

THE HONG KONG POLYTECHNIC UNIVERSITY DEPARTMENT OF MANAGEMENT AND MARKETING

Departmental Research Seminar

Newcomer Socialization: Relationships at Work By



Prof. Talya Bauer
Portland State University

Date : 4 Nov 2025 (Tuesday)
Time : 10:30 am – 12 noon
Venue : M802, PolyU

Abstract

This talk covers research on newcomer socialization from its early stages to current times. It focuses on the evolution of this research area in terms of research themes, what has been learned, meta-analytic evidence, and current best practices in newcomer socialization today. This is done while via tracing the work of Talya Bauer and others in this area from the 1980s until today. There is an emphasis on the important of newcomer-insider relationships during this process.

Prof. Talya N. Bauer (Ph.D., Purdue University) is the Cameron Professor of Management at Portland State University. Prof. Bauer is an award-winning teacher and researcher. She works in the areas of new hire onboarding, recruitment, selection, overqualification, mentoring, and leadership which have resulted in numerous journal publications published in outlets such as the *Academy of Management Journal*, *Academy of Learning and Education Journal*, *Academy of Management Perspectives*, *Journal of Applied Psychology*, *Journal of Management*, and *Personnel Psychology*. She has worked with dozens of government, Fortune 1000, and start-up organizations and has been a Visiting Scholar in France, Spain, and at Google Headquarters in Mountain View, California. Prof. Bauer is involved in professional organizations and conferences at the national level such as serving on elected positions such as the Human Resource Management Executive Committee of the Academy of Management and Member at Large for SIOP. Prof. Bauer is an Associate Editor for the *Journal of Applied Psychology* and the former Editor of the *Journal of Management*. In addition, she serves on the editorial boards for *Personnel Psychology*, *Industrial and Organizational Psychology: Perspectives on Science and Practice*, *Journal of Management*, and *International Journal of Selection and Assessment*. Her work has been discussed in several media outlets including the *New York Times*, *BusinessWeek*, *Wall Street Journal*, *Harvard Business Review*, *USA Today*, and the *Washington Post*.

All interested are welcome.



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