



# Organizational Neuroscience and Biology

An Interest Group of the Academy of Management

## *Member “NEUsletter”*

*Dear Valued Members of the Organizational Neuroscience and Biology (NeuB) Interest Group,*

*As you delve into this latest edition of the NeuB NEUsletter, I trust you find it a valuable resource that reflects the intellectual energy and scholarly impact of our community.*

*The NeuB Interest Group continues to stand at a uniquely dynamic and intellectually vibrant frontier within the Academy of Management (AOM). Our field is defined by its rigorous exploration of the powerful intersection where biological mechanisms, including insights from genetics, physiological markers, and neural processes, converge with organizational phenomena, offering applications to areas such as executive function, decision-making, strategic alignment, and leadership dynamics. Given the exponential pace of theoretical and methodological advancements in this domain, maintaining a robust platform for continuous knowledge exchange is paramount. Therefore, this newsletter is meticulously crafted to be your essential resource, keeping our distinguished community connected, informed, and at the cutting edge of this transformative research.*

### **A Call for Submissions: Share Your Success**

*The vitality of the NeuB NEUsletter is directly proportional to your active participation. My overarching goal is to foster a truly collaborative environment where new ideas and achievements can flourish across our global network.*

*I strongly encourage all members to leverage this platform—your platform—to share their professional news and scholarly activities for the next issue.*

*I invite your submissions in the following categories:*

- **New Publications:** Announce recently published books, journal articles, and chapters related to Organizational Neuroscience and Biology.
- **Awards & Recognitions:** Celebrate professional honors, research grants, and accolades.
- **Engaging Practice:** Share examples of recent research application or consulting projects.
- **Announcements & Call for Papers:** Post calls for papers, special issue solicitations, and other significant professional opportunities relevant to NeuB scholars.
- **Events News:** Provide details on upcoming conferences or brief synopses of recent relevant happenings.
- **Methodological Debates:** Short opinion pieces exploring the pros and cons of emerging techniques (e.g., machine learning in physiological data analysis, ethical use of genetic sampling).
- **International Spotlights:** Features on NeuB research centers and global scholars to ensure broad representation.
- **Bridging Research and Pedagogy:** Ideas on how to effectively integrate organizational neuroscience into management curricula.

#### 🌟 Warm Wishes and Looking Ahead

*Thank you once again for being such an integral part of our NeuB Family. I sincerely hope this edition leaves you feeling both informed and deeply inspired.*

*As the year draws to a close, please accept my warmest wishes for a festive season full of joy, warmth, and peace. Wishing you and yours Happy Holidays and a wonderful, stimulating New Year!*

*I look forward to an exciting year ahead filled with discovery, deepened collaboration, and the strengthening of our collective impact.*

Warmly,

Dr. Vaneet Kaur

Chair – Newsletter Committee

Organizational Neuroscience and Biology, Academy of Management

Associate Professor of Management

Ambassador Crawford College of Business and Entrepreneurship

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## Featured Research

*Title: A Neuropsychological Examination of the Nature of Perceived Person–Environment Fit*  
*Journal: Journal of Applied Psychology*



*Abstract: This study provides a neuropsychological examination of the conceptualization of perceived person–environment fit in relation to its cognitive and affective components. It addresses key challenges in the current fit literature through empirically clarifying the theoretical “black box” of how individuals cognitively compare themselves to their environment, fundamentally examining affective aspects of fit beyond correlational analysis, and exploring whether psychological and neural perspectives offer different conceptualizations of fit. Two functional magnetic resonance imaging studies, involving 62 and 41 working adults respectively, show that both lateral brain regions (associated with higher order cognition) and medial brain regions (associated with emotion processing) are activated when participants perceive fit. In addition, relational fit involves more emotion processing compared to rational fit, while misfit involves greater negative emotion processing than fit. An unexpected and illuminating finding is that perceived fit also engages social cognitive processing, related to theory of mind. As an additional part of the examination of perceived fit conceptualization, supplementary research indicates that, compared to job satisfaction, perceived fit engages more social brain regions (associated with social cognition), while job satisfaction exhibits greater activation in prefrontal cortex regions (linked to motivation and goal attainment). A third study, using a field survey with text analysis to examine the psychological processes underlying perceived fit and job satisfaction, replicates all hypothesized neurological findings from the two functional magnetic resonance imaging studies. Theoretical and managerial implications, as well as directions for future research, are discussed.*

*Link: <https://dx.doi.org/10.1037/apl0001294>*

### ***Featured Research***

*Title: The Neurosocial Alchemy of Entrepreneurial Transformation: A Deep Dive into Extended Mirror Neuron System and Neuroplasticity.*

*Journal: Entrepreneurship & Regional Development*



#### **Abstract:**

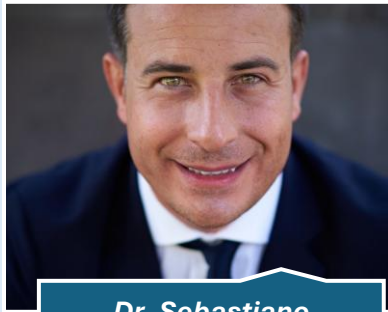
*This study introduces a novel framework that integrates social neuroscience and entrepreneurship to explore how neuronal pathways enable the transformation of individuals into entrepreneurs with robust capabilities. Moving beyond traditional individual-centric views, it investigates inter-individual neural and social synchronization, identifying neurosocial mediators that drive the development of entrepreneurial competencies within enterprises. By leveraging the extended mirror neuron system and neuroplasticity, this conceptual paper demonstrates how social learning processes activate and strengthen neural networks, resulting in emergent entrepreneurial behaviours. Employing a theory-bridging approach, this research develops a nomological network to predict relationships between entrepreneurial and neurosocial constructs, clarifying causal linkages, antecedents, outcomes, and contingencies. This framework offers a comprehensive understanding of how individual capabilities evolve into entrepreneurial capabilities, moving beyond assumptions of serendipity and simplistic aggregation.*

*Link: <https://doi.org/10.1080/08985626.2025.2476694>*

## Featured Research

*Title: Wearable Devices Methodology: Opportunities and Challenges in Human Resource Management.*

*Journal: Human Resource Management Journal*



**Dr. Sebastiano  
Massaro**



**Dr. Trevor Yu  
Kang Yang**



**Dr. Georgios  
Christopoulos**

### Abstract:

*This article establishes the foundations and explains the opportunities and challenges of integrating wearable devices methodology into Human Resource Management (HRM) research and practice. Wearables have recently emerged as ubiquitous tools that can unobtrusively collect real-time, objective, continuous data on various aspects of employees' states, behaviors, and interactions, offering unprecedented insights into the workforce. We present a systematic approach to understanding the key features of wearables and highlight the benefits they bring to HRM. Concurrently, we discuss issues related to data governance and ethical considerations, proposing strategies to address them. By utilizing the ability-motivation-opportunity (AMO) model of HRM, we provide examples of relevant HR-related topics that can benefit from wearables, including well-being and workplace stress, among others. We conclude with future avenues for scholars and professionals seeking to leverage this methodology to advance research and practice.*

Link: <https://onlinelibrary.wiley.com/doi/pdf/10.1111/1748-8583.70014>

### *Message from the Chair of the Website Committee*

*Dear NeuB community members,*

*This year I will be overseeing our social media.*

*Our main platforms are [Facebook](#) and LinkedIn (both the [page](#) and the [group](#)), where we see the most engagement. We also maintain an [X](#) account for occasional updates, and we will share photos from our meetings and events on [Instagram](#).*

*I warmly encourage you to share your new research, announcements, job opportunities or searches, and anything else relevant to organizations and biology in the broad sense outlined in our domain statement. The goal is to help increase visibility for your work and strengthen our community.*

*Looking forward to highlighting your contributions!*

*Warm regards,*

*Dr. Nir Milstein*

*The Graduate School of Business Administration and The Gonda Multidisciplinary Brain Research Center*

*Bar-Ilan University*

*Website Committee Chair*

