



Daniel M. Cable

Author and Professor, Management of
Organizational Behavior
UNC Kenan-Flagler Business School
Email: dan_cable@unc.edu
Phone: (919) 966-3215

Daniel Cable is a Sarah Graham Kenan Distinguished Scholar and Professor of Management at the University of North Carolina in Chapel Hill, NC. Aligning a wide spectrum of human systems with company strategy is the focus of his work.

He is the author of the new book, *Change to Strange: Creating a Great Organization by Building a Strange Workforce* (Wharton School Publishing, 2007). Using an approach called the “Strange Workforce Value Chain,” he describes how to build a unique workforce that creates competitive advantage for the organization.

Dr. Cable has studied the job choice process for almost a decade. He examines people-organization fit and its relation to employee commitment, job satisfaction and turnover.

His teaching and research interests include corporate culture, compensation management and total rewards, the organizational entry process, and organizational selection systems. Clients include the Navy, First Citizen Bank, Sony Ericsson, Arsenal Digital and several water utilities.

He has published numerous articles on person-organization fit, selection, recruitment, pay systems and career success in leading journals. He has served on the editorial boards of the *Academy of Management Journal*, *Journal of Applied Psychology* and other leading publications. He received the McCormick Award for Distinguished Early Career Contributions from the Society for Industrial and Organizational Psychology.

Dr. Cable has consulted on culture, compensation, recruiting and selection with a broad range of companies ranging from high-tech startups to banks.

He received his PhD and MBA from Cornell University, and his BA from Pennsylvania State University.