- Lawler, E.E., and Mohrman, C.G. (2014, Nov 5). The Crucial—and Underappreciated—Role of HR in Sustainability. MITSloan Management Review. E-pub retrieved from <http://sloanreview.mit.edu/article/the-crucial-and-underappreciated-role-of-hr-in-sustainability/>
- Lawler, E.E. (2014, Nov 25). Talent agility. hrmasia. E-pub retrieved from <http://www.hrmasia.com/content/talent-agility>
- Lawler, E.E. (2014). Sustainable Effectiveness and Organization Development: Beyond the Triple Bottom Line. OD Practitioner, 46, (4), 65-67.
- Boudreau, J.W. & Lawler, E.E. (2015). The strategic role of HR: what does a strategic HR function look like? In CIPD (Ed.), Changing HR operating models: A collection of thought pieces (pp. 15-17).
- Lawler, E.E. & Conger, J. A. (2015). The sustainable effectiveness model: Moving corporations beyond the philanthropy paradigm. Organizational Dynamics, 44(2) 97-103.
- Conger, J. A. & Lawler, E.E. (2015). Addressing the Human Resources Knowledge Gap in Corporate Boardrooms. People + Strategy, 38(2), 28-34.
- Benson, G. S. & Lawler, E.E. (2015). Employee Involvement: Research Foundations. In

Grawitch, M.J., and Ballard, D.W. (Eds.), The Psychologically Healthy Workplace: Building a Win-Win Environment for Organizations and Employees (pp. 13-25).

Lawler, E. E., & Boudreau, J. (December, 2015). Corporate Boards and Human Resources. Workspan, 58(12), 12-15.

Ledford, G. E., & Lawler, E. E. (Fourth Quarter 2015). Can Technology Save Performance Management?. WorldatWork Journal, 24(4), 6-15.

Lawler, E. E., Worley, C. G., & Williams, T. (2016). Creating Management Processes Built for Change. MIT Sloan Management Review, 58(1), 77-82.

Ledford, G. E., Benson, G., & Lawler, E. E. (2016). Aligning Research and the Current Practice of Performance Management. Industrial and Organizational Psychology: Perspectives on Science and Practice, 9(2), 253-260.

Ledford, G. E., Lawler, E.E., & Benson, G. (2016, April). Cutting-Edge Performance Management: What About Rewards?. Workspan, 12-15.

Boudreau, J. A., & Lawler, E.E. (2016). Making Talent Analytics and Reporting a Decision Science. In T. Bickham (Ed.), ATD Talent Management Handbook (pp. 175-187). Alexandria, VA: ATD Press.

Conger, J. A., & Lawler, E.E. (2016). Human Resource Management: The Role of Boards. In R. Leblanc (Ed.), The Handbook of Board Governance (pp. 501-513). Hoboken, NJ: John Wiley & Sons, Inc.

Ledford, G. E., Benson, G., & Lawler, E.E. (2016). A Study of Cutting Edge Performance Management Practices: Ongoing Feedback, Ratingless Reviews and Crowdsourced Feedback. WorldatWork Journal, 25(1-2), 8-24.

Lawler, E. E. (2016). Executive Team Member Needed. In P. M. Wright, D Ulrich, R.L. Antoine, and E. Sartain (Eds.), View from the Top: Leveraging Human and Organization Capital to Create Value. (pp. 15-22). Washington, DC: SHRM.

OPINION / COMMENTARY PIECES

Lawler, E. E. (1986, April 7). Managers must share power with employee. Daily News.

Lawler, E. E. (1986, December 7). Profit sharing plans lack key motivation. Los Angeles Times.

Lawler, E. E. (1986, March 2). Scrap merit pay, focus on team performance. Los Angeles Times.

- Lawler, E. E. (1988, February 25). Rehire the air controllers Reagan fired in 1981 strike. Los Angeles Herald Examiner.
- Lawler, E. E. (1988, Winter). Global competitiveness-will you be ready? Tapping the Network Journal, 20-28.
- Lawler, E. E. (1989). Employee involvement: New challenges. Letter: American Productivity and Quality Center, 9(4), 4-5.
- Lawler, E. E. and Mohrman, S. A. (1989, April). Champions of change. Executive Excellence.
- Lawler, E. E. (1990, November). Making your firm more competitive. Executive Excellence, 9-10.
- Lawler, E. E. (1990). Let the workers make white-knuckle decisions. Fortune, 121(7), 49.
- Lawler, E. E. (1992, March-April). Pay and quality. Harvard Business Review.
- Lawler, E. E. (1992, May 3). Executive pay too high? Los Angeles Times.
- Lawler, E. E. (1992). Strategic pay and high-involvement organizations: Interview with Edward Lawler. In C. N. Jackson and M. R. Manning (eds.), Organization development annual: Vol. IV (pp. 69-87). Alexandria, VA: ASTD.
- Lawler, E. E. (1993). When times get tough what happens to TQM. Harvard Business Review, 71(3), 32.
- Lawler, E. E. (1994, January 28). New logic is here to stay. Financial Times.
- Lawler, E. E. (1995, December 15). Reinventing management: A report from the United States. New Straits Times (Malaysia).
- Lawler, E. E. (1995, September 17). Reinventando a administracao. O Globo (Rio).
- Lawler, E. E. (1996, December 2). Let's give credit where it is due. Industry Week.
- Lawler, E. E. (1996, January 9). Creating high performance work organizations. New Straits Times (Malaysia).
- Lawler, E. E. and Finegold, D. (1997, November 17). CEO selection: Why boards get it wrong. Industry Week, 90-91.
- Lawler, E. E. and Finegold, D. (1997, January 17). Report on changing skills in the workplace. The Times Higher Education Supplement, 20.
- Lawler, E. E. (1998). Why doesn't this HR department get any respect? Harvard Business Review, 76(2), 6-7.
- Lawler, E. E. (1999, Nov./Dec.). A lesson from the ballpark. Across the Board, 38.
- Lawler, E. E. (2000, April 27). Rev up old-line firms by slimming down CEO perks. USA Today.
- Lawler, E. E. (2001). Human capital. Executive Excellence, 18(2), 8.

- Lawler, E. E. (2001). Who wanted to be a millionaire? People Management, 7(21), 29.
- Lawler, E. E. and Finegold, D. L. (2001). A Canadian titan could offer a glimpse of the future of boards. Chief Executive, (171), 59.
- Lawler, E. E. and Conger, J. (2002, April 1). Building better boards. Financial Times, 11.
- Lawler, E. E. and Conger, J. (2002, April 1). A corporate board's first duty should be that of a watchdog. Los Angeles Times, B10.
- Lawler, E. E., Finegold, D., Benson, G., and Conger, J. (2002). Making boards effective. Executive Excellence, 19 (3), 8.
- Lawler, E. E. (2003, July/Aug.). Move out the paperwork! Across The Board, 36.
- Lawler, E. E. (2004, March). Develop people right. Executive Excellence, 12.
- Lawler, E. E. (2004, May). Why forced ranking is a bad idea. Human Resource Executive, 58.
- Lawler, E. E. and Finegold, D. A. (2004). Ideal composition of a board. Directors & Boards, 15.
- Lawler, E. E. (2005). Making strategic partnership a reality. Strategic HR Review 4(3), 3.
- Lawler, E. E. (2005). All about effectiveness. Human Resource Executive 19(16), 8-10.
- Conger, J.A., and Lawler, E. E. (2005, August 26). People skills still rule in the virtual company. Financial Times, 10.
- Worley, C.G., and Lawler, E.E. (2006, April). Built to change. Leadership Excellence, 4.
- Lawler, E.E. (2006, May). No more excuses: learn to add value and cut costs. Leadership Excellence, 13-14.
- Finegold, D. and Lawler, E. E. (2006, Nov.). Benefits of Having Executives at Board Meetings. Directors & Boards E-Briefing, 3(11).
- O'Toole, J. and Lawler, E. E. (2007, April 25). Low costs versus high wages? Forbes.com.
- Lawler, E. E. (2008, March 8). The HR department: Give it more respect. Wall Street Journal, R8.
- Lawler, E. E. (2008, May 7). Are retention bonuses the right way to lock in staff? Financial Times, 12.
- Lawler, E. E. (2008, June 5). Treat employees right in tough times. Business Week.com.
- Lawler, E. E. (2008, September 24). Quandary of job offer that cuts loyal team members adrift. Financial Times, 10.
- Lawler, E. E. (2008, October 24). Good riddance to the imperial CEO. Business Week.com.

- Lawler, E. E. (2008, November 6). Stop keeping pay secret. Wall Street Journal.com.
- Lawler, E. E. (2008, December 11). Boards are MIA for workforce decisions. Wall Street Journal.com.
- Lawler, E. E. (2008). Counterpoint. People & Strategy, 31(3), 8-9.
- Lawler, E. E. (2009). Executive pay. Economist debates. Retrieved from <http://www.economist.com/debate/days/view/406>.
- Lawler, E. E. (2009, April 24). Value-based motivation. BusinessWeek.
- Lawler, E. E. (2009). The knowing-doing gap. Conference Board Review 46 (3), p. 29.
- Lawler E. E. (2009, February 5). Fixing executive compensation excesses. Business Week.
- Mohrman, S.A., O'Toole, J., & Lawler, E.E. (2015, August 2). Corporations as Stewards: Getting Beyond the Starting Blocks. EcoInnovator Blog.

BLOGGING/ONLINE COLUMNS

Lawler writes for Forbes.com, Huffington Post and Conference Board.

BOOKS

- Porter, L. W. and Lawler, E. E. (1968). Managerial attitudes and performance. Homewood, Illinois: Irwin-Dorsey.
- Dunnette, M. D., Campbell, J. P., Lawler, E. E. and Weick, K. E. (1970). Managerial behavior, performance and effectiveness. New York: McGraw-Hill.
- Lawler, E. E. (1971). Pay and organizational effectiveness: A psychological view. New York: McGraw-Hill.
- Lawler, E. E. (1973). Motivation in work organizations. Monterey, Calif.: Brooks/Cole.
- Porter, L. W., Lawler, E. E. and Hackman, J. R. (1975). Behavior in organizations. New York: McGraw-Hill.
- Lawler, E. E. and Rhode, J. G. (1976). Information and control in organizations. Pacific Palisades, Calif.: Goodyear.
- Hackman, J. R., Lawler, E. E. and Porter, L. W. (Eds.). (1977). Perspectives on behavior in organizations. New York: McGraw-Hill.
- Nadler, D., Hackman, J. and Lawler, E. E. (1979). Managing organizational behavior. Boston: Little, Brown and Co.
- Lawler, E. E., Nadler, D. and Cammann, C. (1980). Organizational assessment. New York: Wiley Interscience.

- Lawler, E. E. (1981). Pay and organization development. Reading, Massachusetts: Addison Wesley.
- Hackman, J. R., Lawler, E. E. and Porter, L. W. (Eds.). (1983). Perspectives on behavior in organizations (2nd edition). New York: McGraw-Hill, 1983.
- Perkins, D., Nieva, R. and Lawler, E. E. (1983). Managing creation: The challenge of building a new organization. New York: Wiley-Interscience.
- Seashore, S. E., Lawler, E. E., Mirvis, P. and Cammann, C. (1983). Assessing organizational change. New York: Wiley-Interscience.
- Lawler, E. E., Mohrman, A. M., Mohrman, S. A., Ledford, G. E., Cummings, T. G. and Associates. (1985). Doing research that is useful for theory and practice. San Francisco: Jossey-Bass.
- Lawler, E. E. (1986). High-involvement management. San Francisco: Jossey-Bass.
- Mohrman, A. M., Mohrman, S. A., Ledford, G. E., Cummings, T. G., Lawler, E. E. and Associates. (1989). Large-scale organizational change. San Francisco: Jossey-Bass.
- Lawler, E. E., Ledford, G. E. and Mohrman, S. A. (1989). Employee involvement in America. Houston: American Productivity and Quality Center.
- Mohrman, A. M., Resnick-West, S. M. and Lawler, E. E. (1989). Designing performance appraisal systems. San Francisco: Jossey-Bass.
- Lawler, E. E. (1990). Strategic pay. San Francisco: Jossey-Bass.
- Lawler, E. E. (1992). The ultimate advantage: Creating the high-involvement organization. San Francisco: Jossey-Bass.
- Lawler, E. E., Mohrman, S. A. and Ledford, G. E. (1992). Employee involvement and total quality management: Practices and results in fortune 1000 companies. San Francisco: Jossey-Bass.
- Galbraith, J. R., Lawler, E. E. and Associates. (1993). Organizing for the future: The new logic for managing complex organizations. San Francisco: Jossey-Bass.
- Lawler, E. E. (1994). Motivation in work organizations (classic edition). San Francisco: Jossey-Bass.
- Lawler, E. E., Mohrman, S. A., and Ledford, G. E. (1995). Creating high performance organizations: Practices and results of employee involvement and quality management in fortune 1000 companies. San Francisco: Jossey-Bass.
- Lawler, E.E. (1996). From the ground up: Six principles for creating the new logic corporation. San Francisco: Jossey-Bass.
- Mohrman, S. A., Lawler, E. E., and McMahan, G. C. (1996). New directions for the human resources organization. Los Angeles: Center for Effective Organizations.

- Lawler, E. E., Mohrman, S. A., Ledford, G. E. (1998). Strategies for high performance organizations: The CEO report. San Francisco: Jossey-Bass.
- Mohrman, A. M., Galbraith, J. R., Lawler, E. E. and Associates. (1998). Tomorrow's organization: Crafting winning capabilities in a dynamic world. San Francisco: Jossey-Bass.
- Conger, J. A., Spreitzer, G. M., Lawler E. E. and Associates. (1999). The leader's change handbook. San Francisco: Jossey-Bass.
- Lawler, E. E., Mohrman, A. M., Mohrman, S. A., Ledford, G. E. and Cummings, T. G. (1999). Doing research that is useful for theory and practice (new edition). Lanham, MD: Lexington.
- Lawler, E. E. (2000). Rewarding excellence: Pay strategies for the new economy. San Francisco: Jossey-Bass.
- Lawler, E. E. and Mohrman, S. A. (2000). Creating a strategic human resources organization. Los Angeles: Center for Effective Organizations.
- Conger, J. A., Lawler, E. E., and Finegold, D. (2001). Corporate boards: New strategies for adding value at the top. San Francisco: Jossey-Bass.
- Lawler, E. E., Mohrman, S. A., and Benson, G. S. (2001). Organizing for high performance: The CEO report on employee involvement, TQM, reengineering, and knowledge management in fortune 1000 companies. San Francisco: Jossey-Bass.
- Lawler, E. E. (2003). Treat people right: How organizations and individuals can propel each other into a virtuous spiral of success. San Francisco: Jossey-Bass.
- Lawler, E. E. and Mohrman, S. A. (2003). Creating a strategic human resources organization: An assessment of trends and new directions. Palo Alto: Stanford University Press.
- Lawler, E. E., Ulrich, D., Fitz-Enz, J. and Madden, J. C. (2004) Human resources business process outsourcing: Transforming how HR gets its work done. San Francisco: Jossey-Bass.
- Lawler, E. E., and Worley, C. G. (2006) Built to change: How to achieve sustained organizational effectiveness. San Francisco: Jossey-Bass.
- Lawler, E. E., Boudreau, J. W., and Mohrman, S. A. (2006). Achieving strategic excellence: An assessment of human resource organizations. Palo Alto: Stanford University Press.
- O'Toole, J., and Lawler, E. E. (2006). The new American workplace. New York: Palgrave-Macmillan.
- Lawler, E. E., and O'Toole, J. (2006). America at work. New York: Palgrave-Macmillan.
- Lawler, E. E. (2008). Talent: Making people your competitive advantage. San Francisco: Jossey-Bass.
- Lawler, E. E. and Boudreau, J. W. (2009). Achieving excellence in human resources management: An assessment of human resource functions. Palo Alto: Stanford University Press.

- Lawler, E. E. and Worley, C. G. (2011). Management reset: Organizing for sustainable effectiveness. San Francisco: Jossey-Bass.
- Mohrman, S. A., Lawler, E. E., and Associates (2011). Useful research: Advancing theory and practice. San Francisco: Berrett-Koehler.
- Lawler, E. E., and Boudreau, J. W., (2012). Effective Human Resource Management: A Global Analysis. Palo Alto: Stanford University Press.
- Worley, C.G., Williams, T., and Lawler, E.E. (2014). Assessing Organization Agility: Creating Diagnostic Profiles to Guide Transformation (J-B Short Format Series) [Kindle Edition]. San Francisco: Jossey-Bass.
- Worley, C.G., Williams, T., and Lawler, E.E. (2014). The Agility Factor: Building Adaptable Organizations for Superior Performance. San Francisco: Jossey-Bass.
- Mohrman, S.A., O'Toole, J., & Lawler, E.E. (2015). Corporate Stewardship: Achieving Sustainable Effectiveness. Sheffield, UK: Greenleaf Publishing.
- Lawler, E.E., & Boudreau, J.W. (2015). Global Trends in Human Resource Management: A Twenty-Year Analysis. Palo Alto, CA: Stanford University Press.
- Ledford, G. E., Benson, G., & Lawler, E.E. (2016). Cutting-Edge Performance Management: 244 Organizations Report on Ongoing Feedback, Ratingless Reviews and Crowd-Sourced Feedback. Scottsdale, AZ: WorldatWork Research.
- Lawler, E.E. (2017). Reinventing Talent Management: Principles and Practices for the New World of Work. Oakland, CA: Barrett-Koehler Publishers, Inc.