

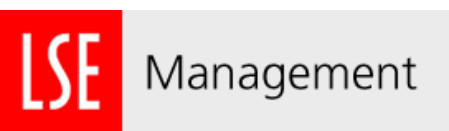
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How to contact

Department of Management
London School of Economics
and Political Science
Houghton Street
London WC2A 2AE

Room: NAB 4.30
Email: a.a.pepper@lse.ac.uk
Tel: +44 (0)20 7106 1217

Prof Sandy Pepper

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Professor of Management Practice

Faculty Group: Employment Relations and Human Resource Management



Biography

Dr Sandy Pepper joined the Department of Management in September 2008 as ESRC/FME Fellow. He was appointed Senior Fellow in September 2011. He previously had a long career at PricewaterhouseCoopers (PwC) where he held various senior management roles, including global leader of the Human Resource Services consulting practice from 2002-2006.

Dr Pepper graduated from the University of Durham in 1981 with an honours degree in Philosophy and English. He qualified as a Chartered Accountant in 1985 and became a Fellow of the Institute of Chartered Accountants in England & Wales in 1995. In 2006 he was awarded an MSc (Mastère Spécialisé) in Consulting & Coaching for Change by HEC, Paris, under a programme run jointly with Said Business School, University of Oxford. He completed a DBA (Doctor of Business Administration) at the University of Surrey in January 2011.

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Research interests

- HR management and labour market issues - people, jobs and pay, especially the impact of incentives and reward on the motivation of senior executives
- The relationship between management theory and practice.

Recent publications

- [The economic footprint of its banks helped the U.S. to have a](#)

[better bank bailout than the UK](#)

Culpepper, Pepper D. (2014) The economic footprint of its banks helped the U.S. to have a better bank bailout than the UK. USApp– American Politics and Policy Blog (18 Nov 2014) Blog Entry.

- [The economic psychology of incentives: an international study of top managers](#)
Pepper, Alexander and Gore, Julie (2014) The economic psychology of incentives: an international study of top managers. Journal of World Business, 49 (3). pp. 350-361. ISSN 1090-9516
- [The economic psychology of incentives: a new way of thinking about executive reward](#)
Pepper, Alexander (2014) The economic psychology of incentives: a new way of thinking about executive reward. Palgrave Macmillan, London, UK. ISBN TBC (In Press)
- [Measuring the impact of executive development at Standard Chartered Bank](#)
Shammari, Anwar, Cormack, Jonathan, Pepper, Alexander and King, Samantha (2014) Measuring the impact of executive development at Standard Chartered Bank. Strategic Hr Review, 13 (1). pp. 3-10. ISSN 1475-4398
- [Fairness as a precondition for profit-seeking: the limits of incentives](#)
Pepper, Alexander, Gosling, T. and Gore, Julie (2013) Fairness as a precondition for profit-seeking: the limits of incentives. In: 4th European Reward Management Conference (RMC 2013): Managing rewards: what can we learn from a comparative approach?, 2-3 December 2013, European Institute for Advanced Studies in Management (EIASM), Brussels, Belgium. (Unpublished)

[Complete list of publications](#)

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