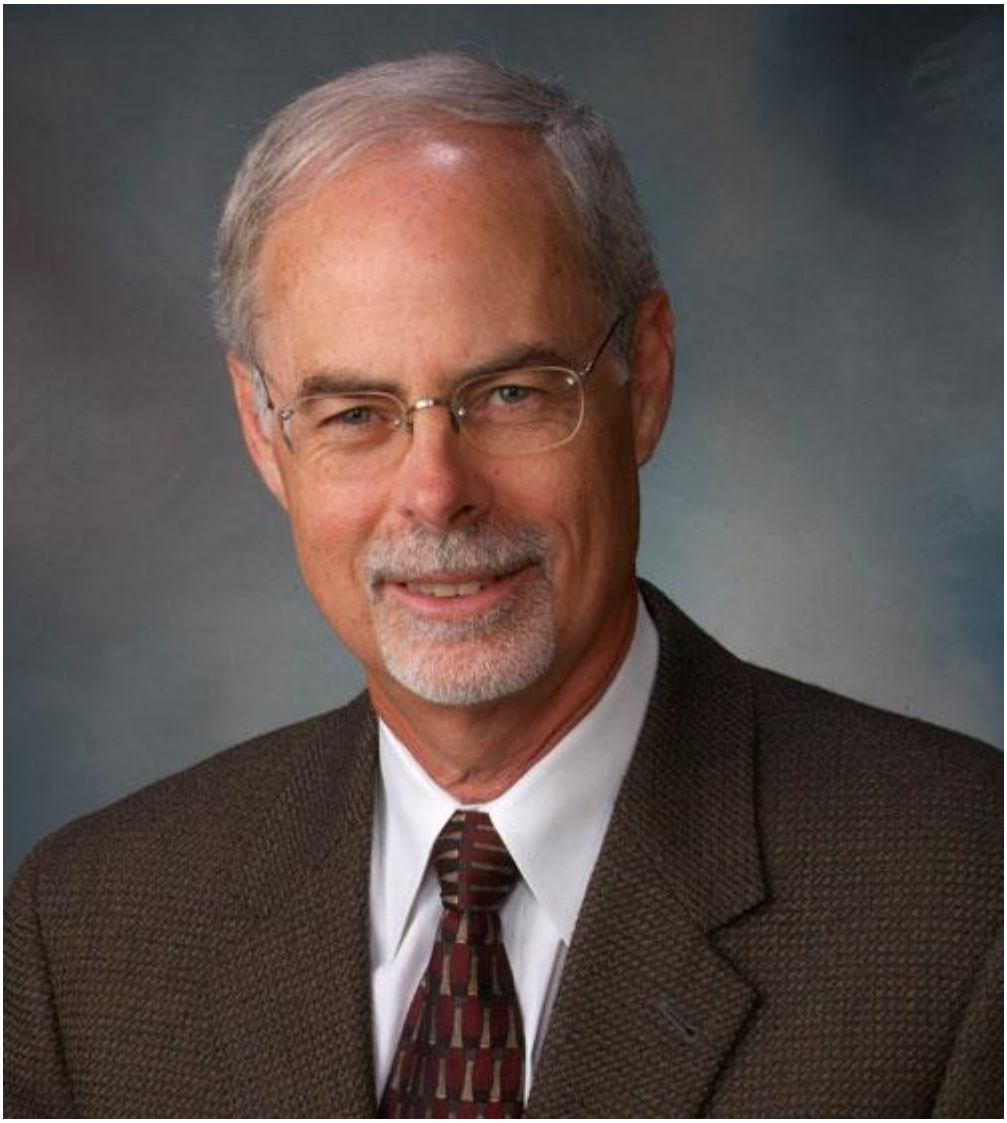
Oldham named one of most influential I/O psychologists

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In a new ranking by Human Resources MBA, the Freeman School's Greg Oldham is named as one of the nation's most influential living I/O psychologists.



Greg Oldham

Oldham, J. F. Jr. and Jesse Lee Seinsheimer Chair of Business and professor of management, is ranked 14th on the website's list of The 30 Most Influential Industrial and Organizational Psychologists Alive Today. Human Resources MBA bases the ranking on a combination of publications, impact on industrial and organizational practices, influence on future research directions, and awards and recognition.

Oldham was singled out for his co-development of the Job Characteristics Theory, which suggests that challenging tasks serve as motivation while monotonous or boring tasks suppress motivation and lead to employee dissatisfaction. The theory,

which provides a set of principles for enriching jobs, is widely used by organizations.

Oldham joined the Freeman School in 2009 after serving as the C. Clinton Spivey Distinguished Professor of Business Administration and professor of labor and industrial relations at the University of Illinois at Urbana-Champaign. His research focuses on the contextual and personal conditions that prompt the creativity of individuals and teams in organizations. He has also conducted numerous studies on the effects of the design of work and work environments on employees' effectiveness and psychological well-being. His research has appeared in many of the leading journals in the fields, including *Academy of Management Journal, Journal of Applied Psychology, Organizational Behavior Human Decision Processes, Administrative Science Quarterly* and *Journal of Management.*

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