Industrial & Systems Engineering
Seminar Announcement

Individual Differences in Pacing Styles at the Workplace

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Abstract: In the contemporary workplace, companies, trainees, and workers are under increasing time pressure as organizations respond to broader competition, shorter staffing, and greater customer expectations. One observable time management device found in practice is the ubiquitous use of deadlines for both cognitive and manual work. Deadlines are known to increase productivity by helping companies and workers to manage time efficiently, though many unaddressed questions remain regarding individual differences in workers' performance under deadlines and appropriate deadline policies. This presentation highlights the importance of considering these individual differences in the workplace by modeling, estimating, and providing operational policies for pacing styles based on several experimental, field and simulation investigations. The presentation will first show models and factors that affect individual work rates as deadlines approach. Second, it presents better methodologies to quantitatively measure and estimate individual behaviors under deadlines. Third, it proposes new designs and policies for time management based on these individual differences.

Bio: *Ji-Eun Kim* is a doctoral candidate in the Industrial and Manufacturing Engineering Department at the Pennsylvania State University. Her primary research focuses on measuring, modeling, and designing human performance considering individual differences by employing statistical, physiological, and psychological measurements. She is also interested in the application of the individualized performance to transportation, healthcare, operations research, and engineering education. She holds a Master's degree in Cognitive Psychology and a Bachelor's degree in Biology and has conducted several industry and government projects on cognitive neuroscience. Before joining Penn State, she worked for a Korean government project on human-robot interaction to develop automatic biomedical robots based on users' muscular signals.

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